

Slough Children's Services Trust

Sufficiency Strategy for children looked after

2015 to 2018

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1. Introduction & Legislative Context

Slough Borough Council children's services has been in the spotlight for a number of years as failing, with three Ofsted inspections which delivered judgements of 'Inadequate'. A further management review in 2014 concluded the local authority had not made the necessary improvements, and in October 2014 the Government issued a direction and a notice for removing children's services from local authority control. Slough Children's Services Trust, referred to as 'the Trust', was formed and assumed responsibility for children's services on 1 October 2015.

This document sets out the Trust's response to the 'Statutory Guidance on Securing Sufficient Accommodation for Children looked after' which states:

'Local authorities are required to take steps to secure, so far as reasonably practicable, sufficient accommodation within the authority's area which meets the needs of children the local authority are looking after, and whose circumstances are such it would be consistent with their welfare for them to be provided with accommodation in the local authority's area'

'Statutory Guidance on Securing Sufficient Accommodation for Children looked after'; Dept. for Education, March 2010

This strategy outlines the actions the Trust is taking to secure sufficient accommodation is good quality, responsive to the needs of Slough's children and young people, affordable and which facilitates the best outcomes for Slough's Children looked after and young people. Whilst responsibility for meeting 'the sufficiency duty' remains with the local authority under section 10 of the 2004 Children Act, the Trust as the provider, the council and all partners must meet the 'duty to co-operate' regarding improving the outcomes and wellbeing of children in the local area. The engagement of partners of the Children' and Young People's Partnership Board and Local Safeguarding Children's Board, in improving outcomes for Children looked after is significant and crucial.

Definition of a 'child looked after'

The Children Act 1989 defines 'children looked after' in the following ways:

- Those subject to care orders or interim care orders (under sections 31 and 38 of the 1989 Act)

- Children who have been placed, or are authorised to be placed with prospective adopters by the local authority, under section 18 (3) of the 2002 Adoption Act)
- Those who are voluntarily accommodated under section 20 of the 1989 Act, including unaccompanied asylum-seeking children.
- Those who are subject to court orders with residence requirements .e.g. secure remand or remand to local authority accommodation, in accordance with section 21 of the 1989 Act.

1.1 Vision

1.1.1 The Trust's fundamental purpose is "ensuring children in Slough are safe, secure and successful". This is the basis on which we consult with children, families, staff and stakeholders to develop our vision for the Trust. Our aim is to provide:

- The best possible service – the Trust aims to be an outstanding service in five years
- The best possible outcomes for vulnerable children and families – ensure children and families are the focus of everything we do
- The best possible support to staff – to enable families to change and flourish

This cannot be achieved alone and partners and other stakeholders are an important part of the solution to ensure a whole systems approach. Together we must:

- Ensure the safety of children and young people at home and in the community where they do best.
- Close the inequality gap by focusing services on need, based on effective, evidence based approaches and early intervention.
- Ensure all children looked after have a good quality place in a school or college and a universal health offer.

1.1.2 Local delivery of services will influence the way the Trust works and needs to take account of arrangements with schools, GPs and health professionals and the shape and strength of voluntary and community groups. The Trust is committed to working with partners to make sure these arrangements make sense to children and families.

1.1.3 The Trust will consider the new duties placed on Children's Social Care (CSC) in relation to children and young people with Special Educational Needs (SEN), and the expectation comprehensive Education, Health and Care (EHC)

plans are in place, by working across services and agencies to involve parents, children and young people in their own plans and the development of services as part of the 'local offer'.

1.1.4 In addition, the Trust will share learning from the Youth Offending Team (YOT) as a best practice example of how agencies and professionals can work together with an integrated approach, in the interests of children and young people.

2. Executive Summary

In response to the 'Statutory Guidance on Securing Sufficient Accommodation for Children looked after', the Trust will take actions to secure sufficiency of provision and the right mix of placements in Slough and surrounding area for children and young people coming into care. This is summarised by the following statements of intent:

- The voice of the child or young person is of vital importance and will be heard and inform plans to support them; used consistently in the review and planning of children looked after's services, recruitment of staff and managers and consultations regarding the review of the social work model and service delivery.
- The Trust will continue to monitor and analyse the numbers and needs of children and young people entering our care to ensure only those whose needs will be best met through this route, become looked after by the Trust. This includes commissioning effective and well-resourced alternatives to entering care, including family group conferences.
- The Trust will continue to develop early help services and support the co-ordination of effective multi-agency working to provide timely support to families, build resilience and reduce the likelihood of family breakdown.
- When children and young people do enter care, we will work proactively with children and their families to seek a return home or to the family network, wherever possible and in the best interests of the child.
- The Trust and health partner agencies are reviewing community based early emotional well-being services for children and young people, to progress commissioning a spectrum of support aimed at earlier identification and prevention of mental health difficulties. It is anticipated preventing the escalation of emotional health concern in young people will reduce the likelihood of family breakdown and the need for children to enter care.
- When children and young people need to be looked after by the Trust, we will seek to find the most appropriate placement to support them, in their local community and not more than 20 miles from their originating address, where appropriate to their needs and circumstances. We are committed wherever possible, to maintaining friendship networks for children and stability in education.
- The Trust will continue to invest in its workforce and is undertaking a review of the social work model and associated workforce requirements.
- The Trust will continue to develop the scope and efficacy of our in-house fostering service so family based placements can be successfully offered to a broad range of young people, including those who have complex or additional needs.
- The Trust will continue to externally commission services to ensure an appropriate range of good quality placement options are available, including crisis response, remand, assessment, therapeutic, long term and permanent care.
- The Trust aims to increase the quality and stability of the placement journey for young people in care, providing clearly planned journeys and stable placements, which meet their needs holistically and enhance their wellbeing and life chances.

- The Trust and its partner agencies places paramount importance upon the continuity of education and the maintenance of supportive relationships with significant others within the child's life. Our providers (in-house and externally commissioned) are required to share this commitment and to proactively facilitate contact with family members and other adults with whom the young person has formed a significant and positive attachment.
- The Trust also requires providers to support the young person in continuing with their education or to promote the importance of re-engaging with education, including facilitating access to appropriate alternative education, as necessary.
- The Trust will secure permanent placements for all children and young people with a care plan for permanency, in a timely manner. These placements will be appropriate to need and will receive the support required. All staff will be receive attachment training to improve support to all children looked after.
- The Trust is committed to striving to only use providers who are rated as 'Good' or 'Outstanding' by Ofsted. We aim to work with providers who can provide personalised support to looked after young people who value children and young people and build their resilience.
- The Trust will continue to increase the proportion of young people in care who grow up within a family environment, either with their family of origin, adopted or placed permanently in foster families. We will therefore seek providers who will work proactively with families to support a return home for children and young people where appropriate, or to work with residential care providers, including secure accommodation, to support young people making the transition from residential to family based care.
- The Trust will always strive to place young people in a family environment, where this is in the best interest of the young person and will always seek to place children under 11 within foster care, as commensurate with their needs.
- The Trust will seek to commission and ensure services are in place for children to access advocacy, and independent visitor and independent return home interviews if they go missing from care or home.
- The Trust is committed to the principles of 'Staying Put' in foster care and ensuring no looked after young person up to the age of 21 leaves care until they are ready to do this and prepared appropriately for adult life.

1.3 Key Targets

- To increase the number of approved foster carers within our in-house fostering service year on year by 10 for 2015/16, 28 for 2016/17 and 28 for 2017/18, in total a net gain of 66 carers. In addition, the Trust plans to recruit 20 supported lodgings carers in 2015/16, and 10 per year thereafter.
- To recruit foster carers within the in-house service for the age ranges 10 to 15 years, children with complex needs and disabilities and sibling groups, on the basis of current needs, in line with identified demand and identified gaps in sufficiency. These needs may change over time.

