

Section 3

CYPP Delivery Plan 2009-12

March 2010 Baseline Report



Brighton & Hove

Objective 1: Strengthen Safeguarding and Child Protection, Early Intervention and Prevention

Assistant Director: James Dougan

Lead Analyst: Daryl Perilli (DP)

Specific Objective: 1.1 Maintain a Robust and Confident Child Protection Pathway

Action	Progress	Responsible Person	Status	Start Date	End Date
1.1.1 Implement the CYPT People Strategy to sustain and develop the specialist skills we need to protect children.	See section 4.3	Jo Lyons Annie McCabe	AMBER	1/9/09	31/01/12
1.1.2 Deliver with the LSCB a tiered training programme to ensure effective and confident communication, good understanding and strong relationships across the child protection pathway.	Tiered programme in place lead by LSCB training sub group Work needed to be done to ensure ongoing resources, sufficiency and sustainability	Jo Lyons Annie McCabe Sharon Healy	AMBER	1/3/10	1/06/10
1.1.3 Establish the CYPT Safeguarding Unit to support and challenge child protection professionals and audit the child protection pathway.	Following re-structure of leadership and management arrangements for the council's children's service the new unit is now established. Interim management arrangements in place until Head of Safeguarding starts 26.4.10	Steve Barton Jane Doherty	Green	1/9/09	26/04/10

Action	Progress	Responsible Person	Status	Start Date	End Date
1.1.4 Publish early identification, referral and assessment pathways, to include domestic violence routine enquiries, building on the CYPT's 2009 Safeguarding stocktake.	Remodelling of the children's social care duty (referral/assessment) system near to completion as part of the re-structuring of 3rd tier leadership and management arrangements for the integrated area teams	James Dougan Andy Whippey	AMBER		
1.1.5 Continuously review and update with the LSCB and our partners in East and West Sussex the Pan-Sussex Child Protection and Safeguarding Procedures and related policies and operational procedures in light of changes to statutory guidance.	The 2010/11 LSCB business plan will address this issue including local response to new Working Together Statutory Guidance when published.	Steve Barton Jane Doherty	Green	01/04/09	31/03/12
1.1.6 Review annually with the LSCB and the Safe in the City Partnership child protection and safeguarding activity including response to domestic violence, across the city and maintain an open dialogue with the Government Office, Ofsted and the Care Quality Commission.	These issues have been discussed at the September and December 2009 Board meetings and the March 2010 Board will focus on Domestic Violence. Further action will be included in the 2010/11 LSCB Business Plan.	Steve Barton Jane Doherty	Amber	01/04/09	31/03/12

Specific Objective: 1.2 Increase targeted support and preventive services:

Action	Progress	Responsible Person	Status	Start Date	End Date
1.2.1 Babies at risk – to sustain early permanence planning, assessment, support and intervention.	Interim arrangements for social work provision at the Royal Alexandra Children’s Hospital were reviewed in December 2010/11 and a further meeting is scheduled in light of 1.1.4. Work to improve early permanence planning, assessment, support and intervention is now incorporated in the Children’s Services Value for Money Project which is part of the council’s wider VFM programme	James Dougan Richard Hakin	Amber		ONGOING
1.2.2 Vulnerable families – to improve services for families where the quality of parenting is affected by adult substance or alcohol misuse, domestic violence or mental health or learning disability issues.	A number of initiatives address this issue including the CYPT Parenting Strategy, the Family Pathfinder Project and the council’s Value for Money programme. The LSCB will review provision of services in respect of Domestic Violence at the March Board.	James Dougan Emma Smith	Amber		ONGOING
1.2.3 Children and young people who are vulnerable or at risk– to improve services for vulnerable groups and/ or those involved in or at risk of substance or alcohol misuse, self-harm, sexual exploitation or teenage pregnancy.	<p>Work has been undertaken to develop a legal high strategy across the city and train up staff to deal with the rise in young people using legal highs.</p> <p>Fully recruited to four teenage pregnancy prevention post within the wider IYSS.</p> <p>Internal Partnership has been agreed to ensure a consistent early identification and</p>	James Dougan Anna Gianfrancesco	Amber	01/04/09	31/03/12

