



Children and Young People Overview and Scrutiny Committee

Wednesday 19 March 2014 at 7.00 pm

Boardroom - Brent Civic Centre, Engineers Way,
Wembley, HA9 0FJ

Membership:

Members

Councillors:

Mitchell Murray (Chair)
Matthews (Vice-Chair)
Aden
Al-Ebadi
Arnold
Gladbaum
Kansagra
Kataria

First alternates

Councillors:

Daly
Sneddon
Oladapo
Jones
Krupa Sheth
S Choudhary
Baker
Leaman

Second alternates

Councillors:

Ogunro
Cheese
Harrison
RS Patel
Hossain
Hector
Colwill
Hashmi

Statutory Co-optees

Alloysius Frederick
Elsie Points
Nardia Sullivan
Vacancy

Non-statutory Co-optees

Mrs Hawra Imame
Dr J Levison

Observers

Ms J Cooper
Mrs L Gouldbourne
Ms C Jolinon
Brent Youth Parliament
representatives

For further information contact: Bryony Gibbs, Democratic Services Officer
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The press and public are welcome to attend this meeting

Agenda

Introductions, if appropriate.

Apologies for absence and clarification of alternate members

Item	Page
1 Declarations of personal and prejudicial interests	
Members are invited to declare at this stage of the meeting any relevant financial or other interest in the items on the agenda.	
2 Deputations (if any)	
3 Minutes of the last meeting held on 5 February 2014	1 - 8
4 Matters arising	
5 Brent Youth Parliament update	9 - 12
This report provides an update on the work of the Brent Youth Parliament.	
6 Task Group Report on Tackling Violence against Women and Girls in Brent	13 - 50
In March 2013, the Health Partnership Overview and Scrutiny Committee agreed to the formation of a task group to tackle violence against women and girls in Brent. The task group report is attached as appendix A. The findings of the tasks groups review is wide reaching, effects many pubic services and has a direct impact on the lives of children and young people.	
7 School Places - verbal update	
8 Annual Activity Survey 2013	51 - 68
This report provides an update on the annual activity survey which provides information about the post-school destinations of Year 11 pupils. This report was requested by members at the June 2013 meeting.	
9 Audits by the Local Safeguarding Children's Board	69 - 74
This report provides an overview of the quality assurance work that is undertaken by the Local Safeguarding Children Board (LSCB).	

10 The Work of the Brent Youth Offending Service 75 - 82

This report provides an update on the work of the Brent Youth Offending Service including performance, legislative changes impacting the service and revised inspection arrangements.

11 Children's Centres 83 - 106

This paper provides an overview of the progress of Brent Council in securing sufficient integrated early childhood services through children's centres that are well governed, managed and led, are accessible to very young children and families and have good quality practices that deliver positive impacts for children and families and reduce inequalities.

12 Progress on the Borough Plan - Children and Young People

This report outlines the progress achieved against the Children and Young People pledges set out within the revised Borough Plan.

Item deferred.

13 Children and Young People Overview and Scrutiny Work Programme 107 - 114

The work programme is attached for the committee's consideration.

14 Date of next meeting

The date of the next meeting of the committee will be determined at the Annual Council meeting scheduled for 4 June 2014

15 Any other urgent business

Notice of items raised under this heading must be given in writing to the Democratic Services Manager or his representative before the meeting in accordance with Standing Order 64.



- Please remember to *SWITCH OFF* your mobile phone during the meeting.
- The meeting room is accessible by lift and seats will be provided for members of the public.

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MINUTES OF THE CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

Wednesday 5 February 2014 at 7.00 pm

PRESENT: Councillor Mitchell Murray (Chair), Councillors Aden, Al-Ebadi, Arnold, Gladbaum, and Kataria, as well as Co-opted Members and Observers, Ms E Points, Dr Levison, Ms J Cooper, Mrs L Gouldbourne and Brent Youth Parliament representatives.

Also present: Councillor Chohan

Apologies for absence were received from: Mr A Frederick, Sullivan, Ms C Jolinon and Councillor Pavey (Lead Member for Children and Families)

1. Declarations of personal and prejudicial interests

None declared.

2. Minutes of the previous meeting

RESOLVED:

That the minutes of the meeting held on 10 December 2013 be approved as an accurate record of the meeting.

3. Matters arising

Sara Williams (Acting Director of Children and Families) circulated a staff structure chart of the Children and Families department, as requested previously by the Committee.

4. Brent Youth Parliament update

A presentation was made to the committee by the new Brent Youth Parliament (BYP) Executive, elected in December 2013. The new BYP Executive members introduced themselves and explained their respective portfolios. The committee was advised that BYP worked with national youth organisations including the Youth Select Committee, United Kingdom Youth Parliament and Student Voice to promote countrywide campaigns and ensure Brent's youth were represented in national forums. An overview was provided of the current and planned work of the BYP, with topics such as BYP attendance, promotion of BYP in Brent, BYP budget management, and careers support and opportunities for young people, assuming particular focus.

The committee sought further details of how BYP worked with schools and youth clubs in Brent. It was explained that BYP worked with teachers and student councils to identify students who may wish to become involved with the work of BYP. Good

links were maintained with youth clubs and youth organisations via the council's youth workers. The committee suggested that Officers support BYP in making links with the council's Business Support Team, to assist BYP in building careers and work experience opportunities. It was further requested that councillors receive a copy of the BYP monthly newsletter.

The committee thanked the BYP representatives for attending the meeting and noted the presentation.

5. **Schools Finance Update - 2013/14**

Sara Williams (Acting Director of Children and Families) and Simon Lane (Head of Audit and Investigations) presented a report to the committee which provided an overview of financial management in Brent's schools, with detailed updates on audit outcomes and leasing arrangements. It was explained that though governing bodies held responsibility for the financial management of their respective schools, the Council was required to ensure value for money was being sought and sound financial systems and controls were in place. Simon Lane advised that there had been improvement in the financial management in Brent's schools since 2011/12 and drew members' attention to the audit outcomes provided for the current and previous three years. Assurance levels had improved in 2012/13 and the level of substantial assurance reports issued was currently 83% for 2013/14. It was noted this figure had increased from that reported as two further schools had been audited since the report had been written. Though two schools remained to be audited, no schools had yet been awarded a nil assurance rating for 2013/14.

Sara Williams highlighted the common weaknesses identified during audit work and explained that there were numerous systems in place to address these and support continued improvement. These included the provision of regular information and guidance via the Schools' Extranet, termly Bursar meetings, and a comprehensive training programme compiled using feedback from schools and in accordance with the council's evaluation of training needs. A review of the financial management services available for schools to buy-in from the council was also being undertaken to ensure schools were receiving the support they needed in carrying out their day-to-day financial management duties.

Turning to the subject of leasing arrangements, Simon Lane advised that the Council had in 2010 identified that a number of schools had entered into very unfavourable leasing arrangements with large finance companies for the hire of equipment such as photocopiers. The Council was of the view that these leases should be treated as being void from the outset, as the schools in question did not have the legal power to enter into them. Subsequently, an action plan had been established to help to extricate the worst affected schools from the disadvantageous leases. Six schools had since stopped paying the fees purportedly due to the finance companies, with the support of Brent Council. Legal action had been pursued by several of the finance companies; the majority of these cases had been settled, with favourable outcomes for the schools in question. There remained one case on-going before the High Court. It was emphasised that the council would continue its approach of taking a robust overt position regarding any legal action, whilst at the same time negotiating behind the scenes where appropriate.

During members discussion it was queried whether the audit team conducted follow up assessments to ensure that particular weaknesses identified during the audit were subsequently addressed by the schools. It was also queried whether the minutes of governing bodies' financial committees were reviewed during an audit. Information was sought on the attendance of schools at the termly bursars meetings and the uptake of the financial package offered to schools as a traded service. A query was raised regarding responsibility for audits of other aspects of the management of a schools, such as health and safety.

Responding to the issues raised, Simon Lane explained that follow up visits were conducted after a period of about 6 months and the council would take action within this period to ensure that common areas of weakness were addressed with all schools. Audits did include both a general review of the minutes of a school's financial committee, as well as a cross referencing activity with records of significant expenditure to ensure that that approval had been granted by the committee. Sara Williams informed the committee that attendance at the termly bursar meetings was good and that the council had a good relationship with schools. More detailed information regarding this matter and the uptake of the financial package could be circulated to the committee. The council was responsible for the health and safety of community schools. In meeting this duty, the council required all community schools to complete a health and safety self assessment, which was then scrutinised by the council's Health and Safety Officer and Health and Safety Committee. Schools could also buy in the services of the council's Health and Safety Officer for specific pieces of work.

The committee thanked the officers for their responses.

RESOLVED:

That the report be noted.

6. The Pupil Premium and Brent Schools

The committee received a report from Sara Williams (Acting Director of Children and Families) on the Pupil Premium Grant (PPG), which had been introduced by the Coalition Government in April 2011. This grant had been established to enable schools to provide additional support for Looked After Children (LAC) and children from low income families and thereby tackle the attainment gap that existed between these children and their peers. The report provided an overview of the use of PPG in Brent's schools, the progress achieved in narrowing the attainment gap and the support provided by the Council to schools on best usage of PPG.

Sara Williams explained that the PPG was put to good use in Brent and this was evident in the educational achievement of Pupil Premium (PP) pupils. The report highlighted that the expected progress from Key Stage (KS) 1 to KS2 was well above the national average for the PP pupils. Similarly the expected progress from KS2 – KS4 was also in line with the national average for all pupils. Whilst the attainment gap did become more pronounced for secondary-aged pupils in Brent, this gap remained narrower than the national average. Examples of the initiatives funded via the PPG were set out in the report for both Primary and Secondary schools and included the running of booster classes, the provision of targeted support, subsidising extra-curricular activities, and access to art therapy and

counselling services. Sara Williams informed the committee that the Department for Education (DfE) had recently visited one of Brent's schools to observe how they achieved their particularly good results for PP pupils. This school took a creative approach to identifying pupils requiring additional support, using a range of indicators, including post code. Despite the successes achieved in Brent, it was considered that further work was required to ensure consistent good use of PPG across all schools. In particular, progress was desired in ensuring schools were confident in addressing multiple risk factors, for example, PP pupils for whom English was an additional language, or who had Special Educational Needs (SEN). The Children and Families Department, via its Services to Schools service and Link Advisers, was committed to working with schools to ensure the effective use of PPG. In addition written guidance, training and feedback was provided to Link Advisers, Head Teachers and Governors.

In the subsequent discussion members queried the income per year from PPG for Brent's schools. It was commented that post code could not be used as an accurate measure of pupil need when targeting support for pupils. A concern was also regarding the impact of the recent Welfare Reforms. Sara Williams advised that income from PPG per year could be circulated to the committee and confirmed that a school would use a wide ranging criteria to identify pupils who needed additional support; this could include post code and initial attendance but a school would not rely upon any one single indicator. Members were further advised that the number of pupils eligible for PPG had fallen across the borough. The changes to benefits had not had an immediate significant impact as the qualification for PPG required that a pupil had been eligible for free school meals at any point within the last six years. The movement of families out of the borough was closely monitored and it was considered that this was not a key factor in the fall in the number of pupils eligible for PPG.

The committee noted that it had in October 2012 received a report on the Council's Child Poverty Strategy. Since that time, the poverty rate had increased to 34 percent, as set out in the report before the committee. The committee had subsequently agreed that all reports it received should include a section on the child poverty implications. Sara Williams advised that it was no longer a requirement for local authorities to have a child poverty strategy and the council was currently undertaking work to ensure that the themes and actions identified in the existing strategy could be embedded in other strategies, such as the Employment Strategy.

The committee agreed that there appeared to have been delay, since the introduction of the Child Poverty Strategy, in overtly addressing child poverty in Brent and sought an immediate update on the work being undertaken in respect of this.

RESOLVED:

- (i) that the report be noted;
- (ii) that an update be submitted to the next meeting of the committee on the work undertaken with regard to the Child Poverty Strategy and associated work to tackle child poverty in Brent ; and

- (iii) that an update report be placed on the agenda for the first meeting of next year's committee work plan. This update should refer to related concerns raised by the committee during and subsequent to its meeting in October 2012; refer to the child poverty implications set out in any reports to the committee; explicitly state which officers are responsible for carrying out the work; and detail any proposed actions resulting from the work.

7. School Places update

Sara Williams (Acting Director of Children and Families) advised that as at 3 February 2014 there were 0 children without an offer of a school place. There remained however, a small number of pupils for whom an offer of school place had not been accepted. Work was being carried out to ensure that offers of school places were taken up by families. There was also sufficient capacity for current demand due to the provision of a number of new sites. A report would be submitted to the next meeting of the Executive on meeting demand for the next year academic year. It would be necessary to create additional classes for September 2014.

The committee queried whether demand had been affected by families moving out of the borough due to the impact of the Welfare Reforms. Sara Williams advised that the number of families moving out of the borough was closely monitored and had been very few.

The committee thanked Sara Williams and noted the update.

8. Alternative Education, Attendance and Behaviour Services - update on service transformation project

Sara Williams (Acting Director of Children and Families) presented a report to the committee on the Alternative Education, Attendance and Behaviour Services One Council project; this project encompassed a fundamental review and redesign of these services to meet a complex range of policy, financial and operational challenges. It was explained that these services played a significant role in supporting Brent's most vulnerable children and young people, and included the provision of education to pupils excluded from or unable to attend mainstream school and the provision of pre-exclusion and in-school behaviour support. Sara Williams advised that the project had involved a significant reduction of staff and emphasised that there had been a lot of valuable trade union involvement in the process. It was also intended that the new service be co-owned with schools and in line with this, schools had been involved in shaping the new service.

Sara Williams drew members' attention to the factors which had driven the review highlighting that the new service aimed to provide better value for money and represented a more strategic service model with a heightened focus on preventative work. The new structure encompassed the amalgamation of the Key stage 3 and 4 Pupil Referral Units (PRUs) under a single Head Teacher and teaching staff; the replacement of the Brent Education Tuition Service (BETS) with a Health Needs Education Service, focussing specifically on pupils absent due to physical or mental health problems; and, a new multi-agency Inclusion Support Team to provide specialist support to pupils with emotional and behavioural difficulties within the PRUs and indirectly, in schools. With regard to the

implementation of the new service structure, there had been some initial challenges relating to the recruitment to some of the managerial posts but these had since been tackled and interviews were now being held.

In the ensuing discussion, the committee was advised by Lesley Gouldbourne (Teachers' Panel) that the management committee for the new service had not yet met for the current term and that there were still some children attending the new Health Needs Education service that did not meet the criteria stipulated. It was further noted that £260k had been budgeted to commission provision for excluded Key Stage 1 and 2 aged pupils; however, with a cost per placement of £30 – 40k, this did not seem sufficient. The committee subsequently queried the trend of pupil exclusions and sought clarity regarding the savings achieved by the service restructure. A query was also raised regarding the offer of voluntary redundancies.

In response, Sara Williams advised that the management committee would have a programme of meetings timetabled going forward and was due to meet in March. With regard to the Health Needs Education Service, it was inevitable that some children who did not meet the criteria would occasionally be provided for by the service in the short term whilst suitable alternative provision was identified. There were few exclusions for KS1 and KS2 pupils and it was never more than three pupils at a time, thus the budgeted amount of £260k was considered to be sufficient. Details of the number of exclusions would be circulated to the committee.

Sara Williams further explained that the remodelling of the service had resulted in significant cost reductions, £480k of which had been directed towards commissioning new initiatives within the service. The full-year net cost of the new service, including the cost of the new initiatives, was estimated to be £4.787m, resulting in a £188,000 per annum saving; this remaining sum would be used to offset the historic deficit on the schools budget. Voluntary redundancies had been offered in two rounds as part of the restructure and applications were only accepted subject to the needs of the service.

The committee thanked Sara Williams for her contribution to the meeting and noted the report.

9. Children and Young People Overview and Scrutiny Work Programme

RESOLVED:

That the work programme be updated as detailed below:

- (i) that the report due to be submitted to the Executive on school expansion, including an assessment of all-through schools, be submitted to the next suitable meeting of the committee.
- (ii) that an update on that an update be submitted to the next meeting of the committee on the work undertaken with regard to the Child Poverty Strategy and associated work to tackle child poverty in Brent ; and
- (iii) that an update report be placed on the agenda for the first meeting of next year's committee work plan. This update should refer to related concerns raised

by the committee during and subsequent to its meeting in October 2012; refer to the child poverty implications

10. **Date of next meeting**

The committee noted that the next meeting was scheduled for 19 March 2014.

11. **Any other urgent business**

None.