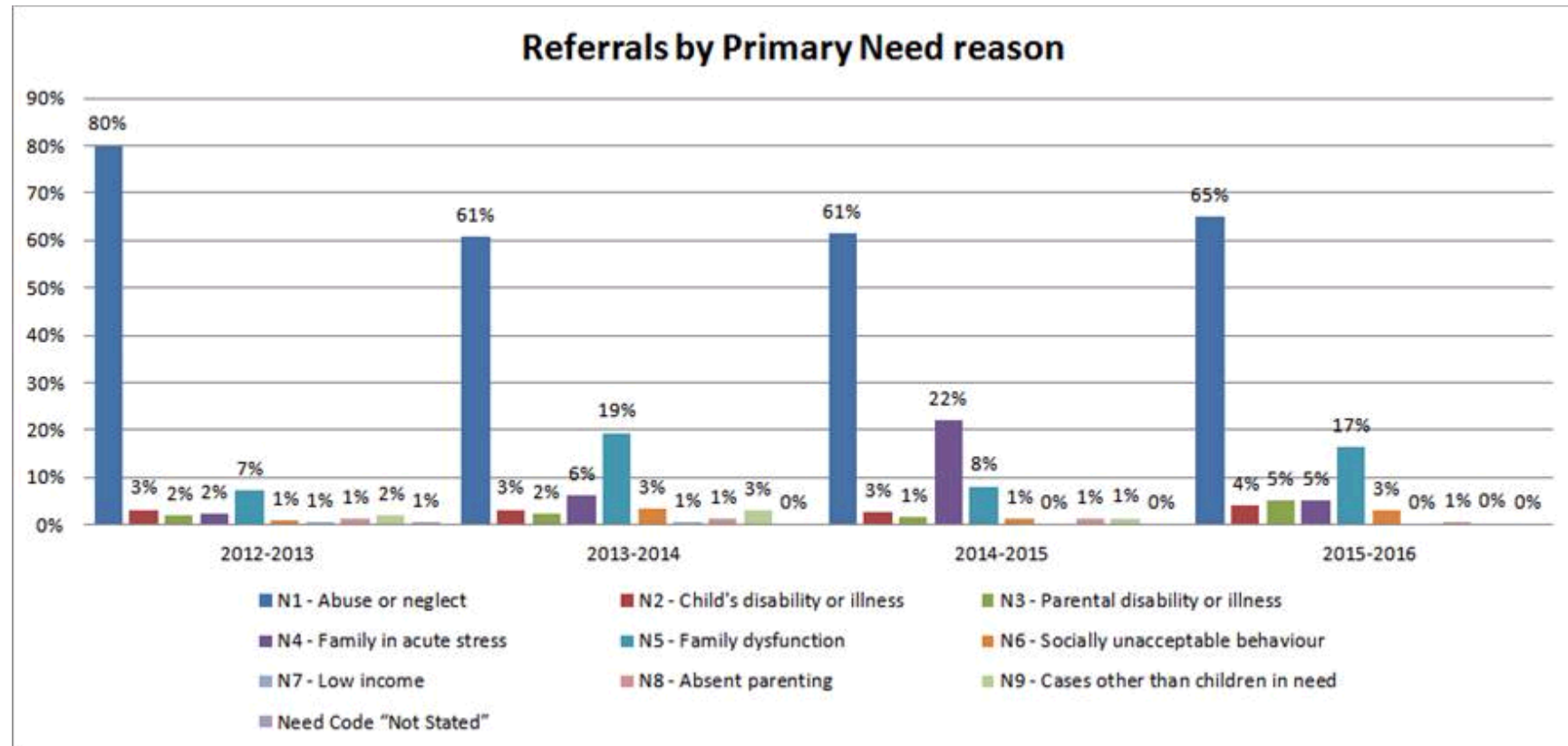
- To continue to develop collaborative working relationships with external providers to ensure they are able to respond to changes in the need profile of young people so they are able to offer flexible, tailored placements and invest in a high quality workforce. This includes commissioning appropriate and sufficient supported accommodation for care leavers aged 16+.
- To effectively use resources available to meet the needs of all children and young people.
- To identify and approve an additional 40 new permanent placements with adopters and special guardians during 2015/16, a further 50 by 2016/17 and 60 for 2017/18.
- To recruit more adopters who are able to offer adoptive homes to children with complex needs and sibling groups
- To ensure the recruitment, assessment and post adoption support to adopters and those holding a Special Guardianship Order (SGO) is of a high standard and conforms with regulatory requirements.
- To meet the new requirements to provide enhanced adoption support services to children and adopters and prevent adoption breakdowns.
- To continue to offer and encourage 'Staying Put' placements for young people, in accordance with their needs as well as ensure appropriate support is provided to carers by 10 by 2016/17, and 20 for 2017/18.
- To continue to improve our early help offer with a significant focus on commitment and participation from partner agencies, to increase the early help offer and ensure a consistent service. In addition to improve tier two mental health, emotional well-being services and earlier identification of the risks of child sexual exploitation. The primary objective is to reduce the difficulties experienced by children in their families by earlier and timely provision of support and help to children, young people and families through a whole family approach. The impact and effectiveness of this support is to be evaluated with children and families using the Outcomes Star tool and through quarterly multiagency audits.

To ensure targeted and specialist services are available to support placements of children and young people in care to enhance placement stability to ensure looked after young people live in environments enable them to reach their potential. The Trust aims to reduce the number of unplanned placement moves and reduce the overall number of placement moves for children looked after to 10% in 2016/17 and 6% in 2017/18.

2. Needs Analysis

2.1 Referrals and needs

The reasons for referrals to the Trust can be seen in the chart below. In broad terms, the main reasons for referrals about children is 'abuse and neglect', mainly children suspected to be at risk of harm, followed by family dysfunction or families in acute stress. (N.B. 2015 -2016 represents data for a partial year – April to October 2015 inclusive.)



2.2 Total open allocated caseload and parental factors

The total open caseload at the end of August 2015, has risen slightly but remained relatively stable over the past three years. Of the 1415 open cases 32.2% have at least one parental factor recorded against them on the Integrated

Children's System (ICS), 48.3% of Child Protection (CP) cases have at least one parental factor recorded, while 60.4% of Children looked after (CLA) have a parental factor recorded against them. The tables below display the five most prevalent parental factors affecting children for child protection concerns and children looked after.

The five most prevalent factors for children subject to child protection concerns are shown in the table below.

Known history of domestic abuse (victim)	22.1%
Known history of domestic abuse (perpetrator)	20.3%
Known history of violence	17.4%
Mental illness	14.0%
Problem drinking abuse	13.4%

The five most prevalent parental factors for children looked after are shown below.

Known history of domestic abuse (victim)	36.5%
Known history of domestic abuse (perpetrator)	20.8%
Mental illness	16.2%
Problem drug abuse	16.2%
History of allegations of abuse	15.7%

2.3 Children looked after population

The numbers of children looked after in Slough over the last three years are as follows:

	March 2013	March 2014	March 2015	September 2015
Number of looked after children	185	189	196	198

The rate of children looked after per 10,000 child population increased very slightly from 48.3 to 49.2 over the same period. This is below the England average at 60 and below the statistical neighbour average at 63 per 10,000. This means Slough has fewer children looked after than our comparators.

Rate of children looked after per 10,000 children (aged under 18)	2011	2012	2013	2014	2015
England	58	59	60	60	60
Statistical neighbour average					63
South East	46	47	47	47	49
Slough	46	45	48	48	49

2.4 Ethnicity profile of children looked after Unaccompanied Asylum Seeker Children

In April 2014, and 2015 there were nine Unaccompanied Asylum Seeker Children (UASC) accommodated by Slough Borough Council. The ethnicity of these children was as below.

UASC	March 2013	March 2014	March 2015	Ethnicity (%)
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Numbers of children	9	7	9	
White	0	0	1	8.3
Mixed ethnic origin	0	0	0	0
Asian/Asian British	7	6	4	33.3
Black/Black British	2	0	0	25.0
Other ethnic group	0	1	4	33.3

The ethnicity profile for other children looked after is shown below, with the highest proportions of children accommodated into care from a white European background, followed by mixed ethnic origin and then Asian or Asian British.

Children looked after	March 2013	March 2014	March 2015	Ethnicity (%)
Numbers of children	173	183	187	
White	105	114	106	54.6
Mixed ethnic origin	31	38	36	22.2
Asian/Asian British	19	14	27	13.5
Black/Black British	15	12	14	8.1
Other ethnic group	3	5	4	1.6

2.5 Age profile of children looked after

The age profile of children looked after shows the largest proportion of children are aged 10 to 15 years, followed by five to nine years and 16 to 17 year olds for unaccompanied minors.