Action	Progress	Responsible Person	Status	Start Date	End Date
	<p>intervention package is in place for vulnerable young people.</p> <p>Staff across social care teams, housing and IYSS have attended training on teenage pregnancy and substance misuse in order to develop their skills around prevention and implement the You and Sex toolkit and Substance Misuse Toolkits.</p> <p>The CYPT is working with Sussex Central YMCA who are developing a post around sexual exploitation. You and Sex</p> <p>A comprehensive review of Contraception and Sexual Health Services (CASH) has been completed and school based health drop-ins have been developed across the city and an improved central Morley Street CASH services has been launched.</p>				

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Specific Objective: 1.3 A safe and supportive city:

Action	Progress	Responsible Person	Status	Start Date	End Date
1.3.1 The CYPT and LSCB will raise the profile and public understanding of the LSCB and promote the role of local communities in the city's safeguarding arrangements.	<p>LSCB Business Manager reviewing arrangements and the 2010/11 LSCB business plan will address this issue.</p> <p>Work is underway to develop a dedicated LSCB website which will be accessible to professionals and members of the community. An LSCB conference is also planned for Summer 2010.</p>	Steve Barton Sharon Healy	Green	01/03/10	31/03/12
1.3.2 Provide information, advice and guidance to support parents to bring up their children so that they are safe and thrive.	Family Information Service to continue to deliver high quality Information, Advice and Guidance on a wide range of issues relevant to families. The FIS is delivered universally and in targeted ways to reflect the diverse needs of families in the City. Brighton and Hove FIS will work to complete the new National Association of Family Information Services Quality Standard by September 2010	James Dougan Sarah Colombo	Green	1/4/09	31/03/12

1.3.3 Mainstream the Common Assessment Framework and Team Around The Child arrangements to enable the whole workforce to become confident lead professionals working with parents to ensure early identification, intervention and preventative support.	90 practitioners have signed up to use the CAF e-learning package. There has been good take up of training related to use of CAF plus and a further programme of training is starting this month. About 50 CAF's a month are now being instigated by a wide range of practitioners	James Dougan Ellen Jones	Amber	01/04/09	31/03/12
1.3.4 Review child protection training and supervision arrangements to ensure that all staff receive the guidance and support they need including the opportunity regularly to reflect on their work, role and responsibilities.	Review of supervision and performance management strategy has begun Review of training not yet started	Steve Barton Annie Mccabe Sharon Healy Pauline Lambert	Red	1/3/10	1/6/10
1.3.5 Actively promote the development of healthy relationships and anti-bullying activity across all services commissioned or provided by the CYPT including educating young people so that they are able to choose not to engage in abusive, discriminatory behaviour or bullying.	All primary, secondary and special schools are implementing SEAL and sharing practice through networks and training events. Materials to raise awareness of cyber bullying disseminated during anti-bullying week November 2009. Safe at School Survey 2009 showed a 6% decrease in secondary school students reporting bullying and a 1% increase for primary pupils. Secondary racist and religiously motivated incidents are increasing showing improved reporting.	Jo Lyons Sam Beal	Green	01/04/09	31/03/12

<p>1.3.6 Provide play and leisure facilities that enable all children to have new experiences and enjoy their childhood and teenage years.</p>	<p>A new programme to provide targeted music learning opportunities for LAC has taken place. The programme engaged with 164 CYP which included holiday sessions and twilight courses. This programme has been evaluated by Roehampton University.</p> <p>98% of schools are presently taking part in the Soundmakers programme with 2500 children learning to play a musical instrument this year through the scheme. A recent survey demonstrated that 57% are continuing to learning a musical instrument/sing following this programme.</p> <p>The Music Service was judged to be outstanding by Ofsted inspectors in March 2010</p> <p>A number of new externally funded targeted arts programme have taken place, which include Performing for Success(dance), Enquire (visual arts) programme and Knight crew Glyndebourne Opera House.</p> <p>Playing for Success continues to run at near capacity providing over 600 CYP per year with creative learning opportunities through the theme of sport. These sessions run at the Albion Football Club and Sussex County Cricket Club</p>	<p>Jo Lyons Chris Parfitt Peter Chivers</p>	<p>Green</p>	<p>1/4/09</p>	<p>Ongoing</p>
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Objective 2: Reduce Child Poverty and Health Equality