The meeting closed at 9.00 pm

Councillor Mitchell Murray
Chair

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BYP REPORT



To be the voice of young people in Brent

- Brent Youth Parliament, or BYP, is the voice that represents the 77,500 young people in Brent. Founded in 2007, the members strive to amplify the opinions of Brent's youth in the local council. We meet on the last Saturday of every month at the Brent Civic Centre to discuss important issues, which young people face on a regular basis.

- Attendance at the monthly parliament sessions has remained over 70-75% per session. The sessions are planned and facilitated by the BYP executive - chair, vice chair, secretary and UKYP representatives, to provide a space where young people can talk about issues that are important to them. The sessions also act as a consultative forum for policy makers.

Some of the items discussed at BYP parliament sessions so far have included:

- Updating the BMyVoice website
- Creating a theme tune with members of the MYPs at the Roundwood youth centre
- The direct input of MYPs ensuring that the views of young people are taken on board right from the beginning and that the issues raised have been addressed
- Highlighting local issues that are of importance to young people in Brent and presenting these to local councillors and senior officers across different organisations
- Planning of our local campaign
- Having a young person create our BYP video and giving them the work experience they are looking for to include in their CV/ Portfolio- taking our first steps into our campaign

Background on the campaign:

MYPs democratically voted for helping youth into employment and training as their campaign for 2014. The main focus of the campaign is to help young people with their search in finding jobs, apprenticeships, work experience and training courses in society by :

-Planning on have a fair where there will be different agents offering jobs, apprenticeships, work experience or training courses



- Planning and hosting the fair bringing together young people from across the borough, local and national business offering placements to young people

Outside of Parliamentary sessions:

In addition to attending the monthly parliament sessions, BYP members have taken part in meetings outside of the sessions that require young people's input. They regularly attend the monthly Brent Youth Matters 2 forum to listen to the views of other young people.

Some of the work that MYPs have done outside of the parliament sessions includes:

- Meeting regularly working on the promotion video for Brent Youth Parliament
- Working with young people and workers from Roundwood in helping to create the theme tune
- Attending the council budget meeting
- Administering the BYP account Twitter and Facebook to communicate with non members
- BYP executive members attending fortnightly meetings to plan and set the agenda

for monthly parliament sessions and provide strategic direction for the youth parliament

- planning and organising the Campaign
- attending and observing Overview and Scrutiny Committee meetings to ensure that BYP members are actively involved in building better communication links with local councillors



Future plans

- To carry on building positive relationships between different organisations and youth projects reaching out to young people.
- To engage with the wider young community within Brent by providing them with a platform and channel to publicise their views and good work in the local media.
- To continue working with UK Youth Parliament (UKYP) and influence national policy
- The Children and Families department will continue to support and build on BYP's achievements.
- The longer objective is to further increase the proportion of children and young people in Brent given opportunities to influence local decisions whilst ensuring young people have a voice to influence policy and decision making at every level.



**Children and Young People
Overview and Scrutiny Committee**
19 March 2014

**Report from the Assistant Chief
Executive**

Wards Affected:
ALL

**Task Group Report on Tackling Violence against Women
and Girls in Brent (Covering Report)**

1.0 Summary

- 1.1 Members of the Health Partnership Overview and Scrutiny Committee (HPOVS) on a number of occasions, expressed an interest in forming a task group to tackle violence against women and girls in Brent; focusing on Female Genital Mutilation (FGM), Honour Based Violence (HBV) and Forced Marriages (FM).

The task group was agreed by HPOVS in March 2013 and has used this time to conduct an in-depth review into harmful practices. The task group report is attached as appendix A. The findings of the tasks groups review is wide reaching, effects many pubic services and has a direct impact on the lives of children and young people.

2.0 Recommendations

- 2.1 The committee consider the contents of the report;
- 2.2 The committee agree (where appropriate for children & young peoples services) the 12 recommendations made by the task group.

3.0 Detail

The task group's key findings are as follows:

3.1 **The scale and nature of Harmful Practices in Brent**

The task group wanted to establish the prevalence of harmful practices in Brent. We found that there was very little data held and the data that was

held by the organisations we contacted was not shared between partners. We met with a number of community groups to gather anecdotal evidence based on their experiences and talked to national and local charities with expertise in this area. While we can't be certain about the extent of these practices within Brent we believe that they are significant enough to recommend that a mapping exercise is undertaken to establish the number of women and girls at risk and that this work should be coordinated with partners and specialist charities.

3.2 **Awareness, Knowledge and Criminality**

The task group believes that there is a worrying lack of knowledge and understanding in Brent about harmful practices, the impact they have and the legislation relating to them. All of the women's groups we met with agreed that raising awareness within affected communities was key to tackling harmful practices. The task group recognises the important role that schools have in raising awareness and safeguarding. We undertook some research with school governors and whilst 64% of our respondents were aware of all three offences, only 21% said that they were covered as part of existing safeguarding training.

The task group has therefore made recommendations focussed on community engagement, awareness raising, obtaining resources, involvement in local and national media campaigns and highlighting harmful practices as criminal offences.

3.3 **Partnership working including referral processes and pathways**

The task group found that while there are many organisations currently working with women and girls affected by harmful practices, there was frequently a lack of coordination between partners and a lack of clarity about referral pathways. This contributed to the negative experience of many of the women we talked to. The task group is therefore recommending that a harmful practices strategy is developed within the wider Violence against Women and Girls Strategy which will provide a clear framework for partners to work within. We also recommend that all key staff from relevant agencies undertake training to ensure a better understanding of the issues, identification of those at risk and establishing referral pathways.

3.4 **Services and accessing available funding**

It is clear that for better more coordinated services to be available voluntary and statutory agencies need to work together. This will not only enable organisations within Brent to pursue all avenues of available funding but ensure that services that are commissioned will have a real and lasting impact.

3.5 Task Group Recommendations

1. That tackling harmful practices becomes a high partnership priority within Brent and that a clear partnership strategy is developed within the context of the wider Violence against Women and Girls Strategy. The harmful practices strategy should include:
 - 1.1. Developing services to protect women and girls at risk
 - 1.2. Developing services to support women and girls subjected to harmful practices
 - 1.3. Robust recording and better quality of data and sharing of data from all partners
 - 1.4. Clear and consistent guidance for reporting risk, pathways for referrals and services
 - 1.5. Provide clear guidance to all key staff and the public on how to report a crime against a women affected by these issues.
 - 1.6. A single point of contact is established for those affected
 - 1.7. The adoption of good practice from elsewhere, health service, local authorities, voluntary sector organisations and educational institutions.
2. That work in relation to the implementation of the Harmful Practices Strategy is the responsibility of:
 - The Children’s Safeguarding Board
 - The Health and Wellbeing Board
 - Safer Brent Partnership
 - The Assistant Chief Executive Department will take the overall lead responsibility
3. That mapping of practising communities is undertaken to establish the number of women and girls at risk and should be undertaken as part of the Safer Brent strategic assessment process. This work should be completed using tested methodologies, such as those used by Forward and in coordination with Brent’s partners and specialist charities such as Forward, the Asian Women’s Resource Centre, the Jan Trust and the Iranian and Kurdish Women’s Rights Organisation (IKWRO).

4. That a programme of community engagement about violence against women focussing on harmful practices is developed which ensures that members of affected communities play a lead role. Awareness raising events should be aimed at all sections of the local community, partners, relevant staff and Council Members.
5. That awareness raising resources, leaflets and posters are clearly displayed in medical and educational establishments particularly GP surgeries, clinics. Hospitals, schools and colleges. These should include a single point of contact for those affected by harmful practices.
6. That Brent Council and its partners work with local and national media, including community radio and television stations, to raise awareness and educate the public on harmful practices and the negative effect it has on women and girls in our society.
7. That a programme of training is developed for all key staff from all relevant agencies who are likely to have contact with affected women and girls that will ensure a better understanding of the issues, identification of those at risk and referral pathways. Funding is available to the voluntary sector to assist Brent in delivering this training programme.
8. That all awareness raising and training activities highlight the changes in the law which make these harmful practices criminal offences.
9. That joint working is undertaken with schools to ensure that all head teachers, school governors and those responsible for safeguarding receive training and that all year seven children receive information as part of Personal Social and Health Education (PSHE).
10. That Brent Council in conjunction with its partners, particularly Council for Voluntary Services (CVS) Brent, pursue all avenues for available funding and support specialist charities and local voluntary organisations to bid for money from government agencies such as the Forced Marriage unit and the European Union fund.
11. That Brent Council along with its partners annually take part in the International UN sponsored awareness day that takes place 6th February each year. Zero Tolerance of Female Genital Mutilation day is set up to make the world aware of Female Genital Mutilation and to promote its eradication.
12. That Brent Clinical Commissioning Group (CCG) should commission services for women and girls affected by the harmful practices of Female Genital Mutilation, Honour Based Violence and Forced Marriages.

4.0 Financial Implications

4.1 None

5.0 Legal Implications

5.1 None

6.0 Diversity Implications

6.1 None

7.0 Staffing/Accommodation Implications (if appropriate)

7.1 None

Background Papers

Task Group Report – Tackling Violence against Women and Girls in Brent

Contact Officers

Kisi Smith-Charlemagne
Scrutiny Officer

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Tacking Violence against Women & Girls in Brent

An Overview & Scrutiny Task Group Report

March 2014

Membership

Councillor Ann John (OBE) Chair
Councillor Patricia Harrison
Councillor Ann Hunter
Councillor Sandra Kabir

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1. Chair's Foreword

The United Nations describes violence against women and girls across the world as a global epidemic. Gender inequality gives rise to many traditional and cultural harmful practices. These include Female Genital Mutilation (FGM), Forced Marriage (FM) and Honour Based Violence (HBV) which are all closely connected along with Domestic Violence. The task group examined all three of these harmful practices and how they impact on women and girls in the London Borough of Brent

The task group's work has been conducted at a time when greater media coverage is shining a long overdue light on these horrifying harmful practices. We have been particularly impressed with the very effective and continuing campaign against FGM conducted by the Evening Standard. We are also aware that there has been an increasing and extensive coverage of these issues on television and radio through specialist investigative and current affairs programmes and the national news networks. As these practices are so hidden and little discussed this is a very welcome development. The Forced Marriage Unit and the FGM helpline set up by the government and the commitment to end FGM within a generation is vital in ending these practices. There are also a number of Parliamentary Select Committees working on different aspects of these issues.

This coverage gives confidence to all those brave women who speak out and the expert organisations that openly campaign against these harmful practices. During our research we met with a large number of truly inspiring women who have, in many cases, harrowing stories to tell. We recognise that it is these women who will play the biggest role in bringing about change within communities affected by these issues, but they need our support.

We are well aware that this report is only one small but important contribution to the huge effort required to tackle violence against women and girls in all its forms. We urge the council and all partners to ensure that the recommendations contained in this report are implemented in full. The individual members of the task group are passionate about these issues and will continue to campaign on them at every possible opportunity.

First of all I would like to thank all of the organisations and individuals who we have met with or visited. They have all made a massive contribution to the work of this task group and the formulation of our recommendations.

I would like to thank my task group colleague Councillors and Officers Councillor Sandra Kabir, Councillor Pat Harrison, Councillor Ann Hunter, Kisi Smith-Charlemagne, Jacqueline Casson and Mala Maru. Their commitment, knowledge and diligence have ensured the success of this piece of work and I am grateful for their support throughout what at times has been an emotional experience.

2. Executive Summary

Violence against women is an illegal, intolerable act and is a human rights violation. It is fundamentally wrong, impacts on the health and wellbeing of women and has wider effects in preventing them from fully contributing to society. It impacts on the wider society through lack of economic development, cost to public services, Health, Social and Police and a lack of societal well being. It is both a barrier to equality and a result of inequality. Female Genital Mutilation Honour Base Violence and Forced Marriages are all illegal and harmful and can never be justified in the name of freedom of religion or belief.

Brent is recognised as one of the most ethnically diverse population in the country and a significant proportion of these communities have religious and cultural ties to areas of the world where the harmful practices of Female Genital Mutilation, Honour Base Violence and Forced Marriages are prevalent. All of these offences are considerably under reported nationally and locally. The task group believes that it is imperative that the council and our partners raise awareness, provide advice and support our communities, and prosecute those who participate in these illegal harmful practices.

The task group's key findings are as follows:

The scale and nature of Harmful Practices in Brent

The task group wanted to establish the prevalence of harmful practices in Brent. We found that there was very little data held and the data that was held by the organisations we contacted was not shared between partners. We met with a number of community groups to gather anecdotal evidence based on their experiences and talked to national and local charities with expertise in this area. While we can't be certain about the extent of these practices within Brent we believe that they are significant enough to recommend that a mapping exercise is undertaken to establish the number of women and girls at risk and that this work should be coordinated with partners and specialist charities.

Awareness, Knowledge and Criminality

The task group believes that there is a worrying lack of knowledge and understanding in Brent about harmful practices, the impact they have and the legislation relating to them. All of the women's groups we met with agreed that raising awareness within affected communities was key to tackling harmful practices. The task group recognises the important role that schools have in raising awareness and safeguarding. We undertook some research with school governors and whilst 64% of our respondents were aware of all three offences, only 21% said that they were covered as part of existing safeguarding training.

The task group has therefore made recommendations focussed on community engagement, awareness raising, obtaining resources, involvement in local and national media campaigns and highlighting harmful practices as criminal offences.

Partnership working including referral processes and pathways

The task group found that while there are many organisations currently working with women and girls affected by harmful practices, there was frequently a lack of coordination between partners and a lack of clarity about referral pathways. This contributed to the negative experience of many of the women we talked to. The task group is therefore recommending

that a harmful practices strategy is developed within the wider Violence against Women and Girls Strategy which will provide a clear framework for partners to work within. We also recommend that all key staff from relevant agencies undertake training to ensure a better understanding of the issues, identification of those at risk and establishing referral pathways.

Services and accessing available funding

It is clear that for better more coordinated services to be available voluntary and statutory agencies need to work together. This will not only enable organisations within Brent to pursue all avenues of available funding but ensure that services that are commissioned will have a real and lasting impact.

3. Recommendations

1. That tackling harmful practices becomes a high partnership priority within Brent and that a clear partnership strategy is developed within the context of the wider Violence against Women and Girls Strategy. The harmful practices strategy should include:

- 1.1. Developing services to protect women and girls at risk**
- 1.2. Developing services to support women and girls subjected to harmful practices**
- 1.3. Robust recording and better quality of data and sharing of data from all partners**
- 1.4. Clear and consistent guidance for reporting risk, pathways for referrals and services**
- 1.5. Provide clear guidance to all key staff and the public on how to report a crime against a women affected by these issues.**
- 1.6. A single point of contact is established for those affected**
- 1.7. The adoption of good practice from elsewhere, health service, local authorities, voluntary sector organisations and educational institutions.**

2. That work in relation to the implementation of the Harmful Practices Strategy is the responsibility of:

- The Children's Safeguarding Board**
- The Health and Wellbeing Board**
- Safer Brent Partnership**
- The Assistant Chief Executive Department will take the overall lead responsibility**

- 3. That mapping of practising communities is undertaken to establish the number of women and girls at risk and should be undertaken as part of the Safer Brent strategic assessment process. This work should be completed using tested methodologies, such as those used by Forward and in coordination with Brent's partners and specialist charities such as Forward, the Asian Women's Resource Centre, the Jan Trust and the Iranian and Kurdish Women's Rights Organisation (IKWRO).**
- 4. That a programme of community engagement about violence against women focussing on harmful practices is developed which ensures that members of affected communities play a lead role. Awareness raising events should be aimed at all sections of the local community, partners, relevant staff and Council Members.**
- 5. That awareness raising resources, leaflets and posters are clearly displayed in medical and educational establishments particularly GP surgeries, clinics. Hospitals, schools and colleges. These should include a single point of contact for those affected by harmful practices.**
- 6. That Brent Council and its partners work with local and national media, including community radio and television stations, to raise awareness and educate the public on harmful practices and the negative effect it has on women and girls in our society.**
- 7. That a programme of training is developed for all key staff from all relevant agencies who are likely to have contact with affected women and girls that will ensure a better understanding of the issues, identification of those at risk and referral pathways. Funding is available to the voluntary sector to assist Brent in delivering this training programme.**
- 8. That all awareness raising and training activities highlight the changes in the law which make these harmful practices criminal offences.**
- 9. That joint working is undertaken with schools to ensure that all head teachers, school governors and those responsible for safeguarding receive training and that all year seven children receive information as part of Personal Social and Health Education (PSHE).**
- 10. That Brent Council in conjunction with its partners, particularly Council for Voluntary Services (CVS) Brent, pursue all avenues for available funding and support specialist charities and local voluntary organisations to bid for money from government agencies such as the Forced Marriage unit and the European Union fund.**
- 11. That Brent Council along with its partners annually take part in the International UN sponsored awareness day that takes place 6th February each year. Zero Tolerance of Female Genital Mutilation day is set up to make the world aware of Female Genital Mutilation and to promote its eradication.**

12. That Brent Clinical Commissioning Group (CCG) should commission services for women and girls affected by the harmful practices of Female Genital Mutilation, Honour Based Violence and Forced Marriages.