Looked after children	March 2013	March 2014	March 2015	%
Under 1	15	14	15	9.2
1-4	37	30	29	13.5
5-9	32	32	41	22.7
10-15	53	57	65	34.6
16-17	36	46	37	20.0
UASC				
10-15	2	5	4	41.7
16-17	7	4	5	58.3

2.6 Duration of care episodes

A significant proportion of children enter care in Slough for between one to six months, and 38.3% of children have remained looked after for more than two years, as shown in the table below. The Trust has recognised this and is developing improved edge of care services to ensure children are supported to remain with their families or return home from care in a timely manner, with support services in place.

Duration	March 2013	March 2014	March 2015
Less than 1 month	3	5	12
1-6	36	32	50
7-12	26	34	22
1-2 years	40	41	37
2-5 years	57	59	44
5-10 years	15	14	30
Over 10 years	5	4	1
% in care over 2+ years	42.3	40.7	38.3

2.7 Children becoming and ceasing to be looked after.

For the period 2013 to 2015, most children who entered care in Slough were voluntarily accommodated under Section 20 agreement by parents or carers. The Trust will complete a thematic audit of Section 20 voluntary accommodation during March 2016. This will inform targeted action to improve this area, in line with recent case law developments.

Data for entrants to being looked after	March 2013	March 2014	March 2015 May need up to date figure has this improved?

Voluntary: Section 20	89	88	85
Care Order (Full or Interim)	6	14	18
Subject to police protection	19	12	12
Emergency Protection Orders	0	2	0
On remand	1	11	8

2.8 Admissions and children ceasing to be looked after

This table for children entering becoming looked after and ceasing care shows although more children became looked after in March 2015 than March 2014, more children also left care therefore the overall net figure remains relatively stable.

Admissions and ceasing to be looked after	March 2014	March 2015
Admissions Unaccompanied Asylum Seeking Children	0	0
Admissions Other looked after children	5	12
Ceasing; Unaccompanied Asylum Seeking Children	0	2
Ceasing; Other looked after children	6	11
Net total	+1	-2

During 2013 to 2015, all children and young people were allocated to a named qualified social worker.

2.9 Placement type

The following table shows the placement analysis and trends for Slough.

	March 2013	March 2014	March 2015	% Year to date (Sept 2015)	Key Targets set (by 2018) Example
Slough foster carer	61	70	53	53 Approved 2 carers	93 Overall net gain of 66
Independent Fostering Agency (IFA) or other local authority carer	81	63	80	81	40
Foster relative or friend	7	3	24	10	30
Residential children's home	12	20	9	12	5
Residential supported residential settings	10	14	15	16	10
Residential school	0	1	1	1	1
Residential care home	6	6	1	2	1
Residential secure unit	0	0	0	3	0
Residential medical / nursing care	0	0	1	1	0
Residential family centre / mother & baby unit	0	0	2	1	2
Residential young offender institution or prison	2	0	2	2	
Placed with parents	0	3	0	7	

Placed for adoption	6	9	7	7	15
Other independent living	9	0	0	1	
Total	185	189	195	197	197
% of all foster placements which are externally provided	54.4	46.3	51	56.3	30
% of all foster placements which are externally provided England average	30%				To achieve 30%

The Trust plans to significantly develop the in-house fostering service in order to provide local placements for our children and young people, which can be well supported by the Trust and its partners. Children already placed and matched with IFA carers will continue to remain in their long term foster placements, where this is in their best interests.

2.10 Children looked after placements: all ages by placement type

In line with the Trust's policy and principles of prioritising family placements for children in care, over 75% of children looked after are placed in foster placements with only 20% of children in residential care. The use of family and friends carers has significantly reduced and this will need to be explored in more detail. The limitations regarding housing and accommodation in Slough are likely to have an impact on this area, as the carers must have room in their home to care for a child.

	March 2013	March 2014	March 2015	September 2015
Number of full time children looked after excluding placed with parents	185	186	196	190
Of which, % in residential accommodation	16.2	22	15.8	20

Of which, % in any type of foster care	80.5	73.1	80.1	75.8
Of which, % fostered by relative / friends	3.8	1.6	12.2	5.3

Of the 190 children in care 20% are placed in residential accommodation; a fall of 2% in the last 12 months, but an increase of 4.2% from March 2015. The proportion of children looked after who are placed in foster placements has decreased since March 2015, from 80.1% to 77.4%. The percentage of children who are fostered specifically by family or friends has reduced from 12.2% to 5.3% over the same period.

The following table shows ages of children in each placement type, showing the highest proportion of Slough's children are placed in foster care including with family and friends carers, with the largest group aged 11 to 15 years.

Type of placement	Age Groups				
	0-5	6-10	11-15	16+	Grand Total
Placed for adoption	6	1	0	0	7
Residential accommodation	0	0	0	16	16
Secure accommodation	0	0	0	0	0
Children's home	0	1	4	4	9
Parent or person with parental responsibility	0	0	0	0	0
Independent living	0	0	0	0	0
Residential care home	0	0	2	0	2
NHS/hospital	0	0	1	0	1
Mother & baby	2	0	0	0	2
YOI	0	0	0	2	2
Residential schools	0	0	0	1	1
Friends and family	8	10	6	0	24
Foster care	33	32	49	19	133
Grand Total	49	44	62	42	197

2.11 Legal status of children in care

The table below shows 40% of Slough's children looked after are voluntarily accommodated with parental agreement under section 20 of the Children Act.

	Interim Care Order	Full Care Order	Placement Order	Police Protection	Section 20 Accommodation	Remanded to Local Authority accommodation or to youth detention accommodation	Total
Total	30	62	24	0	79	2	197
% of total	15%	31%	12%	0	40%	1%	

2. Private fostering

There is currently one child who is privately fostered. The Child in Need service is responsible for completing the assessment of children who are in a private fostering situation. Slough Borough Council's private fostering statement of purpose was completed in June 2014. This statement will be reviewed, refreshed and re-launched with a clear private fostering strategy in place. Once the assessment is completed the Fostering Service supports the carers. The regulation 4 visits have not been made within timescales highlighting this as a staff training issue and the need for a dedicated staff resource to ensure this area of work is promoted and progressed. Further improvements will be considered and actioned by Slough Local Safeguarding Children's Board.

3.1 Regulation 4 visits

Performance Indicator: Percentage of private fostering regulation 4 initial visits which were undertaken within required timescales [LOCAL]				
Previous years' performance		2012-13	2013-14	2014-15 (March 15)

Slough			100% (3 of 3)	100% (2 of 2)	0% (0 of 1)
Comparative	England		72 %	80%	75%
	South-East Region		84%	83%	89%

3.2 Regulation 8 visits

Performance Indicator: Percentage of private fostering regulation 8 visits for new arrangements which were undertaken within required timescales [LOCAL]					
Previous years' performance			2012-13	2013-14	2014-15
Slough			Not applicable as no new arrangements were made	100 % (2 of 2)	100% (1 of 1)
Comparative	England		68 %	67 %	63%
	South-East Region		82 %	83 %	88%

3.3 Regulation 8 visits for existing arrangements which continued in the year

The table below shows the number of private fostering arrangements continuing in the year, where all statutory visits were made at intervals of no more than six weeks throughout the year up to March 2015. Slough's performance in visiting the two children under existing private fostering arrangements has decreased by 50% in 2014-15.

Performance Indicator: Percentage of private fostering regulation 8 visits for existing arrangements which were undertaken within required timescales [LOCAL]
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Previous years' performance			2012-13	2013-14	2014-15
Slough			100% (2 of 2)	100 % (1 of 1)	50% (1 of 2)
Comparative	England		67 %	68 %	68%
	South-East Region		72 %	67 %	78%

4. Fostering

The target for recruitment of foster carers for 2015-16 is 10 foster carer households. The service has approved two carers and six carers are in process of assessment and three withdrew at stage one and stage two. It is likely the service will approve eight carers this financial year, just short of the set target.

As at October 2015, the Trust Fostering Service has 35 approved foster carers. Over the next three years, a minimum of 66 new foster carers will need to be recruited and approved, for example 30 carers with two placements and 36 offering single placements for children. During 2015-16 as at October 2015, six carer households have resigned and left the service. The Trust will recruit possibly eight carer households during 2015-16, which is a net gain of two fostering households. Therefore the recruitment targets set (see key targets) include consideration that the Trust needs to recruit at least six - eight additional fostering households per year to allow for carers leaving the service. Ambitious targets have been set to recruit a minimum of 28 new foster carer households per year, for 16/17 and 17/18. The table below shows the trends for foster carers leaving the service over the last six years.