Assistant Directors: James Dougan and Jo Lyons

Lead Analysts: Daren Headley and Marissa Freeman (DH/MF)

Specific Objective: 2.1 Joint strategic action

Action	Progress	Responsible Person	Status	Start Date	End Date
2.1.1 Work with the Public Service Board and, as part of the city's Joint Strategic Needs Analysis programme, complete a Child Poverty Needs Assessment and Action Plan to inform the Local Area Agreement and comply with anticipated statutory guidance.	<p>The Local Strategic Partnership Managers Group met in June 2009 and sketched out initial areas upon which to focus planning; this was followed in January 2010 by a report to the Council's Children and Young People's Overview and Scrutiny Committee on the statutory duties outlined in the draft Child Poverty Bill. Next steps are to form task and finish groups for</p> <ul style="list-style-type: none"> - needs assessment by Oct 2010 - child poverty strategy by Apr 2011 <p>to meet the requirements of the Child Poverty Bill</p>	Steve Barton Paul Brewer Sarah Colombo	Green	01/04/09	31/03/11
2.1.2 Work with NHS Brighton & Hove to tackle barriers which prevent the choice of a healthier lifestyle by families implementing the joint Public Health & CYPT Action Plan and maintaining an up-to-date Joint Strategic Needs Assessment for children and young people.	It is planned that the JSNA for the health of children and young people will be updated in 2010. An action plan to carry out this work is being developed with NHS Brighton and Hove Head of Public Health Analysis	Steve Barton Pauline Lambert Sally Wadsworth Lydie Lawrence Kate Gilchrist	Green	01/04/10	31/12/10

Specific Objective: 2.2 Narrow the gap for families and communities

Action	Progress	Responsible Person	Status	Start Date	End Date
2.2.1 Continue to develop our local clusters to promote partnership, the integration of front-line services and a joint responsibility with local communities for improving outcomes.	The Cluster consultation process has been extended to 31.3.10 at the request of Head teachers. Any new arrangements should be in place by the end of the summer term. There is strong engagement and commitment to cluster working.	James Dougan Ellen Jones	Amber	01/04/09	06/06/10
2.2.2 Provide children's centre services according to need, including more targeted home visiting and access to universal programmes for children with lower levels of need.	Building work is underway on two new Children's Centres: Westdene, due to open in May and Preston Park in September. A linked site for the City View children's centre is being developed at Fairlight Primary School to open by September. A key priority for the year is to prepare for Ofsted inspections of Children's Centres which are due to start in April 2010 and to strengthen work to support Economic Well Being.	James Dougan Caroline Parker	Green	01/04/09	31/03/12

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<p>2.2.3 Ensure parents on low incomes have access to good quality childcare to allow them to work or train.</p>	<p>The most recent Childcare Sufficiency Assessment update, completed in October 2009, found no significant change in childcare provision across the city. However, there was an increase in the cost of childcare in Brighton & Hove between March 2008 and October 2009 averaging 4.34% for all childcare types, and costs in the city are generally higher than those reported by the Daycare Trust for the south east of England</p> <p>Children’s centres in the most disadvantaged areas provide childcare for which the childcare element of working tax credit may be claimed. Roundabout nursery in Whitehawk is increasing its number of childcare places by 12 for September 2010</p> <p>There has been no loss of after-school and holiday childcare places for school-aged children in the most disadvantaged areas</p> <p>NI 118 shows an increase in the number of low income families benefiting from the childcare element of the working tax credit from 18.6% in 2006 to 21.8% in 2008.</p> <p>A full Childcare Sufficiency Assessment will be completed by March 2011 which will examine in more detail access to childcare by low-income families</p>	<p>James Dougan Caroline Parker</p>	<p>Green</p>	<p>01/03/10</p>	<p>31/03/12</p>
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<p>2.2.4 Provide support to families of children with disabilities or complex health needs, through universal and specialist services and by delivering on the commitments made by the city council and NHS Brighton and Hove by signing the Every Disabled Child Matters Charter.</p>	<p>A review of Therapies for children and young people has been completed. Arrangements for the assessment and provision of continuing health care, and related social care and educational provision have been reviewed. The draft Service Improvement Plan, attached to the proposed new Section 75 Commissioning Agreement between the council and the PCT, includes a 'whole-systems' review of services for children with a disability and special educational needs which will include the above issues.</p>	<p>Jo Lyons Jenny Brickell</p>	<p>Amber</p>		<p>ONGOING</p>
<p>2.2.5 Take forward the learning from transformation projects, such as our Parenting Strategy and Family Pathfinder to improve targeted support to the most vulnerable parents and families.</p>	<p>Family Pathfinder has been refocused and linked closely to VfM programme. Focus includes interface with social care to prevent high cost interventions and poor outcomes. Triple P level 5 groups are prioritising social care referrals.</p>	<p>James Dougan Ellen Jones</p>	<p>Amber</p>		<p>31/03/11</p>
<p>2.2.6 Support all schools to deliver the core Extended Schools offer, deliver the Disadvantage Subsidy and implement the new Healthy Schools model.</p>	<p>All but 5 schools in the city now delivering core offer. On target for all by September 2010.</p> <p>The Disadvantage subsidy will be delivered by August 2011</p>	<p>Jo Lyons Ellen Jones Hilary Ferries</p>	<p>Green</p> <p>Green</p>		<p>30/09/10</p> <p>31/08/11</p>