*Please note that the order of recommendations throughout the body of the report appear in order of importance and not necessarily in the order listed above.

4. Introduction – Scope of the task groups work

This task group was set up by the Health Partnerships Overview and Scrutiny Committee to investigate ways of tackling the prevalence and impact of Female Genital Mutilation, Honour Based Violence and Forced Marriages.

Female Genital Mutilation and Honour Based Violence are criminal offences which carry jail sentences. In June 2012 the Prime Minister announced that forcing someone to marry will become a criminal offence in England and Wales and this was included in the Anti-Social Behaviour, Crime and Policing Bill which is currently going through Parliament. The new law will be accompanied by a range of measures to increase protection and support for victims with a continuing focus on prevention and will come into force later this year.

A new definition of domestic violence was implemented by the Home Office in March 2013. It includes: “Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: Psychological, Physical, Sexual, Financial and Emotional”.

The Home office goes on to say that “Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. “Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim”. * This definition of controlling behaviour, which is not a legal definition, includes so called '**honour based violence, Female Genital Mutilation and Forced Marriage**, and it is clear that victims are not confined to one gender or ethnic group.

Female Genital Mutilation has been deemed an offence by the Human Rights Council of the United Nations since 1985, and made a criminal offence in the UK in the same year. This was amended in 2003 to cover UK nationals taken abroad. However to date no prosecutions have ever been brought in the UK. In November 2012 The Crown Prosecution Service (CPS) announced a new 10 point action plan for improving detection rates and prosecution. This includes:

- Gathering more robust data on allegations – looking at the reporting duties and mechanisms for medical professionals, social care professionals and teachers.
- Identifying what issues have hindered investigations and prosecutions.
- Exploring how other jurisdictions prosecute crime.

- Ensuring that police and prosecutors work together closely from the start of the investigation.

The CPS will also explore whether it is possible to prosecute offences under other legislation. For instance, it may be easier to support a prosecution under section 5 Domestic Violence, Crime and Victims Act (DVCVA) 2004, as amended by DVCVA 2012, which creates an offence of causing or allowing a child or vulnerable adult to die or suffer serious physical harm.

The definitions that the task group worked to are as follows:

Female Genital Mutilation/cutting – involves the complete or partial removal or alteration of external genitalia for non-medical reasons. It is mostly carried out on young girls at some time between infancy and the age of 15; and its extensive harmful health consequences are widely recognised¹.

Honour Based Violence – violence committed to protect or defend the ‘honour’ of a family and/or community. Women, especially young women, are the most common targets, often where they have acted outside community boundaries of perceived acceptable feminine/sexual behaviour. In extreme cases the woman may be killed².

Forced Marriage – One or both people do not (or in cases of people with learning or physical disabilities, cannot) consent to the marriage and pressure or abuse is used. This also includes child marriages as children are below the age to give informed consent. The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel like they’re bringing shame on their family)³.

The task group’s key findings are focused on:

- 1. The scale and nature of harmful Practices in Brent and Impact of recent legislative changes**
- 2. Awareness, knowledge and criminality**
- 3. Partnership working including referral pathways and processes**
- 4. Services and accessing available funding**

5. Task Group Membership

Councillor Ann John OBE (Chair)
Councillor Patricia Harrison
Councillor Ann Hunter
Councillor Sandra Kabir

¹ The World Health Organisation (WHO)

² The Crown Prosecution Service (CPS)

³ The Forced Marriage Unit (FMU)

6. Methodology

In order to complete the work identified in the scope, and produce a set of recommendations that would start to tackle some of the issues related to the harmful practices of FGM, FM and HBV in Brent, the task group gathered research and evidence from a wide range of sources. This included:

- The Team from FORWARD (Kekeli Kpognon, Maria Aden Naima Ibrahim and Rita Buhanda)
- The Jan Trust (Sana Malik and Sajda Moghul)
- Somali Advice and Information Forum - SAFFI (Rhoda Ibrahim & Yasmin Ali)
- Help Somalia Foundation (Harbi Farah)
- Brent Police/Azure Project (Nicola Butler and Louise Caveen)
- Birmingham City Council (Monika Bindal)
- Bristol City Council (Jude Williams)
- Brent Education Welfare (Stephen McMullan)
- Brent Public Health (Melanie Smith and Imran Choudhury)
- Brent Children's Social Services (Jo Moses)
- Brent Adult Safeguarding (Colin Boughen)
- Brent Local Children Safeguarding Board (Sue Matthews)
- Brent Ward Working (Carol Allen)
- Brent Community Safety (Chris Williams and Mala Maru)
- Northwick Park Hospital/NHS (Florence Acquah & Gloria Rowland)
- Asian Women's Resource Centre (Sarbjit Ganger)
- Iranian and Kurdish Women's Rights Organisation (Nezahat Cihan and Diana Niammi)
- Ashiana Network (Zuleyha Toprak)
- Brent Schools Head (Allyson Moss)

- Brent School Governors (Samira Mohamed)
- Home Office - Forced Marriage Unit & Sexual Violence (Joint Director-Chaz Akoshile)
- Home Office - Sexual Violence Unit (Sean McGarry)
- IMKAAN (Sumanta Roy)
- All Parliamentary Party Group (Baroness Jenny Tonge)
- The World Health Organisation – WHO (Glenn Raymond Thomas)
- BTEG Research (Tebussum Rashid)
- G Light Development & Somalian TV (Amran Mohammed)

Members of the task group also attended:

- Capita Conference on Tackling Forced Marriage and Honour Based Violence
- Jazari Community Centre (Abdi Ahmed) to talk to Somali women about FGM
- London Councils European Funding conference
- Brent FGM awareness training
- Jan Trust Forced Marriage awareness training
- Members Development Training on Harmful Practices - Delivered by FORWARD and the Asians Women's Resource Centre
- Brent White Ribbon Seminar
- A visit to Northwick Park Maternity Unit and Well Woman Clinic
- Brent School Governors Annual Conference
- Brent Children's Safeguarding Board Steering Group on FGM
- Iranian and Kurdish Women's Rights Organisation to talk to survivors of forced marriage.
- The launch of All Party Parliamentary Group's report on forced marriage

The task group formed a professional discussion group which consisted of Individuals from the above named organisations, departments and groups. The task group held two meeting where pre-designed questions (Appendix 1 & 2) were used to lead a round table discussion on

FGM, FM and HBV. Members of the task group also reviewed a great deal of literature and academic research in relation to this subject areas and a list of references is set out at the end of this report. Ultimately though, the task group was keen to ensure that this report focused on Brent and produced locally implementable recommendations.

The task group designed questionnaires which were used to gather information and evidence used to support this report at events attended, these included:

- Members Development Training on Harmful Practices - Delivered by FORWARD and the Asians Women's Resource Centre (Appendix 3)
- Brent School Governors Annual Conference (Appendix 4)

7. Policy Context

Local

Traditionally the main focus of the work that has taken place in Brent in relation to violence against women and girls has been on domestic violence and rape. However since 2010 Female Genital Mutilation, Forced Marriage and Honour Based Violence has been gaining prominence and FGM in particular is now one of the priorities of the Safer Brent Partnership. The council and its partners are aware that these harmful practices are taking place in some areas of the borough. However the very nature of these offences and the fact that they are often dismissed as religious or cultural traditions means that they are not discussed openly, are shrouded in secrecy and there is a fear of speaking out against them and reporting them.

National press, the London Evening Standard, BBC Radio 4, television and social media networks have recently been highlighting issues relating to FGM, Forced Marriage and Honour Based Violence. This has included using cases of women and girls in Brent who have become victims.

The charity FORWARD (Foundation for Women's Health Research and Development), The Asians Women's Resource Centre and Northwick Park's African Well Women's Clinic, have undertaken work in Brent to provide services to women who had been subject to harmful practices. Research conducted by the charity FORWARD in 2007 (Appendix 5), showed that second to LB Southwark, Brent had the next highest number of women with FGM that had given birth to children in England and Wales. ASCENT⁴ also provided statistics in October 2013 (Appendix 6) on the number of domestic and sexual violence calls placed to their help lines. This showed Brent had the 6th highest number of calls placed in London.

London, National & International

In April 2009 the Mayor of London launched *The Way Forward: A call for action to end violence against women* a consultation on proposed set of actions for dealing with all forms of

⁴ Ascent is a project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six themes, funded by London Councils.

violence against women in London. This includes the harmful practices of FGM, Forced Marriage and Honour Based Violence. The British government is taking Violence Against Women and Girls very seriously and there is further legislation in the pipeline. Further detailed work is being done by Select Committees.

The existing legislative framework that relates to Tackling Violence against Women and Girls and Harmful Practices includes:

- Prohibition of Female Circumcision Act 1985
- Nationality, Immigration and Asylum Act 2002
- Female Genital Mutilation Act 2003
- Sexual Offences Act 2003
- Asylum and Immigration Act 2004
- Forced Marriage (Civil Protection Act) 2007
- Impending – Forced Marriage (Criminal Act) 2014

There is evidence that nationally awareness about the prevalence and impact of Female Genital Mutilation, Forced Marriage and Honour Based Violence is increasing amongst politicians and policy makers. For instance:

Female Genital Mutilation

In November 2012 the UK government launched a 1 year pilot of the Statement Opposing Female Genital Mutilation. The Statement Opposing FGM, which is currently used in Holland and is known as the 'Health Passport', is pocket-sized and states the law and the potential criminal penalties that can be used against those allowing FGM to happen. In Holland, it is primarily used by families who have migrated to Holland and do not want their children to be subjected to FGM, but still feel compelled by cultural and social norms when visiting family abroad.

The British government has also pledged up to £35m international development aid to help eliminate FGM in a generation. A portion of the new money expected to be around £8m would be spent on research into the best ways of ending the practice. The rest will be used to fund community programmes, with money channelled through the UN programme on FGM, and to support the Home Office in targeting the diaspora, who take children from the UK overseas to be cut.

Forced Marriage

The Anti-social Behaviour Crime and Policing Bill, currently going through Parliament will criminalise both Forced Marriage and breach of a Forced Marriage Protection Order.

Honour Based Violence

The Home Office released its reviewed 2013 action plan *A Call to End Violence against Women and Girls*. The action plan commits to engage with communities who practice 'honour' based violence such as FGM and Forced Marriage to change attitudes and behaviours, with following specific HBV actions:

- Work on the development of guidance and learning programmes for the Police on sexual and domestic violence, including FGM, Forced Marriage, Honour Based Violence and stalking.
- Review the findings from the 'honour' based violence local mapping exercise and identify models of effective practice to share with local areas, particularly those where awareness and activity to tackle forms of Honour Based Violence is low.

In November the London Violence against Women and Girls Consortium sponsored by the Mayor of London launched the Ending Harmful Practices project Women Against Harmful Practices (WAHP). The project which forms part of ASCENT is delivered by a partnership of 8 specialist organisations working across different Black Minority Ethnic and Refugee (BMER) communities in London with women experiencing Female Genital Mutilation, Honour Based Violence, Forced Marriage and other harmful practices. Support includes one to one advice and information on rights, entitlements, intensive casework and advocacy support, therapeutic support groups and counselling. The project also works to raise awareness amongst voluntary and statutory agencies and runs workshops and peer mentoring support for young women.

8. Key Findings and Recommendations

8.1. The scale and nature of Harmful Practices in Brent

The task group were keen to find out about the scale of Female Genital Mutilation, Forced Marriage and Honour Based Violence in Brent. However we soon realised for a variety of reasons, particularly the secrecy and taboos that exist around discussing these issues and the under or incorrect reporting of incidences, there was not an easy way to get this information.

We therefore started at looking at the information that existed nationally and for London. This included:

Violence against women

London has the highest rate of female victimisation in England and Wales.⁵ Compared to the rest of the country, London has the lowest percentage of successful outcomes (measured as convictions of prosecuted cases) for violence against women offences (only 62 per cent were successful last year compared to 72 per cent nationally).⁶

Female Genital Mutilation (FGM)

An estimated 6.3 per cent of pregnancies in inner London⁷ and 4.6 per cent in outer London are to women with FGM⁸. FGM was outlawed in 1985 by the Human Rights Council of the United Nations, and made a criminal offence in the UK in the same year. This was amended in 2003 to cover UK nationals taken abroad. There have been no convictions in the UK compared to 100 in France. FGM is prevalent in 28 African countries as well as in parts of the Middle East and Asia. FORWARD⁹ estimated that over 20,000 girls under the age

⁵ Home Office, 2004-8, British Crime Survey. Analysis of data comparing London rates with overall findings

⁶ Crown Prosecution Service, 2009, Violence against women Crime Report 2008-2009, p.70

⁷ These figures come from the only study in the UK that seeks to estimate prevalence. The research was funded by the Department of Health and undertaken by the Foundation of Women's Health

⁸ Forward, 2007, A Statistical Study to Estimate the Prevalence of Female Genital Mutilation in England and Wales

on 15 are at risk of FGM and 66,000 women in the UK are living with the consequences.

Research was funded from Public Health Brent to the Help Somalia Foundation in September 2013 for a study of the Somalian population in Brent. It shows that there are over five thousand women and children, many of whom have either been cut or are at risk (Appendix 7).

Honour Based Violence (HBV)

Nationally, there are around 12 so-called 'honour' murders a year. The Metropolitan Police recorded 256 incidents linked to 'honour' in the year 2008/09, of which 132 were criminal offences. This is a 60 per cent rise for the year to April 2009. These are the most recent figures available at this time and were collected by a Freedom of information request made by IKWRO. IKWRO have recently produced a report called the "*Postcode Lottery*" which details the UK Police forces failings to correctly recording Honour Based Violence cases (Appendix 8).

Forced Marriage (FM)

January to May 2012¹⁰ - 594 cases where the FMU has given advice or support related to a possible Forced Marriage. 14% of calls involved victims below 15 years old, 87% involved female victims and 13% involved male victims. Countries of Origin: Pakistan (46%), Bangladesh (9.2%), UK (8.7%), India (7.2%), Afghanistan (2.7%), Within the UK the geographical distribution of instances was as follows: London (20.9%), West Midlands (16.7%), South East (10.4%), North West (5.1%), 25 instances involving those with disabilities (23 with learning disabilities, two with physical disabilities and two with both) were brought to the FMU's attention. Seven instances involved victims who identified as lesbian, gay, bisexual, and transgender (LGBT).

Linked to forced marriage, many cultures have a tradition of marrying daughters at a young age. Female children, already malnourished and undervalued, are often married to much older men. In such marriages, females have little power and sense of self-determination. Those who marry early cannot stay in school and often have little motivation or ability to plan their families. Some cultures believe early marriage guarantees a long period of fertility; very young brides may need a smaller dowry. The age of female marriage is slowly rising in most of Africa; but in East Africa and Nigeria, it is dropping as young virgins, considered less likely to be infected with HIV/AIDS are sought as brides. Early marriage is most prevalent in Sub-Saharan Africa and in South Asia. In Bangladesh, 47 percent of women, ages 20 to 24, are married by age 15. In Guatemala, India, and Niger, the rates are 12, 18, and 50%, respectively.

Early marriage and childbearing are closely linked to low educational attainment. In Cameroon, 27% of married women, under age 20, finished seven years of school, compared to 77% of unmarried women. In Guatemala, teenage mothers are five times less likely to finish

¹⁰The Foreign and Commonwealth Office's Forced Marriage Unit (FMU) May 2012

secondary education than women whose first birth occurs later. Early marriage usually results in early childbearing, with severe consequences for the health of young mothers and their babies. Infants born to teenage mothers are up to 80% more likely to die within their first year than are infants born to mothers aged 20 to 29. Maternal mortality rates are twice as high for women aged 15 to 19 as for women aged 20 to 29. The task group supports the discussions in parliament to legislate for a minimum age of 18 years for marriage and does not support marriage at 16 years with parental consent.