Recruitment and retention of Carers	2010	2011	2012	2013	2014	2015 (as at October 2015)
Number of foster carer households who resigned or left	3	9	4	12	7	6
Number of Foster Carer households approved			3	4	1	8
Net gain of carer households			1	-8	-6	2

The Fostering Service needs to ensure the Trust is able to offer the best choice and range of fostering placements for children and to ensure there are sufficient and skilled foster placements available for our children:

- Over the next three years, the service will need to achieve 93 children placed internally and 40 placed in external Independent Fostering agencies (IFA's). This will ensure the Trust achieves 70% of children placed with Slough Foster carers and 30% with external IFA providers.

- IFA carer placements will need to be reduced incrementally to 40 children placed in 2018, by the targets set at 15-16 80, 16-17 60, and 17-18 to 40 children over the next three years. Children will remain in their settled placements where they have been permanently matched and this is in their best interests. Children's circumstances will be kept under review and where possible new children looked after will be placed with the Trust's carers.

There is a dedicated fostering recruitment team now in place with a permanent practice manager. The Trust marketing and recruitment strategy is being refreshed and will include reaching out to all faith communities in Slough and surrounding boroughs. The micro-site for the Trust fostering is being developed based upon best practice in other Local Authorities. This will be in place by December 2015. There is a contract in place with 'Home for Good' to reach out to faith communities, over the next three months, and the impact and benefits of this service will be evaluated before commissioning further services. Senior managers meet regularly with foster carer support groups in order to help support the recruitment and retention of carers.

4.1 External fostering

The Trust is engaged with the South Central regional commissioning group of 11 Local Authorities. The group is currently reviewing the independent fostering agency framework and contracts which are due for renewal. The Trust is also considering its role and joining up with other regional collaborations such as the West London Alliance.

4.2 Fostering to adopt

As of November 2015, there were a number of babies born to drug dependent mothers, which may result in the commencement of care proceedings. It is anticipated the Trust will need approximately 15 to 20 baby placements for parents and babies with an average duration of 45 weeks. This will require a further seven fostering to adopt placements to ensure timely permanency planning for babies, if following the assessment of parents, children do not return to their care. This should include family, friends and connected persons being considered as fostering to adopt placements.

4.3 Residential

At the end of March 2015, Slough's children in residential care had significantly reduced from 20 to nine children. This is in line with the council and Trust's policy to place children in a family setting wherever possible. The Trust has one residential home, The Mallards, with seven beds. The statement of purpose and function of the home is currently under review. External residential placements are purchased on a spot purchase basis as the need arises. The Trust is exploring future possibilities for regional commissioning and the need for placements for children at risk of sexual exploitation and with complex needs.

The Trust is considering involvement with the Cross Regional group led by Buckinghamshire, with the commissioned services such as a block contract for approximately 20 Residential places offered by an independent provider, whose provision includes on site education and therapeutic provision. At present, the Trust does not have any placements with this provision but as this contract is currently being reviewed, there may be opportunities for the Trust to explore this option regarding joint commissioning residential placements for our most complex young people, with our health and education partner agencies.

In addition, the quality assurance of residential placements needs to be significantly improved. This is being discussed with Slough Borough Council's commissioning team and a suitable quality assurance process and tool has been developed.

4.4 Placement stability

Placement stability is a key priority for the Trust in providing the best possible opportunities for young people to achieve their potential, and making the best placement match for the child or young person at the outset of their time in care. The Trust operates a staged process to placing children and young people in care, which implements a series of checks and balances to ensure this is the right type of support for the young person and that the most appropriate placement is made. The percentage of children looked after with three or more placements in year rose significantly from 5.6% in March 2015 to 15.2% in August 2015. 30 of 197 CLA have had three or more placements in the last 12 months; this is an increase of 16 in the course of a year. In the same period, the total number of children looked after increased by nine. The England average is 11% and the target set by the Trust is to achieve 10% by 2016-17 and 5% by 2017-18. The detail and issues behind the increase in placement instability are being considered, in order to develop a specialist resource to enhance support to children and their carers in placements.

	March 2013	March 2014	March 2015	Year to Date August 2015-16	Target 16-17	Target 17-18
Number of Children looked after	185	189	196	197 August		
CLA with 3 or more placements	22	18	11	30		

% CLA with 3 or more placements	11.9	9.5	5.6	15.2	10%	5%
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4.5 New children looked after who are placed more than 20 miles from their home address

There has been an increase in children becoming newly looked after since March 2015, but fewer children have been placed at a distance, so more children have been placed locally. This allows better support to Slough's children.

	March 2013	March 2014	March 2015	Year to date August 2015
Became New Children looked after in year to date	65	67	84	86
Of which, now placed more than 20 miles	13	18	15	8
% now placed more than 20 miles	20	26.9	17.9	9.3

4.6 Distance of all children looked after placements from St. Martin's Place (excluding those placed for adoption)

For all children looked after, there has been an increase in children placed over 20 miles from Slough, indicating the pressure upon foster placement resources and the lack of growth in Slough's Fostering service.

	March 2013	March 2014	March 2015	August 2015
CLA placed inside Slough	53	50	56	54
CLA placed more than 20 miles	76	72	81	86
% CLA placed inside Slough	29.6	27.8	29.6	28.3
% CLA placed inside Slough or within 20 miles	72.1	67.8	72.5	73.3

This measure should be viewed alongside the indicator % new CLA that are placed more than 20 miles from home address, % CLA placed inside Slough or within 20 miles. Slough covers only 12.5 square miles, and is only approximately

seven miles long by three miles wide and therefore the Trust is seeking to improve local placements within 20 miles of childrens homes. This will ensure that children and young people remain in touch with their local connections, family, friends and support networks.

5. Special education needs and learning disabilities or difficulties

The following table shows a snapshot of open cases for special educational needs (SEN) and learning disabilities and difficulties (LDD) data in August 2015

1,505	Total open cases across children's services	
173	Total open cases with SEN	(i.e. 11.5% of all open cases have SEN recorded)
200	Total open cases allocated to the LDD team	(i.e. 13.2% of all open cases are held by this team)
137	Cases open to LDD team with SEN/ Education Health and Care (EHC) Plan	(9.1% of all open cases, but 68.5% of LDD team cases)
<i>(N.B. the remaining 63 children with SEN are allocated amongst the Child In Need, Child Protection and Looked After Children's teams)</i>		

A review of the LDD and SEN service is currently underway with a view to ensuring improved, consistent and joined up services. The review will be completed and the new service in place by 1 April 2016.

5.1 Caseload information for learning disabilities and difficulties:

200	<p>Total open cases in LDD of those</p> <ul style="list-style-type: none">• 39 open to Occupational Therapy• 161 open to LDD Social Work Team of which 10 CP, eight full CLA and 143 CIN <p>The 143 Children in Need are made up of: 114 active short break active packages in total of these: 22 children using Breakaway 17 children using Home from Home</p> <p>39 cases held by the occupational therapy service</p>
Caseload Average	Average social work caseload in LDD as of 6 July 2015 is 24.7 children.

5.2 Short breaks residential care

Arbour Vale House

This is a 12 bedded home offering 38 week education residential placements for children and young people with LDD from Monday to Thursday term-time only. The service is managed by the Head Teacher of Arbour Vale School. The processes for accessing short break placements at Arbour Vale are under review, with a view to improving the experience children and families.

Breakaway

This is a residential unit which caters for up to six children and young people with Learning Disabilities. The Breakaway is rated as 'Good', with care and protection of children rated as 'Outstanding'. Breakaway is registered to provide a service for children and young people ranging from six to 18 years.

Manor Green

The NHS respite service for CYP with complex health needs is based at Manor Green School. The building has been specially designed to provide a 'home from home' experience for children and young people living in East Berkshire and is staffed by a team of specialist nurses who provide respite care both during the week and at weekends.

Home from Home is a service providing foster care to children and young people with special needs within the carer's home both day and overnight respite.

5.3 Residential special schools

As of November 2015, there are five children residing in residential special schools ranging from 15 to over 100 miles distance from Slough. The nearest provision is 15 miles from Slough.