Specific Objective: 2.3 Narrow the gap for vulnerable groups

Action	Progress	Responsible Person	Status	Start Date	End Date
2.3.1 Narrow the gap in achievement for all stages from Foundation to key stage 4 including the attainment for children who have social educational needs or who are looked after.	Gaps have been identified, prioritised and programmes put in place to give extra support to those vulnerable groups.	Jo Lyons Linda Ellis Hilary Ferries	Amber	01/04/09	Ongoing
2.3.2 Ensure that children with disabilities and complex health needs receive high quality health care, which is delivered in community settings wherever possible.	See 2.2.4 above	Jo Lyons Jenny Brickell	Amber		Ongoing
2.3.3 Deliver on the Pledge for children and young people	Awaiting information	James Dougan Dermot Anketell			

2.3.4 Deliver the Healthy Child Programme	A Child Health Strategy Steering Group has been formed to provide strategic direction for the implementation of the Healthy Child Strategy, including review and implementation of the Healthy Child programmes. The group brings together a range of health professionals from the CYPT, Southdowns Health and NHS Brighton and Hove. The group reports to the Joint Commissioning Group for Children Services.	James Dougan Pauline Lambert Emma Smith	Green		Ongoing
2.3.5 Work with community and voluntary sector organisations to ensure the CYPT's commissioning strategies address the needs of the vulnerable groups described in Section 1 of this plan.	Meetings have been held with the third sector including initial scoping and planning of the proposed review of Youth Services as set out in the draft Service Improvement Plan attached to the proposed S75 Commissioning Agreement between the council and the PCT.	Steve Barton Sally Wadsworth	Green		Ongoing

Objective 3: Promote Health and Wellbeing, Inclusion and Achievement

Assistant Director: Jo Lyons

Lead Analyst: Frances Croyden (FC)

Specific Objective: 3.1 Maximising life chances

Action	Progress	Responsible Person	Status	Start Date	End Date
3.1.1 Implement the Healthy Child Programme and increase the uptake of immunisations.	<p>The Central Child Health Administration Team support GP surgeries to call children for immunisations and to provide up to date immunisation data on the preschool immunisation programme and school leavers booster.</p> <p>School Nurse Teams provide year 8 HPV programme in both independent and state schools. They have also provided HPV catch up programme for years 10 and 11 during 2009/10, along side GP surgeries who have provided HPV catch up programme for years 12 and 13. Community HPV catch up clinics are provided to ensure all young women can attend for HPV if they have missed school based sessions or if they are educated at home. An Immunisation Specialist Nurse has just been appointed for the city.</p>	James Dougan Pauline Lambert Area Managers	Green	01/04/09	31/03/11