Data for Brent

The task group requested data from the following sources about harmful practices in Brent. Not all of the organisations we contacted were able to provide data, please see all responses in Table 1. Table 2 shows the available data held by sources. There is very little data held anywhere on the local prevalence levels of harmful practices in Brent; and the data that has been recorded, has not previously been readily shared between Brent partners. We are still unsure of the extent of FGM, Forced Marriages and Honour Based Violence incidents in Brent and more work needs to be done. The tables below bear out the strong view expressed frequently that these practices are under-reported.

Table 1 – Written responses to request for Harmful Practice Statistics for LB Brent

Source	Response
FORWARD	No specific Brent data, however FORWARD provided a summary of Brent Community reached this year: <ul style="list-style-type: none"> • 63 women in total were reached through the work of our outreach worker in different community settings and women attending Coffee morning support and all women were given FGM awareness and information • We worked with 5 one to one support cases from the Brent area. Cases involved referral to Acton African Women’s Well Clinic, and educational support • 4 men from the Borough of Brent attend FORWARD Men Advisory Committee • Most of Brent clients we have worked with this year are Muslims, Somali; between the ages of 25 to 60. The marital statuses of most clients are either single and/or lone parents.
TAWRC	Please note that we had considerably reduced staff capacity and these figures are based on two members of staff providing services. We have since expanded and we have 4 members of staff providing services.
Northwick Park/Brent NHS	A database has now been in existence since 2009, the data is used for Freedom of information requests and service planning. The FGM status is recorded in the patients Discharge notes so that Health Visitors and GPs are aware. There is currently no formal procedure for reporting this anywhere else. We undertook 10 reversals this year and 97% of the women who visited the clinic were of Somalian origin.
Brent Police	The criteria for flagging is purposefully vague so that even if there

	is only a perception from the officer that this might be happening, then the flag goes in, to ensure the most appropriate unit deal with the case.
Home Office: FMU	It is not of any significance to collect the name of the borough where forced marriage victims live, it makes no difference to the case or action that the FMU would take.
Home Office: SVU	We do not hold this information.
IKWRO	We keep detailed records of our clients and have provided the figures for Brent clients. Further to our 2010 FOI study of HBV cases across England, we are carrying out a similar study and will have new data to report in the spring on 2014.
IMKAAN	We are unable to provide this information for Brent or any borough as we do not hold this information. It is difficult to collect this data as it is often not recoded and goes unreported.
LB Brent	We started capturing data on FGM, forced marriages and honour bases violence in 2013, no data is available prior to that date.

Table 2 - Shows the amount of harmful practices in March 2012 – April 2013

Source	FGM	FM	HBV
Brent Children's Social Services	0	6	3
FORWARD	-	-	-
TAWRC	-	13	80
Northwick Park/Brent NHS	236	-	-
Brent Police	5	11	18
IKWRO	-	8	4

The task group also met with a number of community groups such as the Somalian Advice and Forum for Information (SAFFI) and the Jazari community group. The discussion group at SAFFI consisted of 13 women and the discussion group at Jazari Community Centre consisted of 31 women. All of the women that attended these groups said that they had been subjected to one of the three types of FGM. Please see case studies of harmful practices within Brent (Appendix 8).

The task group is concerned that a large majority of organisations and charities are still working from the prevalence figures released by FORWARD in October 2007 and that there is currently no coordinated effort by a central body to collect Brent specific data. While we were conducting the task group work we were pleased to hear that FORWARD have been commissioned to undertake a new prevalence study and that there is to be a report released in 2014.

In April 2013 LB Islington conducted a study;¹¹ the purpose of this study is to establish a more detailed picture of Female Genital Mutilation in Islington. The study adapted the method used by the Foundation for Women's Health, Research and Development (FORWARD; 2007) which used UK census data and national and regional FGM prevalence data to estimate the number

¹¹ Female Genital Mutilation (FGM) in Islington: A Statistical Study

of women and girls in the UK who were likely to have undergone FGM. The Islington study combined FGM prevalence data with language and ethnicity data for Islington to produce a similar estimate (Appendix 9).

We believe that anecdotal evidence points to much higher incidences of these harmful practices happening in Brent. The under reporting and reluctance of partners to share data means that more work needs to be undertaken to map out the true picture of prevalence using similar methodologies as outlined above.

Recommendation 3

- **That mapping of practising communities is undertaken to establish the number of women and girls at risk and should be undertaken as part of the Safer Brent strategic assessment process. This work should be completed using tested methodologies, such as those used by Forward and in coordination with Brent's partners and specialist charities such as Forward, the Asian Women's Resource Centre, the Jan Trust and the Iranian and Kurdish Women's Rights Organisation (IKWRO).**

8.2. Awareness, knowledge and criminality

Prior to the release of FORWARD's data in 2007, the awareness and knowledge of harmful practices in Brent was limited. Individuals and some services who had dealt with incidents of harmful practices had some awareness of the issues, most of which had come from encountering cases on a day to day basis, however they had not received any formal training and guidance. The release of FORWARD's *'Statistical Study to Estimate the Prevalence of Female Genital Mutilation in England and Wales'* in 2007 has provided the platform for those working to eradicate FGM and has highlighted the use of other violent harmful cultural customs. However awareness and knowledge of harmful practices is still not at an adequate enough level to have a significant impact reducing prevalence and improving service provision.

The task group found that there was a serious lack of knowledge within practising communities. Of the women that the task group consulted with, those not born in the UK said that they were unaware of their human rights in regards to FGM and unaware of the physical and mental health complications that it may cause prior to coming here. With Forced Marriages and FGM women were under the impression that it was part of the Qur'an, was Halal and a religious requirement that they could not say no to. The women revealed that various degrees of honour based fear and violence were applied as a form of pressure for them to adhere to their cultural traditions. These women were also unaware of UK laws and criminal charges regarding FGM, Forced Marriages and Honour Based Violence prior to coming here and for a while after arriving.

The women and girls, who were born in the UK, had a better awareness and knowledge about their human rights, UK laws and how/or where to seek help if they are at risk. However these stronger more empowered young women or girls often became the victim of Honour Based Violence, as they are seen as too westernised, too unruly and could not be easily controlled so ultimately may bring shame on their family. Iranian and Kurdish Women's Rights Organisation (IKWRO) and the Jan Trust told us that it was important that professionals

supporting these young women are fully trained and can identify the warning signs, are aware of the correct procedures of engagement and do not put their lives at risk by trying to mediate with parents or family members. FMU guidance states that NO MEDIATION should take place, ONE CHANCE or these young women face abduction, violence and often death. Untrained and poorly trained professionals are putting the lives of these young women at risk. We believe that more support needs to be provided to girls and women who are brave enough to challenge cultural and religious norms.

Prior to starting this review members of the task group had varying degrees of knowledge about harmful practices. The task group wanted to assess the knowledge of other councillors and school governors. Members of the task group proposed the following a strongly worded motion to Council.

- This Council commends the work of the members' task group on Tackling Violence against Women and Girls in Brent. This task group is committed to ending harmful practices by raising public awareness of issues such as Female Genital Mutilation Forced Marriages and Honour Based Violence. These practices, and all instances of violence against women, constitute illegal, intolerable acts and human rights violations.
- This Council notes the positive influence members can wield within communities by encouraging individuals and groups to speak out against harmful practices, which impact on the wellbeing of women and girls in Brent. To ensure that members are fully informed on all these harmful practices and how to deal with them effectively, there will be a member development event held on Thursday 21 November 2013. Sessions will be led by the expert organisations FORWARD and the Asian Women's Resource Centre.
- Members also note the work of the White Ribbon Campaign day- a charitable organisation started by men which seeks to end violence against women. Members whole-heartedly support this cause and will sign the White Ribbon pledge to affirm that they will never condone or remain silent about violent acts against women. A Brent Council event marking White Ribbon Day – the internationally recognised day for the Elimination of Violence Against Women – will be held in the Civic Centre on November 25.
- We call on all members to unite in the fight against these harmful practices, and resolve to end all practices which cause physical or emotional distress to women and girls in Brent within the 5-year target set by the Government earlier this year.

This was passed unanimously. The Member Development training session, delivered by FORWARD and the Asian Women's Resource Centre, on harmful practices was well attended by councillors.

We recognised early in our work the importance of engaging with schools and those who make decisions about teachers and student training. The charities we talked to had informed us that it was quite difficult to get their training programmes into schools. We decided that it would be beneficial to talk to school governors at the Annual Brent School Governors Conference to find out their views. A questionnaire was circulated to all governors who attended the conference and 34 Governors responded. A summary of the responses is as follows:

Q1: Awareness of the offences FGM, FM and HBV

- 64% of school governors are aware of all three offences and
- 70% were aware of at least one or more of the offences.

Q2: Are any of the above covered in your safeguarding training?

- Only 21% said the above offences were covered by existing safeguarding training.
- 36% said they didn't know or were unsure if the topics were covered by existing safeguarding training.

Q3: Are Personal Social Health and Education (PSHE) lessons in school's curriculum?

- 70% of schools governors said that PSHE lessons form part of the school's curriculum.

Q4: If yes, would you like to see these topics included in the PSHE lessons?

- 61% would like to see these topics included in PSHE lessons (but age-appropriate).

Q5: How do you ensure pupils receive information about sensitive subjects, particularly with regard to the dangers and existence of these offences?

- 30% of school governors said they were either unaware of or didn't know what the schools did to inform pupils of sensitive information.
- Some school governors (15%) suggested that they already utilise the PSHE or other curricula to ensure pupils had the information they needed.
- Other school governors suggested that information could be conveyed to parents and carers through various meetings and literature.

Q6: What kind of training and materials would your school need in order to cover the topics?

- 42% of school governors left this question blank – the highest on the survey.
- Many of the comments on what type materials would be required involved some type of workshop or training material such as literature and videos for staff, parents and pupils. Some suggested people share experiences or have a re-enactment of the crimes.

Q7: To your knowledge, is there any work currently being done at your school to tackle these problems?

- Only 6 (18%) of school governors said their school was currently working to tackle one or more of these offences.
- Most (70%) either reported that their school was not currently working to tackle these offences or they did not know if work was being undertaken on these topics.

Q8: Does your school currently employ a nurse?

- Nearly half (48%) of school governors reported that there was either no school nurse employed at the school or they were unsure if there was one.

Q9: In your opinion, what would you like to see schools do to protect females against the above?

- When asked what they would like to see in their schools to address these issues, most (24%) school governors suggested some type of training for staff and education for parents and pupils.
- Other suggestions included raising awareness and creating safe spaces for pupils to talk about such issues.
- One governor suggested that schools need to address children being taken out of school to travel abroad for long periods.

Q10: Would you know what outside (the school) bodies to contact, either to get information you need to cover these topics or to get direct support if needed?

- When asked if they knew what outside body to contact (if needed), most 73% of school governors responded by saying either no or that they were not sure who to contact.

We found some good examples of educational establishments within Brent who have made positive encouraging steps to deal with harmful practices and safeguarding. For instance the College of Northwest London who currently runs a programme called “*Feel Safe, Be Safe*”, which offers advice and support to students who do not feel safe or have safeguarding concerns. The college advertises this service on the student intranet and has published and distributed booklets to students. Students can contact the service by text, e-mail or a single phone number which is constantly manned. So far the college has been able to support a number of students including helping girls who were being forced into marriage. Evidence from colleges elsewhere in London confirms this. The task group strongly supports the establishing of a single point of contact for women and girls affected by these issues and we are keen that the example of a single point of contact is used by partners when developing services in Brent. We would also like to highlight the Stonebridge School Safeguarding Policy agreed in January 2014 (Appendix 10), which specifically includes FGM and sets out the signs that children may exhibit. A copy of this is attached to this report.

We believe that there is a real opportunity to work with schools and to ensure that all head teachers and school governors receive training on harmful practices and that an appropriate level of information focussed on respect and equality between the sexes is offered to all year seven pupils.

The Impact of recent legislative changes

Domestic Violence Legislation now covers controlling behaviour, which includes so called 'honour' based violence, female genital mutilation and Forced Marriage. As mentioned earlier the UK government introduced clauses in the Anti-social Behaviour Crime and Policing Bill which will criminalise both forced marriage and breach of a Forced Marriage Protection Order.

Prior to introducing this the Home Office conducted a survey on criminalising Forced Marriage and received 297 responses to the consultation,

Of the total number of 297 responses:

- 54% of respondents were in favour of the creation of a new offence;
- 37% were against the creation of a new offence;
- 9% of respondents were undecided;
- 80% felt that current civil remedies and criminal sanctions are not being use effectively.

A few of the women and professionals that the task group engaged with expressed some concern that recent legislative changes would result in harmful practices being driven underground. Discussions are currently taking place in parliament, about raising the age of consent for marriage from 16 years to 18 years.

The Task group supports raising the age for consent to marriage and the criminalisation of Forced Marriages and welcomes the roll out of the legislation later this year.

Recommendation 4

- **That a programme of community engagement about violence against women focussing on harmful practices is developed which ensures that members of affected communities play a lead role. Awareness raising events should be aimed at all sections of the local community, partners, relevant staff and Members.**

Recommendation 5

That awareness raising resources, leaflets and posters are clearly displayed in medical and educational establishments, particularly GP surgeries, clinics, Hospitals, schools and colleges. These should include a single point of contact for those affected by harmful practices.

Recommendation 6

That Brent Council and its partners work with local and national media, including community radio and television stations, to raise awareness and educate the public on harmful practices and the negative effect it has on women and girls in our society.

Recommendation 7

That a programme of training is developed for all key staff from all relevant agencies who are likely to have contact with affected women and girls that will ensure a better understanding of the issues, identification of those at risk and referral pathways. Funding is available to the voluntary sector to assist Brent in delivering this training programme.

Recommendation 8

That all awareness raising and training activities highlight the changes in the law make these harmful practices criminal offences.

Recommendation 9

That joint working is undertaken with schools to ensure that all head teachers, school governors and those responsible for safeguarding receive training and that all year seven children receive information as part of Personal Social and Health Education.

Recommendation 11

That Brent Council along with its partners annually take part in the International UN sponsored awareness day that takes place 6th February each year. Zero Tolerance of Female Genital Mutilation day is set up to make the world aware of Female Genital Mutilation and to promote its eradication.

8.3. Partnership working including referral processes and pathways

Throughout the task group's work it was noted that a large proportion of the professionals and stakeholders who were doing work to tackle harmful practices were working independently. This is especially evident in relation to the data. The data was captured using inconsistent methods, was not shared with other partners, and was not used to benchmark incidences or plan for provision and service needs.

The task group found evidence that since 2010 there has been a more noticeable effort in partnership working, however women and girls are still experiencing poor treatment and support and this is often because of a lack of partnership working. Pathways and referral processes differ from organisation to organisation and often professionals were unaware of the next step in the referral process. For example one medical professional stated that once she made the referral to social services, it was unclear what would happen next and she did not know what to tell her patient. Some services we talked to were following safeguarding guidance from the Forced Marriage Unit and the Home Offices Multi agency guide; some services adopted a combination of their own processes with parts of the Home Office guidance and Pan London Child protection guidance.

Where no clear agreement between partners has been established, confusion still occurs about where an incident should be signposted to, what services clients may be entitled to and the best course of action to take. Local authorities and GPs are often the first point of contact and many of the women we talked to have had a negative experience and are not referred or sign-posted to relevant services and partners.

A number of the women shared examples of poor practice amongst statutory agencies (health professionals, police, the courts, job centres and council staff) which left them feeling dismissed, disbelieved, vulnerable and not informed about where to access support. Barriers encountered included lack of understanding about the issues affecting them, for example most of the women we talked to had no understanding of the concept of safeguarding. Other barriers included a lack of practical assistance and a few felt that they were being discriminated against. Some of the women were concerned about being stigmatized and having their children taken away from them. They felt that the barriers and attitudes they encountered had made them less likely they would report incidents and make it more likely that they remained in dangerous situations

Access to on-going face-to-face training on different forms of VAWG from the specialist VAWG sector would go some way to ensuring responses were more consistent and of a high quality. For women with immigration/asylum issues, access to support services including refuge accommodation is particularly difficult, and women face a higher risk of destitution. Therefore there is a need for more joint work with UK Border Agency and other partners to improve referral to specialist VAWG services and review existing practice and policies on VAWG.

IMKAAN¹² recently produced a report *Beyond the Labels* which explores the views and opinions of Women and girls who have been subjected to harmful practices. The report also examines the barriers preventing access to support and summarises recommendations made by these women and girls and how local authorities and other professionals can improve their response to harmful practices. Some of the recommendations include:

Local Authorities

- Local authority staff particularly to have a more consistent and better understanding and knowledge on how to respond to VAWG.