The Trust will need to ensure improvements in:

- Local residential provision for CYP with physical disabilities and children with challenging behaviours
- Provision for children with complex health needs younger age group (under eights) and same sex provision to meet cultural needs
- Home from Home provision for CYP with a physical disability and challenging behaviours to ensure children and young people can remain within their family home with support, wherever possible
- Local 52 week provision for children and young people with the most complex needs is not available.
- A specialist Outreach Service to work with CYP and parents within the family home would be beneficial to avoid the need for residential services

- Foster placement provision for children and young people with learning disabilities and difficulties, within Slough
- the development of a sessional support service enabling children and young people to access support during the day or overnight provision within their own homes
- Providing better targeted support to parents within the family home, to avoid the need for residential services. Future options are being considered such as attaching a clinical psychologist and positive behaviour support workers to the LDD team and the local residential resources
- Development of further collaboration and cross regional initiatives, for example, regarding short breaks and residential placements

6 Adoptions

The table below shows the percentage of children looked after adopted in each year who were placed in their adoptive placements within 12 months of decision that they should be placed for adoption. Performance in timescales has deteriorated in 2015, as there were three children who gained adoption orders over 18 months from the should be placed for adoption decision to placement who were aged seven and older, or had other complexities. This necessitated detailed and lengthy family finding and review of the adoptive placements for those children. Slough's performance regarding timely adoption of children is significantly below the England average at nearly 71%.

Adoptions of children	March 2013	March 2014	March 2015	England average
Number of adoptions of Children looked after in the year to date	9	17	23	
Of these, number who were placed in their adoptive placements within a year of should be placed for adoption decision	5	13	12	
% placed in their adoptive placements within a year of the SHOBPA (should be placed for adoption) decision date	55.6	76.5	52.2	70.9%

There have been 11 adoption orders of children granted since April 2015, and a further seven are likely to be achieved before March 2016.

As of November 2015, there were the following in progress:

- Five prospective adopters in stage one.
- Five prospective adopters in stage two (one is a foster carer for a named child).
- Nine prospective adoptive families approved but with no child in place (one set are in introductions and another set have just been matched so seven actually available - four live in Slough).
- 10 adoptive families with children placed but no adoption order yet. One is fostering for adoption.
- 19 children for permanency planning - 16 have concurrent plans and three have placement orders -the three children with placement orders are all linked (this figure does not include the number of children we are family finding for long term fostering).

The Trust is part of Berkshire Adoption Advisory service, which provides statutory services such as a shared 'letterbox' contact for adopted children and birth families, facilitating adoption panel, staff training and independent counselling for birth families. In October 2015, a joint bid was submitted to and accepted by the DfE to develop a Regional Adoption Agency.

The following organisations are involved in developing the new Regional Adoption Agency:

Adopt Berkshire (Bracknell Forest, RBWM, West Berkshire and Wokingham)

Reading Borough Council

Oxfordshire County Council

Slough Children's Services Trust

The Cornerstone Partnership – a social enterprise initially funded by DfE and already working with Adopt Berkshire, The next phase will be to develop the work and progress a number of possible options to become a single adoption agency.

6.1 Adopters approved

The numbers of enquiries and adopters (prospective adoptive households) approved previously in Slough were as follows:

- April 2013-March 2014= 73 enquiries and 11 adopters approved.
- April 2014-March 2015 = 83 enquiries and nine adopters approved.
- April 2015-September 2015 = 64 enquiries and six adopters approved to date, as at October 2015.

6.2 Special Guardianship Orders

Since 1 April 2015, 22 Special Guardianship Orders (SGO's) have been granted, achieving permanent care for children with their carers.

6.3 Percentage of children looked after adopted from care or granted a Special Guardianship Order

	March 2013	March 2014	March 2015	Year to date August 2015
CLA in care for six or more months at month end	134	145	129	138 August
No. of adoptions and SGOs in last 12 months	19	34	30	38
Adoptions/SGOs as a % of LAC in care for at least six months	14.2	23.4	23.3	27.7

The number of children adopted from care or granted a special guardianship order in the previous 12 months has increased by eight children (4%) during the year to date. The number of children looked after at the end of month who have been looked after for six months or longer (excluding unaccompanied asylum seekers) has decreased by nine.

7. Secure accommodation

Secure accommodation provides a secure environment for young people, aged 10-17, who have been admitted under the Section 25 Welfare Secure Order process because they are a serious risk to themselves or others, and/or because they have a history of absconding from previous placements. Currently there are no young people in secure accommodation on the grounds that their welfare is a concern.

At the end of November 2015, there were three young people placed in secure remands units. Slough's in-house fostering service has no Remand Foster Placements as at November 2015, therefore this is an area that needs to be considered for development.

8. Educational attainment of children looked after

The educational outcomes for Slough's children looked after are lower than those for non-children looked after and this reflects the national picture.

8.1 KS2 and KS4 attainment data

The table below shows the Key Stage Two national curriculum test results for children who have been looked after for one year or more. This shows performance deteriorating in comparison to previous years, in Maths, English and Science.

Year	Cohort size	Maths	English	Science	Maths, English & Science
2011	4	75% (3)	75% (3)	75% (3)	75% (3)
2012	8	75% (3)	38% (3)	50% (4)	38% (3)
2013	8	38% (3)	50% (4)	63% (5)	38% (3)
2014	9	38% (3)	33% (3)	44% (4)	33% (3)
2015	4	50% (2)	50% (2)	75% (3)	50% (2)

The table below shows the Key Stage Four GCSE results for children who have been looked after for one year or more.

Year	Cohort size	5+ A*-C GCSEs (inc. Eng & Maths)	5+ A*-C GCSEs	Gained other qualifications (e.g. BTEC, ESOL)	Did not sit exams (refused/ dis-applied/not in chronological school year group)
2011	19	No data	26% (5)	32% (6)	nil
2012	20	No data	25% (5)	10% (2)	15% (3)
2013	13	15% (2)	23% (3)	31% (4)	8% (1)
2014	13	nil	nil	23% (3)	46% (6)
2015	10	10% (1)	10% (1)	60% (6)	40% (4)

The performance at KS4 is below the national average at 12% and shows the need for significant improvement. It is anticipated that the new *ePEP* programme will assist with recording and tracking of all our children looked after each term, which will allow earlier and better educational support to children.

The KS2 and KS4 cohorts include significant numbers of children with special educational needs, including those with Education, Health and Social Care plans who are receiving specialist provision; children with mental health needs; children who refuse to engage in education; and unaccompanied asylum seeking children for whom English is not their first language. However for these children, the value added needs to significantly improve, in order to help them achieve their learning goals and ability to access further learning and opportunities.

However, the data demonstrates the need to significantly improve support regarding the educational achievement of children who are looked after by Slough, in order to improve their life chances and transition to adulthood.

8.2 Slough Virtual School

The Trust is committed to improving the educational outcomes for our children in care and is working in a more focussed and collaborative way with our partner agencies to ensure improved stability, in both foster and educational placements. In addition to this the Virtual School Team is being reviewed, which will be further assisted by the recruitment of a permanent Virtual Head Teacher during January 2016.

All children looked after by the Trust aged two-18 who are engaged in education and training have a Personal Education Plan (PEP), which is reviewed three times a year. The PEP records the child's attendance, attainment, progress and needs, and sets targets to improve the child's educational achievement. The PEP also identifies how professionals and carers will support the child to achieve these targets and how pupil premium funding will enable support and interventions.

Slough Virtual School quality assures all children's PEPs, which are produced electronically using the *ePEP* virtual school platform. This enables the Virtual School to track children's attendance, attainment and progress from the data in the PEPs and from additional data added throughout the year by schools. Progress against PEP targets and pupil premium spending for each child and by intervention type are also monitored.

Pupil premium is used to support the educational needs of individual children, with a pupil premium policy in place to provide clarity and consistency about the allocation of this funding, dependent upon each child's needs.

Slough Virtual School also uses pupil premium funding directly, for example to provide training for designated teachers, tuition for children who are waiting for an educational placement and to enrol children in the Letterbox Club to improve their numeracy and literacy skills.

Slough Virtual School works closely with agency partners to support the educational achievement of children and ensure their voices are heard and listened to in developing their PEPs and supporting their needs. The Virtual School works with the Slough Educational Psychology service to seek advice, and where necessary, assessment from an educational psychologist. Where children have Statements of Special Educational Needs (SEN) or Education Health and Care Plans, the Virtual School works closely with Slough's SEN Service to ensure children receive the provision identified in their plans.