3.1.2 Develop effective health education in schools.	All Brighton & Hove Schools have Healthy School Status. 70% schools are engaging with the online Annual Review. 20% schools are engaged with the Healthy Schools enhancement programme. Review and development of support for PSHE curriculum development and assessment planned to support the implementation of statutory PSHE	Jo Lyons Sam Beal	Green	01/04/09	31/03/2012
3.1.3 Implement the Teenage Pregnancy Plan to reduce teenage conceptions and the number of teenage parents.	The Teenage Pregnancy Action plan has been successfully implemented and the GOSE self assessment process has been completed. All contracts and 3 out of 4 Internal Partnership Agreements are now in place. There have been delays in recruitment to some posts which has resulted in start dates for contracts being delayed, however all are now in place. The performance structure and achievements has confirmed that all actions against the commissioning plan for 2010/11 are in place with one contract change. Completed year one on target for the Anti-poverty Young Parents Housing Project. The proportion of young parents in education, training or employment has remained static at 20% and a client audit is being completed that will be matched against available options. This will inform future planning and commissioning arrangements	Steve Barton Kerry Clarke	Green	01/04/09	31/03/12

<p>3.1.4 Implement the joint strategy Promoting the Healthy Weight and Healthy Lives of Children and Young People in Brighton and Hove.</p>	<p>The nurse led healthy weight clinic for 1:1 sessions for referred children/young people is being set up and will be operational by the end of March 2010.</p> <p>Implementation started in 2009 and a range of nutrition and physical activity initiatives are being delivered in schools, children centres, leisure centres etc., including family based programmes, weight management clinics, workforce development. A standard evaluation tool for weight management interventions has been developed. A separate piece of work will be undertaken to assess the needs of children with disabilities in terms of promoting physical activity and a healthy diet</p>	<p>Steve Barton Lydie Lawrence Pauline Lambert</p>	<p>Green</p>	<p>01/04/09</p>	<p>31/03/12</p>
<p>3.1.5 Implement the Aiming Higher agenda for children and young people with a disability, special education needs or complex health needs.</p>	<p>The Aiming High agenda has been implemented . We have complied with the DCSF implementation re Standards required / Core offer . We have agreed spending plans and an accountable group to oversee plans . A further piece of work being undertaken regarding thresholds .</p>	<p>Jo Lyons Jenny Brickell</p>	<p>Amber</p>	<p>March 2008</p>	<p>Sept 2010</p>

3.1.6 Sustain the transformation of Child and Adolescent Mental Health Services (CAMHS) through improved access to Tiers 2 & 3 and a new integrated care pathway.	The one point of referral went operational from Sept 09 and the operational managers in the schools and community teams meet quarterly with tier 3 colleagues to review progress and do joint problem solving	Steve Barton Sally Wadsworth	Green		Ongoing
3.1.7 Review and commission services to reduce levels of smoking and alcohol and drug abuse among children and young people.	A joint substance misuse commissioning and action plan is being worked on and includes a focus on minimising harm from drugs and alcohol	Steve Barton Sally Wadsworth Kerry Clarke	Green	01/01/10	30/09/10

Specific Objective: 3.2 Access to education

Action	Progress	Responsible Person	Status	Start Date	End Date
3.2.1 Develop our governance arrangements so that schools and colleges operate at the centre of the CYPT as well as the centre of the communities they serve.	A paper will be presented to the March 22nd CYPT Board to take forward arrangements to meet new statutory requirements following the Apprenticeship, Skills, Children and Learning Act 2009 which includes representation of schools, FE and 6th Form Colleges at the Board. Consultation has been completed in respect of the current cluster/partnership arrangements and a report and proposals will be forthcoming	Steve Barton Pauline Lambert	Green		Ongoing
3.2.2 Implement our School Improvement Plan, and maximize funding opportunities such as Building Schools for the Future and the Primary Capital Fund to transform the curriculum and learning environments across the city.	A Primary Capital Plan has been completed. Brighton and Hove has not yet been included on the national Building Schools for the Future Programme. Falmer Academy is progressing according to plan and a proposal has been submitted to consider development of a second academy at Portslade Community College.	Jo Lyons Gil Sweetenham	Green		