Health

- For GPs to be more informed and proactive about the appropriate care and referral pathways specifically where women require access to support from the VAWG sector.
- Professionals in the health sector e.g. GPs, health visitors etc. to be trained to ensure that they are able to respond better to women after they disclose violence.
- GPs to have a better understanding of their need for confidentiality when seeking support. For example, women and girls wanted more opportunities to be alone with the GP to disclose safely.

UK Border Agency (UKBA)

- The UKBA (Home Office) to implement a working culture which is more sensitive and appropriate on VAWG and one which starts from the premise of belief.

Criminal Justice System

- For the police to have a better and more consistent awareness and training on VAWG to prevent women from feeling that their experiences have been minimised or dismissed because of an emphasis on physical violence rather than psychological violence and coercive control.
- For the police to be more informed and provide better quality and more consistent advice and information to enable effective referral to specialist VAWG services.
- Regular communication between the police and women/girls so they feel more informed once they have made a formal report. This included being regularly updated on any actions taken against the perpetrator(s) as well as information on location which would impact on their safety.
- More consistent forms of protection to support women and girls to feel informed, equipped and safe before, during and after court proceedings.
- Improved knowledge and training on VAWG across all parts of the Criminal Justice System (CJS) and more specialist VAWG courts.

¹² Imkaan is a UK-based, black feminist organisation dedicated to addressing violence against women and girls.

“A call to end violence against women and girls (action plan 2013)” the Home Offices Commitment to tackling Violence against Women and girls identifies working in partnership as one of its main priorities. Partnership working - Guiding principle: *Work in partnership to obtain the best outcomes for victims and their families*. The action plan sets out the outcomes it hopes to achieve by 2015:

- Better support available for victims and their families with statutory, voluntary and community sectors working together to share information and agree practical action
- Improved the life chances of victims of violence against women and girls overseas, with this issue an international priority for the UK.
- Promote effective partnership working between police and schools where children are at risk of domestic violence (e.g. Operation Encompass on going to 2015).
- Continue to work in partnership across Government and with the third sector to ensure that the impact of Government reforms are fully understood and managed
- Provide clear information on violence against women and girls to commissioners in the changing commissioning landscape
- Support statutory and voluntary services in sharing information about the women and girls most at risk and agreeing clear referral and needs assessment arrangements
- Continue to demonstrate leadership internationally to address violence against women and girls, and ensure that the links are made between the women whom the UK is helping overseas and those who arrive in the UK seeking protection.

Key activity since 2012 on partnership working in England and Wales:

- Provided £100,000 to determine gaps in service provision at a local level, help local authorities better understand what services will best assist victims, and assist the voluntary sector in professionalising their dealings with statutory agencies;
- In response to the consultation “Getting it Right for Victims and Witnesses”, set out the move to a new model for the provision of support services for victims of crime where the majority of services will be commissioned locally by Police and Crime Commissioners (while rape support services will continue to be funded centrally);
- Funded Against Violence & Abuse (AVA) and the Aya Project (managed by Women’s Aid and IMKAAN) to build capacity within the women’s sector and help them better understand Local Authority commissioning processes; and help Local Authority commissioners better understand the needs of violence against women and girls victims and measures to tackle perpetrators in their areas

The task group would like to ensure that a partnership strategy on harmful practices is developed within the context of the Violence against Women and Girls Strategy that would

facilitate a more coordinated approach between partners working on this issue and provide clear guidelines to key staff on referrals and services available. We would also recommend that all key staff undertake training to build a better understanding of the issues, enable them to identify those at risk and make referrals.

Recommendation 1

That tackling harmful practices becomes a high partnership priority within Brent and that a clear partnership strategy is developed within the context of the wider Violence against Women and Girls Strategy. The harmful practices strategy should include:

- 1.1. Developing services to protect women and girls at risk**
- 1.2. Developing services to support women and girls subjected to harmful practices**
- 1.3. Robust recording and better quality of data and sharing of data from all partners**
- 1.4. Clear and consistent guidance for reporting risk, pathways for referrals and services**
- 1.5. Provide clear guidance to all key staff and the public on how to report a crime against a women affected by these issues.**
- 1.6. A single point of contact is established for those affected**
- 1.7. The adoption of good practice from elsewhere, health service, local authorities, voluntary sector organisations and educational institutions.**

Recommendation 2

That work in relation to the implementation of the Harmful Practices Strategy is the responsibility of:

- The Children’s Safeguarding Board**
- The Health and Wellbeing Board**
- Safer Brent Partnership**
- The Assistant Chief Executive Department will take the overall lead responsibility**

8.4. Services and accessing available funding

To establish the extent of existing services available to those affected by harmful practices the task group met with key staff from within the council and its partners to discuss the current provision. Most council departments told us that for cases where there are children or vulnerable adults safeguarding concerns there was social services provision. All other cases, especially where there is no recourse to public funds, are referred to charities and the voluntary sector.

In the course of our work, members of the task group visited various charities and community groups to ask them what improvements they would like to see to current service provision. We also looked at the recommendations set out in the IMKAAN Report “*Beyond the Labels*”.

The recommendations set out in the report mirrored the views of the Brent residents consulted. These were:

On future services for women and girls

- For refuge provision to be more accessible across London in order to prevent women from being housed in generic homelessness provision.
- Consistent and longer term investment in women-led women-only spaces and services that women and girl's value, and that make them feel safer, protected and understood.
- More consistent and longer term investment in BME women-led services which provide effective responses to differences in social identity and support women and girls to experience higher levels of social inclusion and belonging.
- To improve the availability of local women-only services which are specialist in their approach and respond to women and girls' individuality of experience and identity.
- More accessible services that offer different forms of expertise including responses to Female Genital Mutilation, Forced Marriage, sexual violence and exploitation, domestic violence, support in exiting prostitution.
- More accessible services to address additional vulnerabilities and support needs including drug and alcohol, disabilities, chronic health issues and mental health needs.
- Improved access to refuge provision for women with immigration/asylum related issues particularly where women lack the relevant documentation or access to any other means of financial or housing support.
- Increased investment in projects that provide longer term support e.g. life skills, training, employment, and programmes that support women and girls to recover and reduce isolation after they have left the violence.
- Increased access to longer term, flexible and specialist key-work support at points of crisis and where women are rebuilding lives after leaving violence. This was specifically important to women who experience a range of complexities and where there are gaps in existing service provision e.g. exiting prostitution, young women within a gang/group-based context and/or peer-based abuse, Female Genital Mutilation and Forced Marriage.
- Improved access to holistic support services that are young-women centred and tailored to address the specific needs and experiences of young women.
- Improved access to long-term VAWG counselling and therapeutic support services which are rooted in a VAWG approach, including BME specific provision.

Overall it is important for public sector commissioners to recognise the need for more consistent and longer term investment in a diverse range of women-only VAWG service models and approaches which respond to different forms of VAWG and social identity. Women affected by FGM spoke about the barriers around disclosure and the complexities of reporting family and community members, hence the importance of on-going case-work support through community-based support workers. There are also inadequate levels of targeted provision for young women in the context of different forms of VAWG. Equally significant is improving access to services that provide longer term and flexible arrangements for emotional support through counselling, group work, peer-learning programmes and activities for adults and children. These were considered as significant as access to safe housing.

The recent London Council funded ASCENT project which launched in November 2013 is a partnership within the London Violence against Women and Girls Consortium, delivering a range of services for survivors of domestic and sexual violence and abuse under six themes funded by London Councils. ASCENT improves service provision for those affected by sexual and domestic violence and abuse in London through the provision of front-line services as well as support to voluntary and statutory organisations. The London VAWG Consortium is made up of 22 organisations working in partnership to deliver comprehensive, cost effective, high quality services to all communities across London. This innovative partnership strengthens referral pathways across organisations and identifies trends and emerging need.

We would also like to highlight the work at Northwick Park Maternity Unit, particularly the African Well Women's Clinic as an example of good practice. They keep records and collect data of all women subjected to FGM, provide counselling and perform reversal surgery prior to birth.

In October members of the task group visited London Councils to discuss the new funding programmes for 2014-2020. The rights and Citizenship Programme 2014-2020 which holds a budget of €439 Million, has the general objective of contributing to the creation of an area where the rights of the person are promoted and protected. The programme will be centrally managed and funding will be allocated on a competitive basis. Transnational projects and multi-agency and multi-sector partnerships will be favoured. Call for proposals will happen in the second quarter of 2014 (early autumn).

Specific related Objectives include:

- Enhancing the exercise of rights deriving from citizenship of the European Union
- Implementing the principle of non-discrimination
- Enhancing the respect of the right of the child

Type of actions that will be funded:

- Raising awareness of harmful practices within practising communities
- Identifying good practice in running specialist support services for victims of Violence
- Training professionals who work with vulnerable children (e.g. children in residential care, in detention or separated children)

- Improving EU citizens' understanding of their rights and help them realise when these have been violated
- Developing mechanisms to collect and report hate crime or xenophobic incidences
- Encouraging the private sector to improve gender balance
- Exchanging good practice in promoting good pay

All public and private organisations, including international organisations legally established in one of the 28 EU members states are able to apply to the rights and Citizenship Programme 2014-2020 Fund.

The task group would urge partners to work together to access this funding.

Recommendation 10

That Brent Council in conjunction with its partners, particularly Council for Voluntary Services (CVS) Brent, pursue all avenues for available funding and support specialist charities and local voluntary organisations to bid for money from government agencies such as the Forced Marriage unit and the European Union fund.

Recommendation 12

That Brent Clinical Commissioning Group (CCG) should commission services for women and girls affected by the harmful practices of Female Genital Mutilation, Honour Based Violence and Forced Marriages.

9. Conclusion

The task group believes that this report provides a range of important recommendations which, when implemented, will lead to improved outcomes for the women and girls in Brent who have been, or are likely to be affected by FGM, Forced Marriage and Honour Based Violence. All of the women we talked to from affected communities were adamant that they did not want their daughters to suffer like they had. We hope that we can help them, by working with our local communities, the voluntary and community sector, specialist agencies and partners. We can raise awareness about these criminal activities and ensure that preventative interventions and services are in place to reduce the negative impacts that these harmful practices have. The individual members of the task group are passionate about these issues and will continue to highlight them at every possible opportunity.

Stakeholders:

1.	LB Brent	Council Officers: – Councillors (Members) Brent Community Safety Brent LSCB & Children Services Brent Education Welfare Brent Adult Safeguarding Brent Multiagency Safeguarding Hub Public Health Scrutiny Committees (Health, Partnership & Place and Children & Young People) Policy Teachers School Governors
2.	NHS & Clinical Commissioning Group (CCG)	Hospitals – Northwick Park and Central Middlesex School Nurses Midwives Health Visitors GPs Doctors/Surgeons
3.	Charities, Community Groups and Voluntary Sector	Parents & Parent Groups Young People and Youth Groups Charity Groups:- Forward Jan Trust Asian Women’s Resource Centre Ashiana Network Iranian & Kurdish Women’s Rights Organisation Somali Advice and Forum of Information Help Somalia Foundation Jazari Community Centre Women’s Refugee’s Daughters of Eve One Billion and Rising White Ribbon Charities Men’s Charities
4.	Partners for Brent /Multi Agency Safeguarding Hub/Safer Brent Partnership	Police CVS
5.	Religious Groups	Multi Faith Forum Group Priests, Vicars, Imams and Clerics from all denominations in the borough
6.	Community	Residents and Resident Groups
7.	Government Agencies	Mayor of London VAWAG Dept.

		The Home Office The Forced Marriage Unit All Party Parliamentary Dept.
8.	Other Local Government Authorities	Bristol Islington Lambeth Southwark Harrow Ealing Birmingham City Council
9.	Other Interested Parties	Members of Parliament (MPs) Media

References:

The task group referred to a number of reports in the course of its work. Key documents include:

- Home Office, 2004-8, British Crime Survey Analysis of data comparing London rates with overall findings
- Crown Prosecution Service, 2009, Violence against women Crime Report 2008-2009
- Forward, 2007, A Statistical Study to Estimate the Prevalence of Female Genital Mutilation in England and Wales
- The Foreign and Commonwealth Office's Forced Marriage Unit (FMU) May 2012
- Female Genital Mutilation (FGM) in Islington: A Statistical Study 2012
- IMKAAN recently produced a *Beyond the Labels* report 2013
- The Home Office *A call to end violence against women and girls (action plan 2013)*
- Mayor of London's Violence against Women and Girls strategy "The Way Forward", (2009)
- "A Childhood Lost" A report on Child Marriage in the UK and Developing World from the UK All-Party Parliamentary Group on Population, Development and Reproductive Health (2012)
- "Postcode lottery" A report on research undertaken by the Iranian and Kurdish Women's Rights Organisation (IKWRO) on police records of 'honour' based violence (January 2014)

Table of Appendix

	Appendix
1	Professional discussion Group 1 pre meeting questions
2	Professional discussion Group 2 pre meeting questions
3	Members development Questionnaire
4	School Governors Questionnaires
5	Forward 2009 FGM Study
6	ASCENT Domestic Violence Calls
7	Somalian Population Statistics
8	IKRWO Post Code Lottery Report
9	Harmful Practices Case Studies (3)
10	LB Islington FGM a Statistical Study
11	Stonebridge School Safeguarding Policy

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**Children and Young People
Overview and Scrutiny Committee**
19 March 2014

**Report from the Director of Children
and Families**

Wards affected:
ALL

Annual Activity Survey 2013

1.0 Summary

- 1.1 This report provides an update on the annual activity survey which provides information about the post-school destinations of Year 11 pupils. This report was requested by members at the June 2013 meeting.

2.0 Recommendations

- 2.1 The Children and Young People Overview and Scrutiny Committee is asked to note the report on the Annual Activity Survey 2013 and to consider the report.

3.0 Detail

- 3.1 Under the Education Act 2011, Local Authorities retained a number of statutory duties in respect of careers information, advice and guidance for young people.

Included in these duties are the following:

- i) To track and record young people's participation post-16 on the Client Caseload Information System (CCIS) database in order to ensure there is reliable data available centrally on young people at risk of being NEET.
- ii) To continue the process of ensuring that all 16 and 17 year olds receive suitable offers to continue in education or training (the September Guarantee). Achieving the delivery of the September Guarantee involves extensive contact

and follow-up of young people, as well as the recording of their offer status on the (CCIS) database.

In addition, the Education and Skills Act 2008 placed two new duties on local authorities from June 2013 in respect of 16-18 year olds in relation to the raising of the participation age:

- i) To promote the effective participation in education and training of young people covered by the duty to participate
- ii) To have in place arrangements to identify those who are not participating.

The production of the Annual Activity Survey is consistent with the local authority duties to encourage, enable and assist young people to participate in education or training (Education and Skills Act, S68).

- 3.2 The purpose of the Annual Activity Survey, often referred to as the "Destinations Survey" is to find out what students are engaged in after leaving school. The survey is intended to reflect the young person's settled activity at a point in time on 1 November, rather than their first destination after leaving school, which may be only a temporary activity.

The collated national results of the survey are made available in the annual 'Moving On' publication which is published on the DfE website. The survey is not the same as the Key Stage 4 Destination Measures which are based on activity in all of the first two terms (defined as October to March) of the year after the young person left KS4.

- 3.3 The Annual Activity Survey covers all young people who reached the statutory school leaving age in 2013 who were educated in schools or other institutions in the local authority area on 31 May 2013. Any pupils who left the school before that date, but are still indicated as being on roll, must be included in the activity survey for that institution. Consequently, the survey will include some young people who are no longer resident in Brent.
- 3.4 The tracking of young people and completion of surveys, including the Year 11 destinations activity survey, is included in the service specification as part of the current Connexions Services contract with Prospects Services Ltd, who produced the Year 11 Destinations Survey 2013, attached at Annex 1.
- 3.5 Some key points from the Year 11 activity survey are:
- The Year 11 cohort has risen by 4.6% between 2009 and 2013.
 - Whilst there has been a 0.3% fall in Year 11 students continuing in education in 2013, (94.1% down to 93.4%) the numbers participating in part-time learning or employment have risen from 0.1 % to 0.8%, which suggests that there has been a small change in the choice of route. The overall level of participation in learning via full and part-time routes remains unchanged from 2012 at 94.2%.
 - Although numbers are small, the number of young people entering part-time learning has risen from 0.2% to 0.8%.