Slough's school improvement consultant for children looked after works in partnership with the Virtual School Head (VSH) and provides additional capacity to the Virtual School. The school improvement consultant will visit schools at the request of the VSH if there are concerns, including those where Ofsted has judged their performance to have become 'Inadequate'.

Slough Virtual School also provides and commissions training for designated teachers and other education professionals, social workers, independent reviewing officers and carers. This includes a programme of multi-agency training regarding attachment, trauma and resilience for foster carers, social workers and designated teachers.

9. Health and dental checks of children looked after

In March 2015, 85% of all children looked after had completed their health assessments. By September 2015, 96.8% of all children had received a health assessment, which exceeds the England average at 87% and the statistical neighbour average at 84%.

	March 2013	March 2014	March 2015	Year to date September 2015
CLA in care 12+ months at month end	117	118	114	110
Of which, had a dental check in last 12 months	97	115	93	105
Of which, had a health assessment in last 12 months	101	117	101	108

% of CLA who are up to date with all their checks	84.6	98.3	85.1	96.8
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10. Emotional and behavioural health of children

Strengths and difficulties questionnaires (SDQs) are a measure of the emotional wellbeing of children looked after. The questionnaires have only been completed by foster carers therefore the full SDQ process is not in place in Slough for our children. This is being addressed by the Trust to ensure the SDQ is fully completed and links in with Personal Education Plans and review health assessments for children and young people. Therefore, the data below showing the average score is 15.6 is not an accurate picture of the emotional needs of our children. All children scoring above 17 should be referred to CAMHS for consultation about their emotional wellbeing.

	March 2013	March 2014	March 2015
Number of CLA who have been in care for at least 12 months aged four to 16	76	80	96
Mean average SDQ Score	14.2	14.9	15.6
% of Strength & Difficulty Questionnaires	100	95	100

11. Care leavers in suitable accommodation

The percentage of care leavers in suitable accommodation - 19, 20 and 21 year olds are shown below.

	March 2013 (19 year olds only)	March 2014	March 2015
Number of care leavers in the cohort	23	67	72
Of these, the number of care leavers who were considered to be in suitable accommodation	21	60	63
% of care leavers in cohort who were considered to be in suitable accommodation	91.3%	87%	88%

N.B. Prior to March 2014 Slough Borough Council recorded information only on care leavers who attained their 19th birthday during the year. Current year to date performance is not available from the Council.

12. Staying put

As at November 2015, there were three young people staying put in foster care after their 18th birthday. This area is significantly under developed and will need further action, focus and prioritisation via placements panel with senior manager oversight.

13. Care Leavers in employment, education and training for 19, 20 and 21-year-olds.

The following table shows out of 72 young people in Slough, 75% are in Education, Employment or training.

	March 2013 (19 year olds only)	March 2014	March 2015
Number of care leavers in the cohort	23	75	72
% of care leavers in cohort who were in education, employment or training	26.1%	59%	75%

Current year to date performance is not available from the Council.

The young people's service, part of Slough Borough Council, is responsible for delivering the duties under the Education and Skills Act 2008 (ESA 2008) section 68. Young people's service has a responsibility to encourage, enable and assist young people for whom they are responsible, to participate in education or training. Furthermore, the service has a duty to promote young people's participation up to the age of 18 by 2015. The NEET (not in education, employment or training) prevention and NEET reduction work includes young people who are in care and leaving care who are both accommodated in Slough and outside of Slough.

The three core functions which relate to our NEET prevention and NEET reduction work are:

- Early identification and tracking of young people at risk of becoming NEET – RONI (Risk of NEET Indicator)
- Monitoring and recording – to know exactly what the EET (in education, employment or training) status is off all young people up to the end of academic year 14 cohort

- Supporting young people to make appropriate and sustained moves from NEET to in education, employment or training status

The risk of Not in Employment Education or Training Indicator (RONI) process is currently in place for children looked after in academic year 11 in Slough Schools. However, the young people's service has set up additional communication with the Virtual School to review all year 11 pupils who are looked after irrespective of where they live or are educated. The young people's service tracks all young people to confirm whether they have taken up their offer of education, employment or training and where this has not been taken up, appropriate action is taken.

14. 16+ Supported accommodations

The quality and range of supported accommodation for care leavers aged over 16 years is under developed in Slough. There is only one supported lodgings carer within the Trust's fostering service, and as at November 2015, there are 21 young people who would benefit from supported lodgings carer placements. The Trust needs to recruit 20 supported lodgings carers in 2015/16, and 10 per year thereafter.

Slough currently spot purchases supported accommodation from 11 external provider agencies but there has been a lack of commissioning in this area of need and quality assurance processes are not consistently in place. This is being addressed as an urgent matter by the Trust, with an immediate review of all current placements to ensure they are safe and appropriate for young people's assessed needs. It is planned that all placements will be reviewed by the end of November 2015, and this will further inform the needs analysis for placements with new services being commissioned accordingly.

The support process offered by Slough's Young People's service covers the whole cohort of children looked after and care leavers (post year 11s -up to 25 years if they are in education) who are residing in and outside Slough. The detailed tracking of children and young people identifies which children and care leavers are at risk of not being in employment, education, or training and need support from the young people's service. For young people who are not in education, employment or training and placed locally, the young people's service provide dedicated NEET youth workers to work with the allocated personal adviser or social worker to support the young person to gain employment education or training. For young people who are residing outside Slough and are NEET requiring support, the young people's service and allocated worker will link with the appropriate youth services in the placement area.

15. Early Help Services

The Trust, as well as providing services for those most in need, provides services for children and families at an early point when difficulties first emerge in the life of the child. The definition of early help from Slough children and young people's Early Help strategy is:

“Early Help” means we ensure needs are identified quickly and support is provided as soon as a problem emerges. It can be required at any stage in a child's life. The aim of early help is to reduce or eliminate the need for support and to promote resilience in the child and family. Early help services draw upon multiagency expertise and are delivered in a timely and responsive way, to promote wellbeing and positive outcomes for children and families.”

This strategy is currently being refreshed and service delivery will be reviewed in light of the new strategy. This area of work needs further development as highlighted by the table below which shows the number of early help assessments completed in Slough in 2014 and 2015. In addition, the Trust is prioritising the development and commissioning of local edge of care services as alternatives to care.

15.1. Early Help team:

The role of the Early Help service is to promote early help across agencies in Slough and to encourage them to undertake Early Help Assessments (EHA). The information and advice team includes the two early help assessment advisors and the early help system administrator to support team around the family and team around the child meetings.

- The role of the early help assessment advisors is to support practitioners to undertake early help assessments (EHA) and to develop better quality multi-agency working with improved outcomes for children, young people and families. They can offer advice, guidance and support on thresholds, the assessment process and signposting to appropriate services.

The early help system administrator promotes and supports the use of the early help service by offering support to agencies by phone, email or surgeries and offers training in the use of the system. The service can be contacted by phone: 01753 476589 or email: EHA@scstrust.co.uk

Source of Early Help Assessment referral by agency/school					
2014	Jan - Mar 2015	Apr – Jun 2014	July – Sept 2014	Oct – Dec 2014	2014 Total

Children's Centres.	0	11	2	7	20
Schools	1	7	7	23	38
Targeted Family Support	6	37	36	31	110
Health Visitors	0	4	0	1	5
Young People's Service	0	0	0	29	29
Other	7	0	1	0	8
Totals	14	59	46	91	210

Source of Early help assessment referral by Agency					
2015	Jan - Mar 2015	Apr – Jun 2015	July – Sept 2015	Oct – Dec 2015 *2	2015 Total
Children's centres	52	9	6	9	76
Schools*1	36	47	18	20	121
Targeted family support	43	72	48	24	187
Health visitors / school nurses	9	9	19	2	39
Young people's service	26	14	18	0	58
Other (agencies, voluntary sector, etc)	5	0	3	0	8
Totals	171	151	112	55	489

*1 20 schools have completed EH assessments to date; 16 nursery & primary and four secondary.

*2 Figures for October 2015 only

Early help achievements in the past year –

- An early help panel has been established and run for 18 months which provides a challenge function for agencies and is able to provide support and advice in complex situations. The panel meets on a monthly basis.
- Delivered early help training to 200+ practitioners
- 489 EHAs commenced (increase from an average of 20 per month to 50 per month)
- EHA advisors have made 474 visits to schools, health visitors, early years settings, voluntary groups, school nurses
- 76% of schools have engaged with EH advisors, 41% have undertaken EHAs

- Early Help Champions Group has been established. The champions group meets every six weeks to promote early help in their agencies.
- Slough's early help newsletter is produced on a school term basis and updates practitioners around early help service and support available.