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<p>3.2.3 Work with schools, families and communities to implement our Behaviour and Attendance Strategies to create positive and inclusive learning in every school.</p>	<p>Overall attendance continues to improve with 2008/09 data for secondary schools at 92.5% compared to 91.2% in 2006/07.</p> <p>The number of Persistent Absent pupils continues to reduce. In 2007/08 five of our secondary schools were targeted as PA, this was reduced to 3 in 2008/09. The LA is no longer a targeted authority for PA as our PA data has reduced from 8.3% in 2006/07 to 5.7% in 2008/09 therefore we are on track to meet the Governments target of 5% by 2011.</p> <p>The Behaviour Strategy is on trajectory for activities being met by its end date of 2010. Permanent exclusions continue to be low (3 in 2008 to 2009) Work with schools is ongoing and intensive support is being provided by behaviour consultants in those schools subject to the Behaviour Challenge.</p> <p>As part of the Behaviour Strategy the re-commissioning of BESD provision is underway with the task group formulating proposals.</p> <p>Planning is in place to formalise a cross-city Behaviour and Attendance Partnership (a statutory duty for all Secondary schools and Academies).</p>	<p>Jo Lyons Janet Swingle Maggie Baker</p>	<p>Green</p> <p>Green</p> <p>Green</p> <p>Green</p> <p>Green</p>		
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<p>3.2.4 Develop co-located integrated services on school sites as the next step in developing our cluster model for commissioning and providing extended services.</p>	<p>The Whitehawk Co location project is progressing well and will provide a model for future work in this area. Following the completion of the cluster consultation further work will be undertaken to align CYPT teams.</p>	<p>Jo Lyons Ellen Jones</p>	<p>Green</p>		<p>31/03/12</p>
<p>3.2.5 Implement the Special Educational Needs Strategy to ensure all children and young people have access to educational and social opportunities within the mainstream system alongside</p>	<p>The SEN strategy 2006-2010 is almost complete and the action plan is on track.</p> <p>The numbers of out of city SEN placements have reduced and the numbers attending in-city special schools have also reduced. Additional capacity building and support is being provided in mainstream schools. Additional funding has been delegated to mainstream schools for SEN early intervention. The LA has recommended to special schools that they clarify the number of places, level of need and costs in line with the Value for Money programme. All special school budgets have been revised.</p>	<p>Jo Lyons Jacqueline Coe</p>			

Specific Objective: 3.3 Pathways to success

Action	Progress	Responsible Person	Status	Start Date	End Date
3.3.1 Deliver a broad 14-19 curriculum and develop our partnership with local employers so that our young people are given the opportunity to achieve in ways suited to them and secure sustainable employment.	On track to deliver all diploma lines by 2012 and the full entitlement to the broadest curriculum in time for 2015 when all pupils stay in education or training until 18. Developed a Foundation Learning Implementation Plan and an operational plan. Apprenticeship work is moving ahead with partnership working with NAS.	Jo Lyons Linda Ellis Michael Nix	Green		
3.3.2 Commission and provide integrated youth support services that are accessible and relevant to all young people and which are also designed to deliver targeted and specialist interventions to young people at risk because of low attainment, family, relationship or emotional difficulties, alcohol or substance misuse, criminal behaviour or teenage pregnancy and parenthood.	The first priority is to take forward the youth services review which is focusing on tier 1 and tier2 and the interface between CYPT services and the third sector Alcohol and substance misuse see 3.1.7 Teenage pregnancy action plan is being implemented and recent figure show excellent progress in the last 10 years a reduction of 25% compared with rest of country which was only 13%	James Dougan Jo Lyons Sally Wadsworth	Amber	01/04/09	31/12/10

3.3.3 Work with our partners to ensure local youth provision, including opportunities to volunteer and participate in community activities, sport and leisure activities are accessible to all children and young people.	Meetings have been held with the third sector including initial scoping and planning of the proposed review of Youth Services as set out in the draft Service Improvement Plan attached to the proposed S75 Commissioning Agreement between the council and the PCT. Paul See 1.3.6 above	James Dougan Chris Parfitt	Amber	01/04/10	Ongoing
3.3.4 Implement the Youth Justice Plan as part of Brighton & Hove's Safe in the City Strategy, developing successful joint initiatives to tackle anti-social behaviour and prevent and deter young people from criminal activity.	The 2010/11 Capacity and Capability Plan is currently being prepared, to be validated by the YJB in April 2010. Crime prevention is currently located within the area teams but this is being reviewed. The YOS is working closely with the PPO steering group to develop a premium service for DYOs. Restorative Justice is being developed across all areas.	James Dougan Nigel Andain	Green	April 2010	March 2011
3.3.5 Work towards achieving the You're Welcome quality mark for all services by 2020.	A workshop on Your welcome criteria was provided during 2009. Follow up work on implementation of these criteria will now be taken forward with services during 2010-11	Steve Barton Pauline Lambert	Green	01/04/09	31/03/12