- The percentage of students studying Level 3 courses fell from 78.7% in 2012 to 69.7% in 2013. However, at Levels 1 and 2 there is an increase from 21.3% to 30.4%.
- There are marked differences in the percentage of young people from the range of heritage groups in Brent entering education.
The highest rates of participation are young people from Pakistani, Bangladeshi and Indian groups, whilst the lowest participation is in the White Irish, White and Black Caribbean and White British groups.
- An increasing number of young people in Year 11 who have a Statement of Special Educational Needs continued in education in 2013 (91%).
- There has been a slight increase to in the percentage (0.9% to 1.1%) of Year 11 leavers who were in the NEET group at the count date of 1 November 2013. It should be noted that this is a different count from the key performance target for the number of 16-18 year olds in the NEET group. Over the three key months of November 2012 to January 2013 when the target is measured, the service achieved a performance of 2.4%. The London average was 4.7%. Brent's performance was the second best in England and an improvement on our 2011-2012 performance as joint 10th best in England.

4.0 Financial Implications

None

5.0 Legal Implications

None

6.0 Child poverty implications

Preventing young people becoming NEET and supporting success in education training is an important contributor to preventing poverty.

7.0 Diversity Implications

The 2013 Year 11 Activity Survey (Annex 1) shows that the heritage groups in Brent with the highest rates of young people entering education beyond year 11 are the Pakistani (97.7%), Bangladeshi (96.7%) and Indian (96.6%) groups.

The national report 'Moving On: Pathways taken by young people beyond age 16' shows the rates for young people entering full-time education beyond year 11 in 2010 for the same three heritage groups as being Pakistani (91.6%), Bangladeshi (92.9%) and Indian (97.4%) .

The 2013 Year 11 Activity Survey (Annex 1) shows that the heritage groups in Brent with the lowest rates of young people entering education beyond year

11 are White British (87.3%), Black Caribbean (87.3%) and White Irish (70.6%).

The 'Moving On: Pathways taken by young people beyond age 16' report shows the national rates for young people entering full-time education beyond year 11 in 2010 for the same three heritage groups as being White British (85.6%), Black Caribbean (91.2%) and White Irish (85.6%).

The position in Brent is in line with the national trends which show young people from white ethnicities as being less likely to be in full-time education than their peers from other heritage groups.

7.0 Staffing/Accommodation Implications (if appropriate)

7.1 None

Background Papers

Statutory Guidance The duty to secure independent and impartial careers guidance for young people in schools March 2013

<http://media.education.gov.uk/assets/files/pdf/s/careers%20guidance%20for%20schools%20-%20statutory%20guidance%20-%20march%202013.pdf>

DfE Management Information Requirement from the Client Caseload Information System 2013-2014

<http://media.education.gov.uk/assets/files/pdf/n/nccis%20mi%20requirement%202013%20version%201.pdf>

Moving On: Pathways taken by Young People

<http://www.education.gov.uk/childrenandyoungpeople/youngpeople/participati on/a0071988/moving-on-pathways-taken-by-young-people-beyond-16>

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Director of Children and Families
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prospects

Year 11 Destinations Survey 2013

London Borough of Brent

Introduction and summary

The annual activity survey reports on the progression of all Year 11 school leavers and is a snapshot of their activity on 1 November 2013.

Key findings:

- Over the last 5 years the cohort size included in the survey has risen from 3031 in 2009, 3071 in 2010 and 3082 in 2011 and 3171 in 2013. This is due to increase in cohort size but also more accurate data on the Connexions database.
- The percentage of young people continuing in education in 2013 dropped 0.3% to 93.4% from 94.1% in 2012. This is offset by the 0.7% increase in the numbers in part time learning and employment from 0.1% to 0.8%. Due to the increase in cohort size there are more young people in education due to the increase in overall cohort size. Numbers in education in 2009: 2856 and in 2011: 2892
- The percentage of young people entering employment or training opportunities dropped from 0.9% (28) in 2010 to **0.7% (25) in 2013**
- The biggest rise is the number of young people entering **part time learning** with employment from 6 young people (0.2%) in 2010 to **26 (0.8%) in 2013**
- The percentage of young people becoming NEET after year 11 rose as compared to 2012 figures from 0.9% (2012) to **1.1% (2013)**. However, this is still far lower than figures from previous years such as 2.3% in 2007, 1.4% in 2008, 1.3% in 2009 1.5% in 2010 and 2.2% in 2011. In numerical terms there were **36 young people in the NEET group in 2013** compared to 28 in 2012 but still much lower than 47 in 2010 to 67 in 2011.
- There has been an increase in the number of young people moving into part time learning and employment in **2013 to 26 (0.8%)** from 3 (0.1%) in 2012 and similar numbers in previous years
- The percentage of young people studying Level 3 courses fell from 78.7% in 2012 to 69.7% in 2013 and there was an increase on the two years preceding 2012 with 60.9% in 2011 and 63.8% in 2010. Of the 2013 figure, 12.3% were level 3 vocational courses. The take up of courses at Levels 1 and Level 2 courses including GCSEs in 2013 rose to **30.4% in 2013** compared to the 2012 figure of 21.3%
- 59% of year 11s continue to study in a school 6th form, while just over 40% choose to study in a sixth form college or FE college. **1978** young people continue to study in Brent while **984** choose to study outside Brent.
- Compared to 2011, there was a big drop in the numbers of young people, particularly females, in 2013 becoming NEET. Numbers of females dropped from

32 (2011 and 2% of cohort) to **11 in 2013 at 0.7%**. Males dropped from 35 (2.2%) to **25 (1.5%)**.

- The numbers of young people with LDD (with a statement of special educational needs) who moved into education rose from 81% in 2010 and 87% in 2011 to **91% in 2013**.
- The ethnicity group with the lowest percentage of young people entering education in 2013 is White Irish at 70.6% (only 12 out of 17), followed by White and Black Caribbean at 87.3% and White British at 87.3%, these are significantly lower than the ethnicity groups with the highest percentage of young people entering education which were Pakistani 97.7% Bangladeshi 96.7% and Indian at 96.6%. See Appendix 1.

1. Destinations of Year 11 school leavers – 2010-2013 comparison

This table shows a summary of all year 11 destinations for Brent students including, the numbers and percentage in education, training, employment, unemployment and those whose destination was unknown at the time of the survey.

The table also gives a comparison with the results of activity surveys from 2010. The numbers of young people continuing in education from 2010 to 2012 stayed roughly the same. In 2012 the figure was 94.1% however this figure dropped very slightly to 93.4% in 2013.

However, this figure would almost certainly have been improved if the moved out of contact figure had been as low in 2013 as in previous years. This figure was 1.9%, in most cases compared to previous years, double the number of young people. This figure was mainly due to young people being counted in the survey who had left a Brent school in year 10 or year 11 but still appearing on the IYSS database.

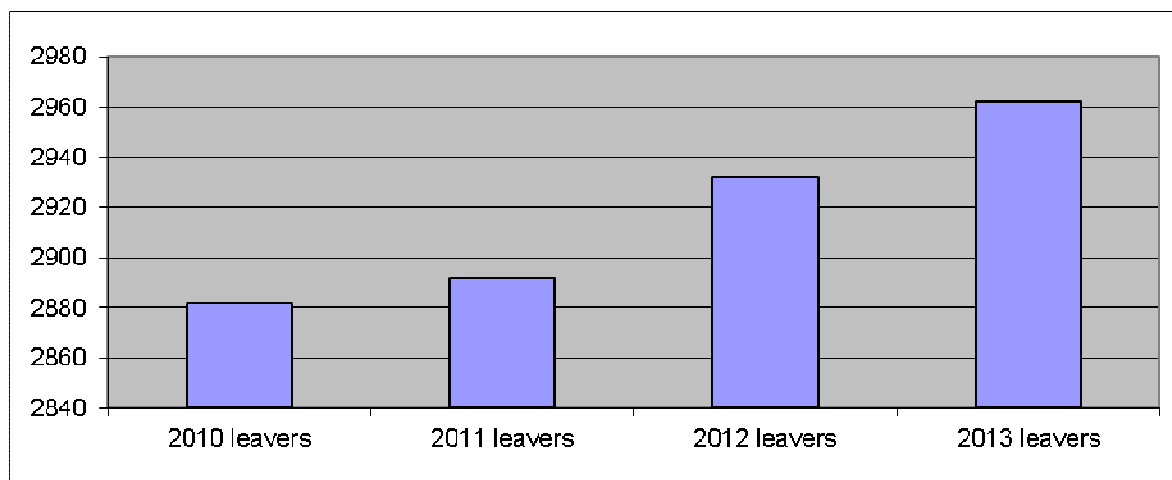
Even though there has been a slight increase in the percentage of young people becoming NEET compared to 2012 1.1% (36) compared to 0.9% (28), the figures are still well below national figures and Brent NEET figures in 2011 (67 at 2.2%) and 2010 (47 at 1.5%) respectively.

Apprenticeship take up is rising slowly with 16 young people (0.5% of the cohort) gaining apprenticeships in 2013; this compares with 11 young people (0.4%) in 2012.

Table 1: Destinations of 2011 Year 11 school leavers with 10/11/12 comparisons

Destination	2010	%	2011	%	2012	%	2013	%
Continuing in Education	2882	93.8%	2892	93.8%	2932	94.1%	2962	93.4%
Full Time Training (NOT Emp.)	7	0.2%	14	0.5%	9	0.3%	4	0.1%
Employment funded through GST (e.g. Apprenticeship)	11	0.4%	7	0.2%	11	0.4%	16	0.5%
Employment with Training	3	0.1%	1	0.0%	2	0.1%	0	0.0%
Employment with No Training	7	0.2%	6	0.2%	4	0.1%	5	0.2%
Part time Learning & Employment	6	0.2%	0	0.0%	3	0.1%	26	0.8%
Unemployed (inc. PDO/Vol. Act.)	47	1.5%	67	2.2%	28	0.9%	36	1.1%
Not Active/Not Available	26	0.8%	13	0.4%	12	0.4%	15	0.5%
Moved out of contact	30	1.0%	30	1.0%	20	0.6%	59	1.9%
No response/refused to participate	52	1.7%	52	1.7%	94	3.0%	48	1.5%
SURVEY TOTAL	3071		3082		3115		3171	

Figure 1: Comparison of school leavers 2010/2011/2012/2013 continuing in education



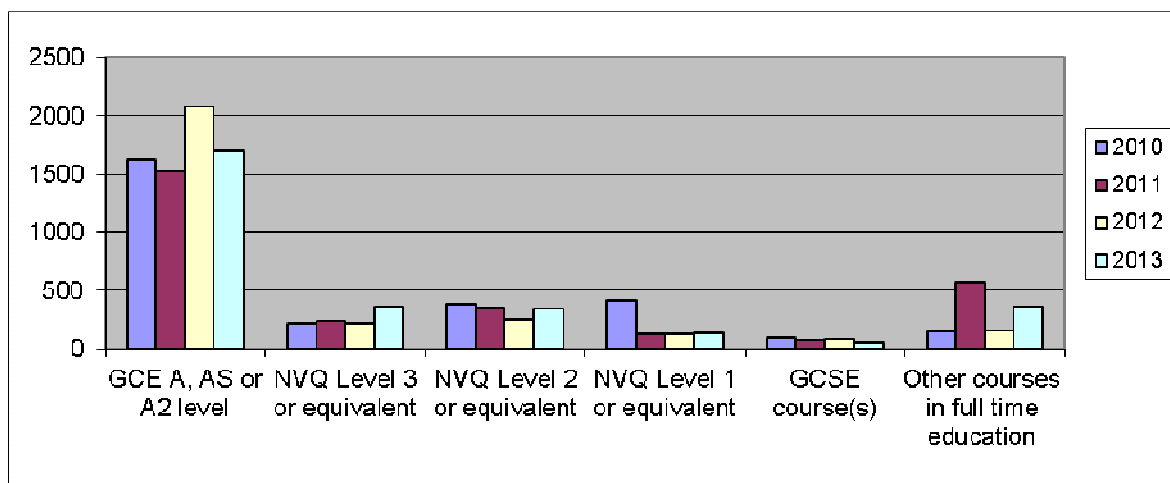
2. Education Destinations

Table 2 gives a breakdown of education destinations by course level. The category of 'Other courses in full time education' has been used where a young person is following a basic skills course or course details were not available at the time of the survey e.g. where we spoke to a parent who was unsure about the exact course their son/daughter was following.

As has been noted in the key findings above, the percentage of young people taking a level 3 course has dropped over 10% to 67.9% in 2013 compared with 78.7% in 2012. The number of young people taking basic skills and entry level courses classified as 'other courses' has doubled.

Table 2 – Education breakdown by level of course

	2010		2011		2012		2013	
GCE A, AS or A2 level	1621	56.2 %	1525	52.7 %	2084	71.1 %	1699	57.4%
NVQ Level 3 or equivalent	219	7.6%	236	8.2%	223	7.6%	363	12.3%
NVQ Level 2 or equivalent	390	13.5 %	350	12.1 %	253	8.6%	342	11.5%
NVQ Level 1 or equivalent	413	14.3 %	131	4.5%	125	4.3%	136	4.6%
GCSE course(s)	95	3.3%	79	2.7%	86	2.9%	59	2.0%
Other courses in full time education	144	5.0%	571	19.7 %	160	5.5%	363	12.3%
EDUCATION TOTAL	2882		2892		2931		2962	

Figure 2: Education breakdown by level of course

3. Education Destinations by Institution Type

The majority of students remained in the institution they studied in at year 11 (59%) however just over 40% moved to another 6th form college or college of further education.

Table 3- Breakdown of education destinations by Institution type

	2010	2011	2012	2013
School Year 12 - Sixth Form	1867	1686	1899	1920
FE College	871	967	874	797
Sixth Form College (6th Form only)	79	178	76	192
Other post 16 education	61	61	83	53
Grand Total	2878	2892	2932	2962

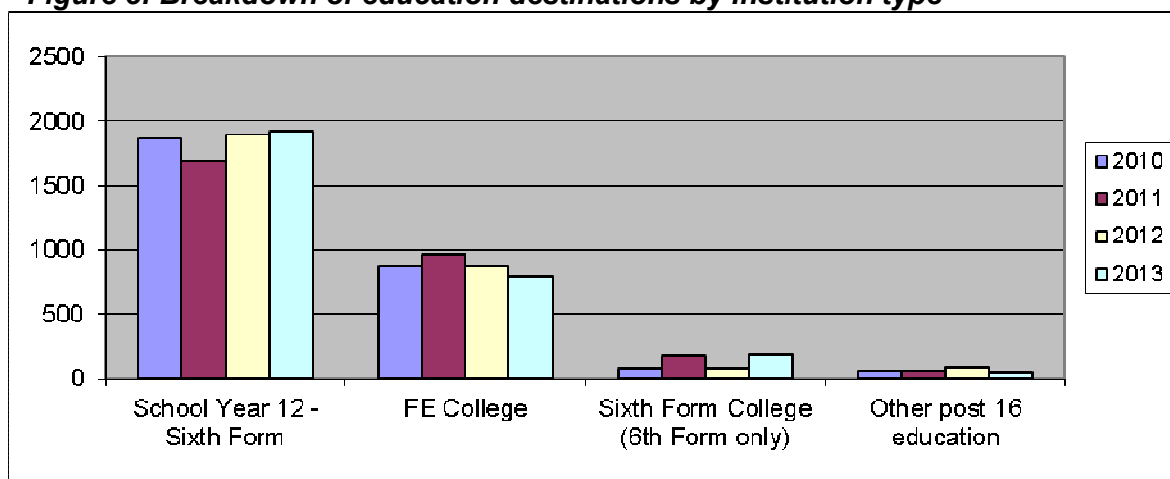
Figure 3: Breakdown of education destinations by Institution type

Table 3a: Destination by Brent school

The table below gives a breakdown of the number and percentage of young people who were accepted for a course of study at a Brent institution in 2013 (total number accepted was 1978)

Continuing Into Education	2962
In Brent	1978
Outside Brent	984

* This includes 33 unknown institutions

Schools and Colleges in Brent	Total students accepted	As % of those staying in Brent	As % of those staying in education	As % of whole Activity Survey
Alperton Community School	165	8.3%	5.6%	5.2%
Brent EAL unit - Queens Park CLC	1	0.1%	0.0%	0.0%
Brent EAL unit - The Greenway	2	0.1%	0.1%	0.1%
Capital City Academy	117	5.9%	4.0%	3.7%
Claremont High School	158	8.0%	5.3%	5.0%
College of North West London	135	6.8%	4.6%	4.3%
Convent of Jesus & Mary Language College	81	4.1%	2.7%	2.6%
Copland - A Specialist Science Community College	39	2.0%	1.3%	1.2%
Crest Boys Academy	11	0.6%	0.4%	0.3%
Crest Girls Academy	3	0.2%	0.1%	0.1%
JFS [The]	292	14.8%	9.9%	9.2%
Kingsbury High School	217	11.0%	7.3%	6.8%
Menorah High School for Girls	1	0.1%	0.0%	0.0%
Newman Catholic College	67	3.4%	2.3%	2.1%
Other School/College - Brent	1	0.1%	0.0%	0.0%
Preston Manor High School	130	6.6%	4.4%	4.1%
Queens Park Community School	106	5.4%	3.6%	3.3%
St Gregory's Catholic Science School	135	6.8%	4.6%	4.3%
Swaminarayan School	1	0.1%	0.0%	0.0%
The Crest Sixth Form Academy	167	8.4%	5.6%	5.3%
The Village School	16	0.8%	0.5%	0.5%
Wembley High Technology College	122	6.2%	4.1%	3.8%
Woodfield School	11	0.6%	0.4%	0.3%
Totals	1978	1979	2962	3171

Table 3b Young people studying outside Brent

This table gives a breakdown of the young people who left Brent schools at the end of Year 11 to study at an institution outside the borough. Only those with more than 10 are included and they are in descending order by students accepted.