15.2 Slough Family Information Service (FIS)

The FIS is a free, impartial service which provides information, advice and support to a wide range of parents and carers of children aged 0 – 19. It also provides information to practitioners who work with families. Information is provided via the phone or email, online and through outreach into the community.

The two information and advice workers provide an information outreach service to families in Slough in a range of community venues such as children's centres, schools & libraries. They also make contact with voluntary groups and can support them with information about other services. The service can provide additional support through brokerage to parents or carers who struggle to find appropriate, relevant services to meet their needs. Specific information and support is provided to families who have a child with Special Educational Needs or Disability (SEND).

The FIS maintains the Slough Services Guide website which contains information about local and national services. It also provides information and advice about a range of topics. The website includes the SEND Local Offer which provides information for children and young people with special educational needs & disabilities and their families. During the current year, the FIS has undertaken 519 outreach visits and responded to approximately 40,000 enquiries. Full details of the work of the service can be found in the Annual Report.

15.3 Special Educational Needs and Disability Advice & Support Service (SENDASS) – formerly known as the Parent Partnership Service.

Slough's Special Educational Needs and Disability (SEND) Advice & Support Service is a free, impartial and confidential service which provides information, advice & support to children and young people (up to the age of 25) with SEND and their parents and carers. The service is provided by a team of fully trained staff who are experienced in supporting children, young people with SEND and their parents & carers.

The service provides information, advice and support on:

- All aspects of SEND from initial concerns and identification through to ongoing support and provision.
- The law on SEND, health & social care
- Slough's local policy & practice
- Personalisation & personal budgets
- Resolving disagreements and mediation
- The Local Offer

This is done by:

- Signposting to other sources of information or advice
- Helping to find, understand and interpret relevant information
- Supporting people to make their own decisions
- Attending meetings with parents, carers or young people, helping them to write letters
- Providing information about mediation
- Ensure parents' and young people's views are heard and can influence local policies
-

The service can help by:

- Supporting a child, young person or their parents following a diagnosis of SEND
- Requesting an Education, Health & Care assessment and plan
- Supporting partnership working with an educational setting, the local authority & other services
- Providing support around exclusions
- Help to find a suitable education place including school visits
- Supporting in SEND appeal processes such as transport, school placement or plans

The service has supported many parents this year, full details of the work done can be found in the annual report.

15.4 Emotional health and wellbeing team

The Emotional Health and Wellbeing team (primary mental health) offers the following support;

- Telephone and face to face consultation and support to school pastoral leads, SENCO's , and professionals where there are concerns about a child's mental emotional health and wellbeing.
- A CAMHS and Wellbeing Hub for social work staff to discuss the needs of children and young people where they consider therapy or a CAMHS referral may be necessary and referral advice for any parents known to social care to the coaching and wellbeing service.
- Assessment guidance and support to families referred to CAMHS where they have not met specialist CAMHS criteria (via GP only)
- Work with Youth Parliament on the manifesto for young people

- Support to Family Information Service staff who provide advice and guidance to parents and carers

In addition the team delivers a range of evidence based projects to support young people at risk of developing mental health issues. A pilot project to trial new pathways into help was started in January 2014, taking place in three secondary schools, for young people who self harm, have low mood or anxiety. This resulted in good outcomes for children and reduced the need for specialist services. The pilot offered:

- Multidisciplinary meetings with school nurse, educational psychology, emotional health lead and youth services and early help advisors to discuss concerns and possible approaches to responding early to any mental health, wellbeing and safeguarding needs
- Training for staff in mental health first aid and self-harm
- Mindfulness, CBT and therapeutic arts 12 week group interventions
- Support to school heads and pastoral leads on mental health and PHSE resources, guidance and links

In 2014/15, the team undertook direct work with 180 young people and in 2015/16 worked with 166 young people to date and were involved in working with 100 children via group work in schools..

15.5 Targeted Family Support Team

The Targeted Family Support team work with a range of families where there is compromised parenting. This may involve the staff working as the lead professionals and co working with social workers or other professionals. The team have specialist knowledge regarding issues affecting parenting such as poverty, domestic violence, child sexual exploitation, or limited parenting skills. They work closely with other services including schools, health visitors or children's centres as appropriate. They work across a range of languages and communities. The work with each family lasts on average six months and currently the team is working with 49 families which include 113 children. In summer 2015, the team undertook training in the 'star outcome' and the impact data and feedback from service users to evaluate the effectiveness will be completed by April 2016.

15.6 Families First

Families First, is Slough's local troubled families' initiative. The service is integrated within Slough Borough Council's young people's service. Additional support is offered to parents around gaining employment and improving school attendance, or to reduce anti-social behaviour to support families to achieve the desired outcomes for this initiative. Two additional workers are placed in schools to assist in improving attendance for pupils with extensive difficulties. During 2014, Slough achieved its full target of turning around 121 troubled families.

15.7 Children's Centres

The work of the ten Children's Centres in Slough is a key plank of the early help provision. Currently this provision is managed externally by Cambridge Education and monitored by Slough Borough Council. It is planned this provision will move to the Trust in 2016/2017. This will give further opportunities to review and focus the early help 'offer' in Slough.

Appendix 1 Slough Context

The local authority commissioned out children's social care services to Slough Children's Services Trust. The Trust was launched on 1 October 2015, and includes early help services and the Virtual School.

Children living in this area

There are 40,000 children and young people under the age of 18 years living in Slough. This is 28% of the total population in the area.

Approximately 25% of the local authority's children are living in poverty.

The proportion of children entitled to free school meals:

- In primary schools is 14.0% (the national average is 16.5%)
- In secondary schools is 12.8% (the national average is 14.9%)

Children and young people from minority ethnic groups account for 66% of all children living in the area, compared with 22% in the country as a whole.

The largest minority ethnic groups of children and young people in the area are Asian and Asian British (44%) and Black and Black British (12%).

The proportion of children and young people with English as an additional language:

- In primary schools is 58.7% (the national average is 19.4%).
- In secondary schools is 44.9% (the national average is 15.0%).

In recent years, Slough has historically had a lower rate of children with Child Protection plans and lower rates of Children in Need and Children looked after than both England and Statistical Neighbour averages.

Child protection in this area

- At 30 October 2015, 1,171 children had been identified through assessment as being formally in need of a specialist children's service. This is a reduction from 1,223 at 31 March 2015.

- At 30 October 2015, 150 children and young people were the subject of a child protection plan. This was a reduction from 234 at 31 March 2015, but has increased again to 213 as at January 2016.
- At 30 October 2015, two children lived in a privately arranged fostering placement. This is unchanged since the position at 31 March 2015.

Children looked after in this area

At 30 October 2015, 183 children are being looked after by the local authority (a rate of 45.9 per 1,000 children). This is a reduction from 196 (49.2 per 10,000 children) at 31 March 2015.

- Of this number, 128 (or 72.7%) live outside the local authority area
- Eight children live in residential children's homes, of whom 75% live out of the authority area
- Very low numbers of children live in residential special schools, of whom 100% live out of the authority area
- 132 live with foster families, of whom 76% live out of the authority area
- Three live with parents, of whom 33% live out of the authority area
- 10 children are unaccompanied asylum-seeking children.

In the last 12 months:

- there have been 20 adoptions
- 25 children became subject of special guardianship orders
- 161 children ceased to be looked after, of whom 3.7% subsequently returned to be looked after
- 37 children and young people ceased to be looked after and moved on to independent living

Statistical Neighbour Profiles

Slough's statistical neighbours for Children's Social Care Services are:

- Blackburn with Darwen
- Bradford
- Birmingham
- Coventry
- Hounslow
- Luton
- Hillingdon
- Wolverhampton
- Redbridge
- Enfield

Slough Borough

Slough is well located, with the town situated within 10 minutes of London's Heathrow Airport and with three exits off the M4 motorway which gives easy access to both London and the West Country. Slough also has fast rail links to Reading and London Paddington both being within 20 and 15 minutes on the train.