Objective 4: Develop the CYPT Partnership and Drive Integration and Value for Money

Assistant Director: Steve Barton

Lead Analyst: Katherine Eastland (KE)

Specific Objective: 4.1 Governance

Action	Progress	Responsible Person	Status	Start Date	End Date
4.1.1 Make arrangements to bring our schools, including 6th form and Further Education colleges and Falmer Academy, and Job Centre Plus onto the CYPT Board in advance of any legislative changes.	Preliminary report scheduled for CYPT Board March 22 nd 2010. Initial discussions have taken place with Head Teacher's Steering Group	Steve Barton Jo Lyons	Amber		June 2010
4.1.2 Conclude the formal review of the Section 75 Agreement that underpins the CYPT and take forward changes agreed by the partners	Reports seeking agreement to draft Agreements, between the council and the PCT, and between the council and Southdown's NHS Trust, are scheduled for respective governance and Cabinet/Board meetings to meet the 1.4.10 deadline	Steve Barton Sally Wadsworth	Green		01/04/10

<p>4.1.3 Develop our internal governance arrangements, continuing to consolidate the interface between local authority and NHS systems, and, through the CYPT's Integrated Care Governance Committee and the structures and policies that support it, provide professional leadership, clinical and practice assurance.</p>	<p>A draft CYPT Governance Framework has been developed to facilitate review and discussion with regard to structures, systems and arrangements used to provide quality assurance and service improvement</p>	<p>Sian Bennett Steve Barton Pauline Lambert</p>	<p>Green</p>		
<p>4.1.4 Ensure the CYPT complies with Brighton & Hove's Community Engagement Framework and consolidates the role of the Youth Council and Looked After Children Council, the Parents' Forum and the Community and Voluntary Sector Forum in order to capture and amplify the voice of service users.</p>	<p>Awaiting information</p>	<p>James Dougan Emma Fincham</p>			

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Specific Objective: 4.2 Organisational development

Action	Progress	Responsible Person	Status	Start Date	End Date
4.2.1 Continue the phased re-structuring of the CYPT's leadership and management arrangements.	Phase 3 of the restructuring of leadership and management arrangements completed in February 2010	Di Smith	Green		Ongoing
4.2.2 Develop and publish an integrated care pathway for all children's services with clear service criteria which allow children to move through services according to needs and with realistic expectations.	Development of the integrated pathway is being taken forward through a range of initiatives including the remodelling of the social work duty and assessment arrangements within children's services, the council's Vale For Money Programme and the aims and objectives of the Service Improvement plans attached to the proposed Section 75 Agreements between the council and the PCT and the council and Southdown's NHS Trust.	Steve Barton Pauline Lambert Sally Wadsworth	Amber		Ongoing

<p>4.2.3 Develop and publish a children and young people's commissioning framework and put in place clear governance arrangements aligned with World Class Commissioning competencies and strategic commissioning across the city.</p>	<p>A draft Commissioning Framework has been developed through a series of participative staff workshops facilitated by the national Commissioning Support Programme for children's services. The draft framework will be concluded as part of the review of the current S75 Commissioning Agreement between the council and the PCT which has included the establishment of a Joint Commissioning and Management Group. In addition the framework is shaping, and being shaped by, work to develop new arrangements for strategic commissioning across the city council.</p>	<p>Steve Barton Sally Wadsworth Pauline Lambert</p>	<p>Amber</p>		<p>Ongoing</p>
<p>4.2.4 Ensure the CYPT is fully engaged in the city council's Value for Money programme and NHS Brighton and Hove's review of its Strategic Commissioning Plan to drive innovation and productivity.</p>	<p>The council's VFM programme includes a dedicated Project for children's services comprising 3 work streams for: prevention; case planning; and contracting/procurement. Project management arrangements are in place and the implementation phase is due to commence April 2010. The VFM programme is an integral part of the council's developing strategic commissioning arrangements which includes children's services commissioned or provided by the council as part of the wider Children and Young People's Trust Partnership.</p>	<p>Steve Barton Ellen Jones Sue Boiling Jane Doherty</p>	<p>Green</p>		<p>Ongoing</p>