Non-Brent Schools and Colleges	Total students accepted	As % of educated non-Brent	As % of those staying in education	As % of whole Activity Survey
Harrow College - All campuses	152	15.4%	5.1%	4.8%
Stanmore College	117	11.9%	4.0%	3.7%
City Of Westminster College	89	9.0%	3.0%	2.8%
Uxbridge College	78	7.9%	2.6%	2.5%
St Charles Catholic Sixth Form College	67	6.8%	2.3%	2.1%
Ealing Hammersmith & West London College	56	5.7%	1.9%	1.8%
St Dominic's Sixth Form College	55	5.6%	1.9%	1.7%
West Herts College	44	4.5%	1.5%	1.4%
Woodhouse College	34	3.5%	1.1%	1.1%
Unknown Institution	34	3.5%	1.1%	1.1%
Richmond College	29	2.9%	1.0%	0.9%
William Morris Sixth Form	23	2.3%	0.8%	0.7%
Barnet & Southgate College	18	1.8%	0.6%	0.6%
Westminster Kingsway college	15	1.5%	0.5%	0.5%
West Thames College	13	1.3%	0.4%	0.4%

4. Destination by gender

There has been a decrease in the numbers of females and males becoming unemployed post year 11 when compared with 2012, total numbers of unemployed rising from 28 to 36.

Table 4 – Breakdown of Year 11 destinations by gender

	Male				Female			
	2011		2013		2011		2013	
Continuing in education	1,514	93.3%	1,509	92.7%	1378	94.0%	1,453	94.1%
Full Time Training (NOT emp)	8	0.5%	2	0.1%	6	0.0%	2	0.1%
Employment with Training	3	0.2%	10	0.6%	5	0.0%	6	0.4%
Employment with No Training	5	0.3%	5	0.3%	1	0.0%	0	0.0%
Part time Learning & Employment	0	0.0%	13	0.8%	0	0.0%	13	0.8%
Unemployed (inc. PDO/Vol. Act.)	35	2.2%	25	1.5%	32	2.0%	11	0.7%
Not Active/Not Available	7	0.4%	7	0.4%	6	0.0%	8	0.5%
Moved out of contact	19	1.2%	28	1.7%	11	1.0%	31	2.0%
No response	31	1.9%	28	1.7%	21	1.0%	20	1.3%
TOTAL	1,622		1,627		1460		1,544	

5. Those with additional needs

Young people with LDD, defined as those with a statement of special educational needs made up 6.4% of those surveyed; this equates to 199 of the total year group. This table below shows the destinations of those with additional needs. Compared to the total cohort, there were less young people with LDD entering education, 91% compared to 94% but this gap is closing compared to previous years but much more entering NEET (4%) compared to 1.1% (36 young people) across the whole cohort. There was a slight difference in percentage of young people with LDD entering training and employment (1.5%) as the

whole cohort (under 1%). However, these differences have decreased compared to the last few years.

Table 5: Breakdown of destinations of young people with Special Needs

Destination	LDD	%	All year 11 2013	%
Fulltime education	181	91%	2962	93%
Govt supported training and employment with training	3	2%	20	1%
Employment without training	1	1%	5	0%
Voluntary & part time activities	3	2%	26	1%
NEET: Active in the labour market	4	2%	36	1%
NEET: Not available to the labour market	0	0%	15	0%
Moved out of contact	4	2%	59	2%
No response	3	2%	48	2%
Total	199		3171	

6. Young people moving into employment and training

Out of the 3171 young people surveyed after finishing year 11 in 2013, only 14 entered full time employment or training (less than 1% of the cohort). There are over double the number of males entering employment (17) than females (8).

Table 6a Employment by gender

Occupation Type of those in full time Employment or Training	Male	Female	Totals
Unknown occupations	4	1	5
Unskilled service sector	4	1	5
Clerical/secretarial	2	1	3
Electrical/electronic	1	1	2
Skilled construction	1	0	1
Vehicle trades	2	0	2
Textile/garments trades	1	0	1
Catering occs	2	0	2
Hairdressing & related occs	0	2	2
Other professional service occs	0	1	1
Managerial/professional	0	0	0
Health care occs	0	1	1
SOC Analysis-TOTAL	17	8	25

Table 6b Employment by occupational area

As can be seen from this table there has been a decrease in the number of young people entering some occupational areas

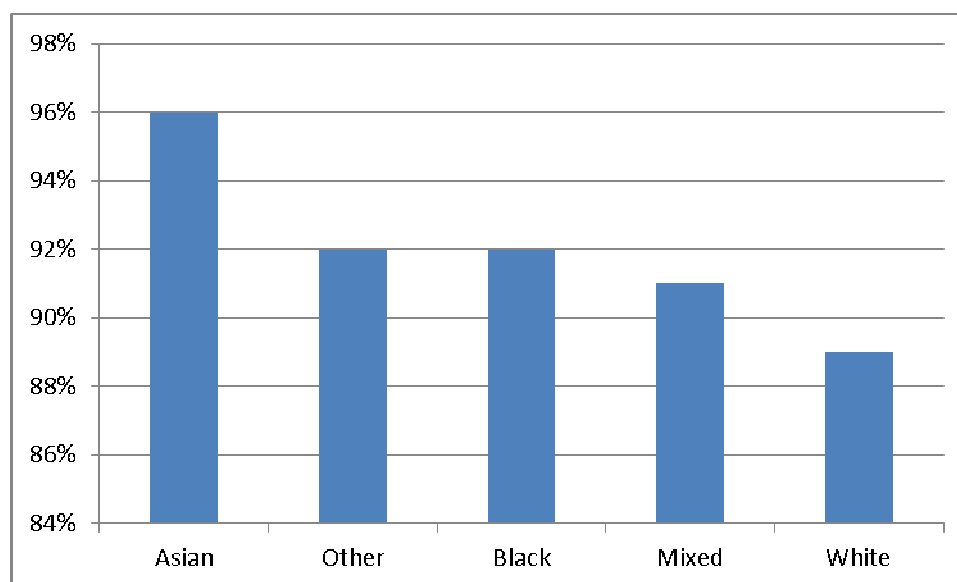
Occupation Type of those in full time Employment or Training	2010	2011	2012	2013
Unknown occupations	26	13	10	5
Other skilled trades	1	0	0	0
Unskilled service sector	0	8	6	5
Hairdressing & related occs	0	2	1	2
Health care occs	0	2	0	1
Other professional service occs	0	1	4	1
Vehicle trades	0	1	2	2
Electrical/electronic	0	1	0	2
Managerial/professional	0	0	1	0
Skilled construction	0	0	1	1
Sales occs	0	0	1	0
Clerical/secretarial	0	0	0	3
Textile/garments trades	0	0	0	1
Catering occs	0	0	0	2
SOC Analysis-TOTAL	27	28	26	25

Destination by ethnicity

The most obvious conclusion to draw from this breakdown of destinations by ethnicity is that the white (White British and White Irish) groups have a far higher percentage of young people who are not entering education compared to all other groups and are below 90%. However, black, white and mixed heritage groups made up 25 of the 67 young people who became unemployed post 16 which equates to 72% of the total number of young people who were found to be unemployed at the time the survey was carried out.

Table 7 – Broad Ethnicity Breakdown

	White		Black		Mixed		Asian		Other		Not Known		Total
	No.		No.		No.		No.		No.		No.		No.
Education	509	89%	804	92%	181	91%	1009	96%	150	92%	308	99%	2961
Training	3	0.5%	1	0%	0	1%	0	0%	0	0%	0	0%	4
Full time employment	7	1.2%	6	1%	2	1%	2	0%	1	1%	3	1%	21
Part time Learning & Employment	5	0.9%	13	1%	1	1%	7	1%	0	0%	0	0%	26
Unemployed (inc. PDO/Vol. Act.)	13	2.3%	12	1%	2	1%	8	1%	1	1%	0	0%	36
Not Active/Not Available	7	1.2%	5	1%	2	3%	0	0%	1	1%	0	0%	15
Moved out of contact	18	3.2%	18	2%	5	4%	15	1%	3	2%	0	0%	59
No response	8	1.4%	15	2%	7	100%	12	1%	7	4%	0	0%	49
TOTAL	570		874		199		1053		163		312		3171

Fig 7: Ethnicity breakdown of 2013 school leavers who went into full time education as % of their group

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APPENDIX ONE – Ethnicity Breakdown

Of the three main white ethnicity groups (British, Irish and Other White), it is the White Irish group that has the highest number of young people recorded as moving into unemployment post 16 at 12% (2 young people), white and black Caribbean at 12% (4 young people). 52 (2%) of young people could not be contacted during the period of the survey; all these young people have been visited at home to re-establish contact.

Table 8 – Breakdown of Year 11 destinations by full ethnicity


Destination	White British		White Irish		White Gypsy/Roma		Other White Background		Black Caribbean		Black African		Other Black Background		White and Black Caribbean		White and Black African		White and Asian	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Education	178	87.3	12	70.6	0	0.0	319	91.4	288	91.7	427	92.6	89	89.9	36	83.7	21	87.5	38	97.4
Training	1	0.5	0	0.0	0	0.0	2	0.6	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Full time employment	4	2.0	0	0.0	0	0.0	3	0.9	5	1.6	1	0.2	0	0.0	0	0.0	0	0.0	0	0.0
Part time Learning & employment																				
Unemployed (inc. PDO/Vol. Act.)	11	5.4	1	5.9	0	0.0	6	1.7	9	2.9	11	2.4	5	5.1	2	4.7	0	0.0	0	0.0
Not Active/Not Available	1	0.5	1	5.9	0	0.0	5	1.4	2	0.6	2	0.4	1	1.0	1	2.3	1	4.2	0	0.0
Moved out of contact	4	2.0	3	17.6	0	0.0	11	3.2	3	1.0	12	2.6	3	3.0	2	4.7	0	0.0	0	0.0
No response	5	2.5	0	0.0	0	0.0	3	0.9	6	1.9	8	1.7	1	1.0	2	4.7	2	8.3	1	2.6
TOTAL	204	100	17	100	0	0	349	100	314	100	461	100	99	100	43	100	24	100	39	100

Destination	Other Mixed Background		Indian		Pakistani		Bangladeshi		Other Asian Background		Chinese		Other		No Ethnicity Information		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
Education	86	92.5	429	96.6	168	97.7	29	96.7	383	94.1	7	87.5	143	92.3	308	98.7	2962
Training	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4
Full time employment	2	1.1	0	0.0	1	0.6	0	0.0	1	0.2	0	0.0	1	0.6	3	1.0	21
Part time Learning & Employment																	0
Unemployed (inc. PDO/Vol. Act.)	1	1.1	3	0.7	2	1.2	0	0.0	10	2.5	1	12.5	0	0.0	1	0.3	63
Not Active/Not Available	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6	0	0.0	15
Moved out of contact	3	3.2	7	1.6	1	0.6	0	0.0	7	1.7	0	0.0	3	1.9	0	0.0	59
No response	2	2.2	5	1.1	0	0.0	1	3.3	6	1.5	0	0.0	7	4.5	0	0.0	49
TOTAL	93	100	444	100	172	100	30	100	407	100	8	100	155	100	312	100	3,171

Part time learning and employment is counted in the category of Unemployed in this table.

APPENDIX TWO - Category definitions

Category	Definition
Continuing in Education	Remaining at school or entering college in full time education
Full Time Training (NOT Employment.)	Includes the total of young people known to be in Apprenticeships, E2E, or Work Based Learning with a Training Provider or any other type of funded training on offer but NOT employed
Employment funded through GST (e.g. Apprenticeship)	Full time employment with Apprenticeships, NVQs or other government funded training
Employment with Training	Full time employment with training leading to NVQ2 or locally recognised training
Employment with No Training	Full time employment with no training
Part time Learning & Employment	Part-time education or employment for less than 16 hours per week
Personal Development Opportunities (PDO) & Voluntary Activities	Voluntary activities and Personal Development Opportunities which include; Millennium Volunteers and Prince's Trust
Not Active/Not Available	Young people who are NEET (not in employment, education or training) but are not available for employment or training at present for reasons such as, long-term illness or because they are caring for family or children
No response Unknown/Cannot be contacted	All young people whose current activity is unknown and no information could be gained from other reliable sources about his/her whereabouts at the time of the survey
EET	In Employment, Education or Training
NEET	Not in Employment, Education or Training

	<p>Children and Young People Overview and Scrutiny Committee March 2014</p> <p>Report from the Acting Director of Children and Families</p>
<p style="text-align: right;">Wards Affected: ALL</p>	
<p>Audits by the Local Safeguarding Children's Board</p>	

1. Summary

1.1 This report provides information about the:

- Statutory responsibilities of the Local Safeguarding Children Board (LSCB) to quality assure the work in the borough to safeguard all children through the work of partner agencies.
- An overview of the types and methods of quality assurance work that is undertaken and the outcomes of this work for the year 2013/14.
- Descriptions of the outcomes and actions completed following audits that have been undertaken.

2. Recommendations

2.1. The Committee are asked to note and discuss the content of this report.

3. Detail

3.1. In monitoring effectiveness, the LSCB aims to support and enable partner organisations to adapt their practice to become more effective in safeguarding children. The role of the LSCB is vital in determining the attitude of agencies towards improving practice on a multi-agency basis.

3.2. Effective partnership working through the LSCB aims to ensure a robust and systematic approach to quality assurance and a cycle of continuous learning through constructive challenge and will establish a culture that should filter through to all practitioners.

- 3.3. Multi-agency audits should be solution-focused and conducted in a non-judgemental and open environment of learning with the intention of further improving outcomes for children.
- 3.4. Working Together to Safeguard Children, with effect from 15th April 2013, provides a guide to interagency working to safeguarding and promote the welfare of children under Sections 11 (4) and Section 10 of the Children Act 2004. The guidance reinforces the duty of Local Safeguarding Children Boards (LSCBs) to monitor the effectiveness of local services and legislative requirements.
- 3.5. Brent LSCB has a self assessment audit tool in place to ascertain compliance in meeting safeguarding standards for the organisations listed under Section 11 of the Children Act 2004. Section 11 audits are also required for voluntary and community sector organisations commissioned to undertake pieces of work for partner organisations of the LSCB.
- 3.6. The quality assurance sub group of the LSCB has the delegated responsibility to commission, oversee and implement recommendations from multi agency audits, audits emerging from serious case reviews, management reviews from local or national issues where necessary and the implementation of actions from findings.
- 3.7. The sub group works to the Brent LSCB Quality Assurance Timetable 2013-2014 with key identified dimensions. The chair of this sub group is the Operational Director of Children and Families with other members drawn from partner agencies. The sub group meets monthly.

Dimension 1 - Effective organisational practice to safeguard and promote the welfare of children

- 3.8. The LSCB has a key role in achieving high standards in safeguarding and promoting the welfare of children, not just by coordinating multi agency work, but also by evaluation and continuous improvement. In Dimension 1 each individual organisation is asked for a report to be provided about work that is completed in specific areas, to share the outcomes of inspections and finally to self-evaluate their service against an agreed Section 11 audit templates. The results are shared with the Board for consideration, challenge and advice on further actions.
- 3.9. The following areas of work therefore are incorporated into this dimension:
 - Section 11 audits
 - Outcomes of inspections
 - Single Agency annual reports
 - Local Authority Designated Officer (LADO) report
 - Multi Agency Public Protection Arrangements (MAPPA)
 - Multi Agency Risk Assessment Conferences (MARAC)

Section 11 Audits completed in 2013/14 Period

- 3.10. Section 11 audits in 2013/14 have been completed for the following service areas within the Brent Partnership; Community services, Housing Needs,

Adults Social Care, Children and Families, Met Police, NWLH NHS Trust, Brent CCG, London Probation Trust and Brent Youth Services. These section 11 audits have led to further actions required to ensure professionals have the right information, training and forums to safeguard children in the borough. To promote learning from the findings of both Brent and other boroughs Serious Case Reviews through multi agency learning events. These are delivered by the LSCB Training Coordinator.