Slough is a predominantly urban area situated in the east of Berkshire which developed as a result of the Old London Road (now the A4), connecting Bath to London. The town now straddles the Great West Road and the Great Western Mainline, 35 kilometres (22 miles) west of Central London and covers an area of 32.5 square kilometres (or 12.6 square miles). From the 2013 midyear estimates of the Census 2011, Slough was estimated to have a total population of 143,024. At the time of the 2011 Census, the borough area was the most ethnically diverse local authority area outside of London in the United Kingdom, with the highest proportion of religious adherents in England. Neighbouring authorities include the Royal Borough of Windsor and Maidenhead (RBWM) to the west and Surrey County Council to the south, Buckinghamshire County Council to the north and west, and the London Borough of Hillingdon to the east. Slough shares

many similarities with some London boroughs. Slough is also integrated into the heart of the UK transport and communications network, located between the M4, M40 and the M25. The town is an important commercial centre and includes large industrial as well as residential areas.

Historically, with its strong manufacturing base, Slough employment opportunities were predominantly for manual and semi-skilled work, but in recent decades the manufacturing sector has shrunk and the high tech, service and distribution sectors have increased. Many settled Slough families originally moved to Slough for manual and semi-skilled work. Their children and grandchildren now need very different skills in order to secure local employment.

The growth of the town and its multi-cultural community is largely due to the job opportunities provided on the Slough Trading Estate which has acted as a catalyst for other inward investors. The presence of the Trading Estate both adds to the prominence of Slough as a major economic hub whilst also providing a home to 20,000 of the town's 86,000 jobs and for over 400 business including international names such as O2 Telefonica, Ferrari Maserati and Blackberry. Cumulatively these factors contribute in providing Slough with a solid economic base.

Slough Children's Population Profile (ONS 2011 Census)

Slough has an estimated total population of 140,205 people, and is a predominantly urban area situated in the east of Berkshire but sharing many similarities with some London boroughs. Neighbouring authorities include the Royal Borough of Windsor and Maidenhead to the west and Surrey County Council to the south, Buckinghamshire County Council to the north and west, and the London Borough of Hillingdon to the east.

Slough's Child Population 2011 Census Estimates			
Age	Male	Female	Total
0-4	6 500	6 300	12 800
5-9	5 100	4 900	10 000
10-14	4 600	4 400	9 000
15-19	4 400	4 200	8 600

Total	20 600	19 800	40 400
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Population Growth

Official population projections predict further growth in both the numbers of children and young people, and the proportion of the total number of residents accounted for by this age group. This increase in numbers clearly has implications for increased future demand for all services required by this age group.

ONS Interim 2011-based Sub National Population Projections Number of Children Aged 0-17 Years in Slough

Children	201	201	201	201	201	201	201	201	201	202	202
Number of children aged 0	37.4	38.0	38.7	39.4	40.0	40.7	41.3	41.8	42.4	42.9	43.4
as % of whole	27	27%	27%	27%	27%	27%	27%	27%	27%	27%	27%
Annual increase in numbers		1.7%	1.9%	1.8%	1.5%	1.6%	1.6%	1.3%	1.2%	1.3%	1.0%

Of the total population of 140,205 people, 99.6% live in a household and 0.4% live in a communal establishment. This is the lowest proportion of people living in communal establishments of any area across England and Wales. Population density is 29th highest across England and Wales, at 43.1 persons per hectare, compared to just 4.1 across England which is 29th highest amongst the 348 Census enumeration districts in England and Wales. 9.1% of our residents are aged 0-4 years old. This is the second highest proportion of any of the 348 local authorities. Generally, the borough has a much younger population than the norm, with smaller proportions of older people.

Slough has high proportions of single adults at 34.8% of all usual residents aged 16 and over, and very low proportions of registered same-sex civil partnerships (135 people, 0.1% of all residents). 20.0% of Slough's 50,766 households are one family units with dependent children. 8.9% of households comprise lone parents with dependent children (4,503 households). 39.2% of all households contain dependent children - this is the third highest proportion across England and Wales. 5.7% of all households (2,911) have no adults in employment but dependent children.

Ethnicity

Slough is a highly diverse area with just 34.5% of residents of White 'British' ethnicity. 17.7% of residents are Pakistani - the second highest proportion for this ethnic group across England and Wales. 15.6% of residents are Indian. Only 61% of residents were born in UK versus 87.9% across the South East.

Only 61.0% of all Slough residents were born in the UK (compared to 86.6% for England and Wales as a whole). The remainder - about two in every five residents - have all migrated to the UK at some point.

Country of birth

7.0% of residents were born in 'Accession EU' states - making Slough the area with the 9th highest proportion.

61.0% of residents were born in the UK; including these and others, 71.8% were born in Europe 5.9% of residents were born in Poland (2nd highest proportion across England and Wales).

Slough also sits within the highest 25% of council areas for the proportion of residents born in a range of European states 6.5% of residents were born in Africa with sizeable communities from a range of countries - including the second highest proportion of Zimbabweans across England and Wales (at 1,352 people or 1.0% of total residents 20.2% of residents were born in the Middle East or Asia; 1.3% in the Americas or Caribbean and 0.1% Australasia / Oceania.

Languages

A low proportion of households (67.4%) have English as the main language, for all members. Slough has 15.5% of households with no person with English as the main language (ranked 11th highest across England and Wales).

Religion

10.6% of residents are Sikhs - making Slough the area with the single highest concentration of this faith group.

Slough has the 7th highest concentration of Muslims (23.3% of residents) and 10th highest for Hindus (6.2% of residents).

0.5% of residents are Buddhists, 0.1% Jewish, 41.2% Christian and 12.1% follow no religion. Some 482 residents follow other religions.

Health

83.9% of residents stated their health to be good or very good; 4.5% (some 6,297 people) stated it to be bad or very bad. 13.4% of residents declared that their health limits their day-to-day activities to some extent. Some 8.2% of residents stated they provided unpaid care on a weekly basis: some 2,591 provided 50 or more hours of this each week.

Higher than the average number of children in Slough suffer from health related issues and health inequalities with the most deprived groups consistently over represented in emergency admissions to hospitals. Children's rates are above the national average for:

- Obesity
- Infant Mortality
- Dental Caries
- Accidental Injuries
- Respiratory Related Hospital Admissions

Housing in Slough

Regarding dwellings, household spaces and accommodation type; only 10% of properties in Slough are detached houses, compared to almost one third of the South East position and half the national value. 18.7% of dwellings are owned outright by inhabitants, 34.0% are being purchased on a mortgage. 20.6% are social rented (13.1% from the council, 7.5% from other landlord). 24.4% of dwellings are privately rented - compared to just 16.3% across South East England. Tenure of housing for local authorities in England and Wales shows Slough has much higher than the average proportion of homes are rented. The availability of housing and a spare room, as well as the size of Slough and high employment rates all have a major adverse impact on recruitment of foster carers.

Slough's average household size is 2.8 people per household - the second highest across England and Wales. 20.8% of households show 'overcrowding' (as evidenced by an occupancy rating of -1 or less) compared to just 8.5% across England and Wales 12.8% of households show evidence of overcrowding in terms of sleeping space (bedrooms). Slough dwellings are on average smaller than the norm, with an average of 4.7 rooms per household. 2.7% of Slough dwellings (some 1,384 households) do not have central heating.

Poverty

There are large disparities between wards in Slough with one Lower Super Output Area (LSOA) ranking among the most deprived 10% nationally, and a further four LSOAs appearing amongst the 20% most deprived nationally. 50% of Slough's community live in poverty which includes 7,965 children.

Employment

Regarding economic activity, local authorities in England and Wales and economic activity of females, there are a high proportion of residents (particularly amongst women) who are already in full-time employment, with very low levels of retired persons. There are high proportions of those who are economically active who are already supporting their own children. In addition, residents in Slough work longer hours than worked on average in other areas.

Of those usual residents aged 16 to 74 who were in employment the week before the census, 25.2% were employed on a part-time basis and 74.8% on a full-time basis. Slough has amongst the lowest quartile of areas for the proportions employed in lower skilled / lower paid categories. Slough has a particularly higher than average proportion of employment in 'Administrative and support service activities' (8.0% - ranked 2nd of 348) and 'Transport and storage' (12.6% - ranked 3rd of 348). The borough has among the lowest quartile of areas for the proportions employed in categories one ('Managers, directors and senior officials') and five ('Skilled trades occupations')

Car availability

Almost a quarter of Slough households do not have access to a car (23.4%). Of those who do, single car ownership is more common in Slough than across the rest of the nation. The area's 50,766 households account for some 60,827 motor vehicles