<p>4.2.5 Improve the efficiency and effectiveness of the CYPT's business planning and operational systems ensuring they are consistent with local authority and NHS requirements.</p>	<p>This development work is coordinated through the CYPT's Strategic Commissioning and Governance Branch It includes the alignment of council Service Business Planning arrangements, the proposed Service Improvement Plans in the draft S75 Agreements and the PCT's Annual Operating Plan</p>	<p>Steve Barton Pauline Lambert Paul Brewer</p>	<p>Amber</p>		<p>Ongoing</p>
<p>4.2.6 Strengthen our performance management arrangements, implement the CYPT's Information Strategy and participate in the city's programme of integrated Joint Strategic Needs Analyses.</p>	<p>A CYPT Performance Board has been created which will provide support and challenge on key performance priorities in the CYPP according to a forward plan: social care, NEET, GCSE and substance misuse are the next four areas</p> <p>A new performance website has been launched to improve access to performance information for staff</p> <p>New software is being procured to provide a key building block towards the creation of a single child record</p> <p>A CYPT programme of data quality improvement has commenced</p>	<p>Steve Barton Paul Brewer</p>	<p>Amber</p>	<p>01/04/09</p>	<p>31/03/12</p>

Specific Objective: 4.3 Workforce development

Action	Progress	Responsible Person	Status	Start Date	End Date
4.3.1 Everyone who works or volunteers with children and young people in Brighton & Hove has a shared vision, understands our local priorities and is able to work together with common purpose and values to achieve better outcomes for children and young people.	Action plan in place and CYPT integrated service staff engaged through staff conferences etc Engagement of CVS and 3rd sector staff is challenging, especially now local CVS workforce lead has left and not yet been replaced Engagement of 'wider' staff who work with children ((eg council sports, culture and housing staff) not yet started	Jo Lyons Annie McCabe	Amber	1/9/09	31/3/2012
4.3.2 Everyone who works or volunteers with children and young people will share a set of core knowledge, skills and behaviours that informs their specialist role and skills.	Core skills programme in place and available to everyone who works with children & young people. CVS and 3rd sector not yet accessing sufficiently	Jo Lyons Annie McCabe	Amber	1/09/09	31/03/12

<p>4.3.3 Everyone who works or volunteers with children and young people will have the knowledge, skills and working practices that ensure all children and young people are protected from harm and neglect.</p>	<p>E safeguarding programme available as part of CYPT induction to everyone who begins working with CYP in any role in the city – not yet well known or used by the wider children’s workforce (eg CVS and 3rd sector, council employees in roles that have contact with children and young people</p> <p>LSCB multi agency SG programme in place (see 1.2)</p> <p>Schools programme in place for headteachers, governors and designated persons. Attendance is monitored and followed up</p>	<p>Jo Lyons Jane Doherty</p>	<p>Amber</p>	<p>1/9/09</p>	<p>31/03/12</p>
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<p>4.3.4 Everyone who works or volunteers with children and young people will know about and use effective integrated working practices (including Information Sharing, the Common Assessment Framework and the Lead Professional role), which will result in a team around the child/young person working together to provide targeted or specialist services.</p>	<p>A range of training provided for all those working with children & young people to support knowledge , skills and behaviours needed when using CAF and being a lead professional as part of CYPT core skills programme to all staff</p> <p>Still need better consistency and involvement of team managers in ensuring their staff are confident in the use of CAF and taking on the lead professional role. Work currently underway to provide further guidance and advice (and if needed training) to managers to support this</p>	<p>Jo Lyons Annie McCabe Ellen Jones Caroline Parker</p>	<p>Amber</p>	<p>1/9/09</p>	<p>31/03/12</p>
<p>4.3.5 The CYPT as an employing/commissioning organisation will ensure it has the right people with the right skills and practices to deliver an excellent service. This will include ensuring appropriate recruitment, retention and workforce planning arrangements are in place alongside developing the culture and systems which support and develop people in their roles.</p>	<p>Risk register in place to highlight shortage areas. Specific research and action plans completed to target shortages in social workers and headteachers. Further work required to research and plan for health visitor shortages.</p> <p>Work required linked to qualifications framework to support career pathway planning across different areas of children's services</p>	<p>Jo Lyons Claire Webster</p>	<p>Amber</p>	<p>1/9/09</p>	<p>31/3/12</p>