Dimension 2 - Effective multi agency practices to safeguard and promote the welfare of children.

- 3.11. The LSCB is responsible for ensuring that effective multi-agency practices are undertaken to safeguard and promote the welfare of children. Multi agency practices refers to service provision from a multi agency perspective at the point of delivery to service users, the expertise by which these are delivered, the timeliness of the initial contact, the final outcome and the experience of the user. The audits of practice will often result in shared learning and further development of partnership work on the ground for agencies. The LSCB use audits and an agreed detailed data set of the performance of services to children to gather information about how operational delivery is working. Areas of themed audits are identified where there maybe a particular issue, an issue of national interest or where we have a statutory obligation to complete a review such as in the case of a Serious Case Review. SCRs provides an opportunity to look in extensive detail at partnership work and will always result in an action plan for learning and improvement.

The following areas of work are therefore incorporated in this dimension.

- LSCB Dataset
- Multi agency audits commissioned by the LSCB which include;
 - Themed case audits
 - Case Studies
 - Reflective practice reviews
- Serious Case Reviews
- Management reviews

Dimension 3 - The effectiveness of Brent LSCB to safeguard and promote the welfare of children

- 3.12. The LSCB's primary function is to bring together representatives from agencies and professionals responsible for safeguarding children. It is an inter-agency forum that agrees how the different agencies and services should co-operate to safeguard children in the area and make sure that arrangements work effectively to bring about good outcomes for all children and so it is important for the LSCB to measure how effective the board is at doing this work.
- 3.13. In July 2013 the LSCB has undertaken a self evaluation of effectiveness of the board against an agreed template that considered how well the partnership was working The findings from this were used at the annual Business Planning Day to consider further developments.
- 3.14. In addition the Chair of the LSCB is appraised annually by the Chief Executive to ensure personal effectiveness of the Chair.

3.15. The following areas of work are therefore incorporated into this dimension:

- Brent LSCB audit tool.
- Chair of LSCB annual 360 degree evaluation.

3.16. In the period 2013/14 a reorganisation of the LSCB sub groups led to fewer multi agency audits being completed. A full programme has been re-established for the latter part of 2013/14 and the 2014/15 period under the new structure.

3.17. The LSCB quality assurance work takes place alongside any individual agency's quality assurance mechanism.

3.18. Brent Children and Families have an independent quality assurance policy containing guidance and a programme with a calendar of audits undertaken on a routine and regular basis.

Multi agency audits undertaken 2013/14

Title of audit: Section 47 strategy meetings/discussions

3.19. In July 2013, following a serious case review (SCR) a further audit was undertaken to look in greater detail at the involvement of professionals in strategy meetings/discussions and the accurate recording of notes of those meetings on the child's record.

3.20. The findings; the majority of the 19 cases audited resulted in a 'good' or 'outstanding' outcome in multi agency cooperation in strategy meetings.

3.21. Outcome; to repeat the audit in six months. To develop standards for partner agency attendance at Section 47 strategy meetings. The attendance of professionals at meetings is greatly assisted by the operation of a MASH where all professionals are available in one place and a list of health professionals who are not readily available has been widely circulated. There has been a marked increase in health representatives who are not co-located, in their attendance at strategy meetings.

Title of audit-Family Engagement Audit - Engagement with Fathers/partners in the assessment process by all agencies

3.22. In September 2013 this audit was undertaken as a result of the Ofsted Safeguarding Inspection recommendations and an SCR. This audit closely examined a small number of cases to establish whether all agencies were appropriately involving the relevant and necessary family members.

3.23. During the course of this audit the scope broadened to include other very significant family members that could have otherwise been overlooked (for example grandparents and older siblings). Four cases were selected randomly.

3.24. The Findings; Most cases showed agencies worked collaboratively to involve appropriate family members and appropriate challenges were made where there was non engagement by Parents or family members or lack of information sharing by family members. On occasion, professionals were

hampered by family members not sharing information with professionals which was not acted upon.

- 3.25. Outcome; the increased use of Family Group Conferences would assist in the identification and involvement of family members. That all professionals must share all information at the earliest point in an assessment. The need for a Family Group Conference is a standing item for discussion during all child protection conferences.
- 3.26. This audit will be repeated in the 2013/14 period and will look in detail at cases of neglect.

Title of audit -The Journey of the Child

- 3.27. In January 2014 a multi agency audit was completed focusing on the journey of one child with complex needs through service areas. This audit considered how effectively agencies were able to work together to meet the child's needs when the parents were hostile and uncooperative. Complex medical problems, Medical- Social Interface, expert opinions Hostile and complaining parents and Multi-agency working
- 3.28. The findings; Experts should be instructed using the Family Law expert framework. Parent's hostility could delay intervention and referral to court and have a detrimental impact on their child's wellbeing. Courts should be used earlier if parents do not co-operate with medical decision making that is in their children's best interest
- 3.29. Outcome; that medical experts should be linked with the local Designated Professionals. When presented with hostile parents professionals should always view this behaviour in terms of the impact on the child. All agencies should adopt a zero tolerance policy of violence and aggression towards staff. The impact of parents who do not engage with services must be kept under review during assessments and acted on if it is of detriment to the child via the legal route if necessary. Cooperation is discussed at all child protection conferences and where there is no progress at a third review there is a meeting between the Principal Officers to address why this is and decide on actions to progress should take place

Title of Audit Information sharing for Child Protection Lists

- 3.30. In Oct 2013 a re-audit was completed of information sharing amongst health professionals.
- 3.31. Findings; since the first audit all health providers receive the lists of children on Child Protection Plans via a secure email address, weekly. New personnel are added to the circulation list. A flag is added to the child's name on the electronic record when they are on a child protection plan which notifies health staff that may come into contact with the child.
- 3.32. Outcome; to ensure the recipients are correct, the contacts for receiving the lists should be checked regularly by social care/CCG. A single point of contact should be considered.

Serious Case Reviews

3.33. In the 2013/14 period two serious case reviews have been completed. Both of these SCRs looked in detail at very serious incidents involving children and resulted in learning for Children and Families Service and partner agencies in areas of training of staff, collection and managing of information, organisation of systems and delivery of services to adults who are parents.

4. Financial Implications

4.1 There are no financial implications contained within this report.

5. Legal Implications

5.1 Legal comments are contained in the body of the report.

6. Diversity Implications

6.1 Equalities considerations are important throughout the work of the LSCB and particularly in its approach to quality assurance. No particular issues around, for example, cultural relevance of services, are picked out in the particular audits referred to in this report but it is certainly part of the considerations and review formats.

7. Anti-poverty implications

7.1 Brent has high levels of social deprivation and this has to be taken into account in safeguarding children since they are more vulnerable where there is high mobility and where housing conditions are poor.

8. Staffing/Accommodation Implications (if appropriate)

8.1 There are no Staffing or accommodation implications contained within this report.

9. Background Papers

9.1 None

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SARA WILLIAMS

Acting Director Children & Families



Children and Young People Overview and Scrutiny Committee 19 March 2014

Report from the Director of Children and Families

Wards affected:
ALL

The Work of the Brent Youth Offending Service

1.0 Summary

- 1.1 This report provides an update on the work of the Brent Youth Offending Service including performance, legislative changes impacting the service and revised inspection arrangements.

2.0 Recommendations

- 2.1 The Children and Young People Overview and Scrutiny Committee is asked to note and to consider the report.

3.0 Detail

- 3.1 Brent Youth Offending Service (YOS) is sited in the Early Help and Education Division and forms part of the Council's Youth Support Services. The Youth Offending Service is a multi-agency team at the core of interagency working between the Police, Probation Service, Social Care, Health, the Courts and Crown Prosecution Service.
- 3.2 Overall core staffing for the YOS funded via the YJB and the Council in 2013 - 2014 is 25.3 full time equivalent posts (FTE).

This is supplemented by 8 FTE seconded partner and externally funded staff, giving a total staffing establishment of 33.3 FTE. The partner posts and externally funded staff include 4.2 FTE staff funded via the Mayor's Office for Policing and Crime (MOPAC), Metropolitan Police staff 2 FTE, seconded Probation Officer 1 FTE, and a Health worker 0.8 FTE.

- 3.3 The principal aim of the Youth Offending Service is to reduce the risk of young people offending or re-offending. The Youth Offending Service has a responsibility to supervise young people serving court ordered sentences in the community or in custodial settings. The Youth Offending Service also works in partnership with the Police where a Youth Conditional Caution or Triage disposal is issued. Within this work, the Service also has the responsibility to ensure that children and young people are protected from harm and that the public are also protected.
- 3.4 The Service works within Youth Justice Board guidelines, which set the Secretary of State's minimum expectations for youth justice service delivery and practice. These standards address the delivery of effective practice in youth justice services including statutory assessments, safeguarding of children and young people who come into contact with youth justice services and protection of the public from the harmful activities of children and young people who offend.
- 3.5 One of the most significant recent changes in Youth Justice has been the introduction of the provisions outlined in the Legal Aid, Sentencing and Punishment of Offenders (LASPO) Act 2012. There are a number of changes under this Act but amongst the most significant for the work of the YOS are the changes to Out of Court disposals and the introduction of looked after status for children and young people remanded to custody.

3.5.1 Under the previous out-of-court framework, the disposal a young person could receive depended only on the severity of the offence and the previous disposals used.

The LASPO Act reduced and simplified the out of court options to provide three types of disposal.

- Community Resolutions
- Youth Cautions
- Youth Conditional Cautions

Decisions on which disposal to use are based on the severity of the offence, previous offending history and the likelihood of compliance. The views of the victim should also be taken into account. This new approach provides an increased balance in decision making between public interest, public protection and welfare need.

The new disposals may be used in any order, including for young people who have a previous court conviction. A key principle is that the minimum appropriate disposal should be used and should include a restorative justice element. This means that the new disposals can be issued to young people who are already subject to an order and who are, for example, already under supervision by the YOS. The significance of this is that the 'escalator' of reprimands and final warnings is now removed and a young person who has offended and then subsequently commits a much lesser offence might not now automatically progress to the next stage in the youth justice system. In the case of Community Resolutions and Youth Cautions the YOS will be notified. The main likely impact of the new arrangements on the work of the

YOS is that whilst new work for the YOS will be generated by Youth Conditional Cautions, the workload relating to Referral Orders imposed for minor offences should decrease.

The LASPO Act also introduced a simplified remand framework, with the aim of reducing unnecessary remands. Seventeen year olds are now subject to the same remand framework as 12 to 16 year olds, therefore ending their treatment as adults for remand purposes.

The Act introduced two sets of conditions, one of which must be satisfied before a young person may be remanded to Youth Detention Accommodation:

- a. The seriousness of the offence
- b. A real prospect of receiving a custodial sentence and history of absconding and committing further offences on bail or remand

The new arrangements also result in greater financial responsibility for the Local Authority, through Social Care budgets, as Local Authorities now incur the costs of secure remands following a transfer of funding based on usage in previous years. This has provided a clear incentive for all LAs to reduce secure remands, for example by providing robust Bail Support packages.

3.5.2 Most significantly, looked after status has now been extended to all 12-17 year olds given a secure remand. Young people will be eligible for leaving care status if remanded beyond 13 weeks. Social Care have employed a Social Worker to address these new responsibilities.

3.6 There are a number of key performance indicators for the work of the YOS as shown in the tables below:

3.6.1 **Court Orders, Pre Court Disposals and Early Intervention**

	Q1 to Q3 2013 - 2014	Q1 to Q3 2012 - 2013
Number of young people receiving a court ordered sentence	305 ↑	299
Number of young people receiving a Referral Order	142 ↑	115
Number of young people receiving a Youth Rehabilitation Order	90 ↑	111
Number of young people receiving a Detention and Training Order	33↑	28
Number of open cases (no. of young people on active court interventions)	Average 274↑	Average 270
Number of young people supported by Triage	93↓	104
Number of Youth Conditional Cautions	62	
Number of young people with substance misuse issues supported by EACH (target = 48)	79↓	96

Following from the LASPO Act, there is a significant and continuing increase in the number of the new Youth Conditional Cautions, with 37 of the 62 delivered in Q1 to Q3 occurring in Q3. This will impact the nature of caseloads in the YOS over time.

3.6.2 Key Performance Indicators

1. The percentage of proven re-offending by young people who have offended.

Reoffending rates are published nationally by the Youth Justice Board and are determined through the binary measurement of Police National Computer data during a twelve month period (October to October). In 2012/13, Brent had a re-offending rate of 45.8%. This is significantly higher than the latest published national rate which was 35.5% in 2011/2012.¹

At the end of Q2 December 2013-14, the re-offending rate in Brent, based on a rolling 12 month Q2 cohort was 42%. Brent YOS is currently part of a Youth Justice Board national pilot which is looking at re-offending rates in a number of Local Authority areas.

2. The percentage of young people receiving a conviction in court who are sentenced to custody

In the first three quarters of 2013-14 10.6% of Brent young people convicted at court have received a custodial sentence. This compares with 9.8% in the same three quarters in 2012-13. This is contrary to the national trend which shows a decline in custodial sentences. The latest national figures show that the average population in custody (under 18) has reduced by 21 per cent in the 2012-13, and by 36 per cent since 2009-10¹. The 2009-10 figure in Brent was 4%, rising to an overall 9% in 2012-13.

3. The percentage of young people who have offended who are engaged in suitable education, employment or training

The percentage of young people offending who are participating in EET has averaged 81.6% over the first 3 quarters of 2013-14, compared with an average of 83.6% over the same three quarters in 2013-13.

4. The number of first time entrants to the youth justice system aged 10-17.

First time entrants (FTEs) to the criminal justice system are classified as young people aged 10-17 years, resident in England and Wales, who received their first reprimand, warning, caution or conviction, based on data recorded by the police on the Police National Computer (PNC). In Brent, There have been 121 first time entrants to the youth justice system to the end of Q3 2013-14. This compares with 112 at the same point in 2012-13.

The trend in Brent is contrary to the national downwards trend in the number of first time entrants which fell by 25 per cent between 2011-12 and 2012-13¹. In the same period in Brent, the FTE rate fell by only three percentage points.

¹ Ministry of Justice Youth Justice Statistics 2012/13 England and Wales

3.6.3 Proportionality: Youth Offending Service users compared to schools population 2012-13

There is an over-representation of Black or Black British young people in the criminal justice system in Brent.

Table 1

Ethnicity	YOS	Schools	Proportionality
Asian or Asian British	12%	30%	-18%
Black or Black British	55%	28%	+27%
Mixed	10%	7%	+3%
Chinese, other and unknown	2%	16%	-14%
White	18%	20%	-2%

Nationally, young people from a White ethnic background accounted for 81 per cent of all young people in 2012/13. Those from a Black ethnic background accounted for eight per cent, those from an Asian ethnic background for four per cent, those from a mixed ethnic background for three per cent, and the Unknown ethnic background for three per cent. The Other ethnic background group made up one per cent. These proportions have been fairly stable since 2006/07¹.

3.6.4 Most Common Offences

The three most common offences by young people in Brent in the current year are drug related offences, violence against the person, including common assault and robbery, theft and handling. These represented 29%, 16% and 11% of all offences respectively in 2012 -13.

The overall national picture shows that in 2012-13 the main offence types for young people were violence against the person, including common assault, (21%), theft and handling (19%) and criminal damage (11 %) ¹.

3.6.5 Assessments and Risk Management

The Youth Offending Service uses a statutory assessment framework, Core Asset. In 2012-13 1066 such assessments were completed. Significantly, 688 (65%) of these assessments then triggered a Risk of Serious Harm Assessment (ROSH). 45% of the assessments also triggered a Vulnerability Management Plan (VMP), which sets out measures to protect young people who have offended.

¹ Ministry of Justice Youth Justice Statistics 2012/13 England and Wales

In the same period, 38 referrals of young people who had offended were made under Multi-Agency Public Protection Arrangements (MAPPA). Under the Criminal Justice Act 2003, there are 3 broad categories of offender eligible for MAPPA:

Category 1 - Registered sexual offenders:

Category 2 - Violent offenders: offenders convicted of a specified violent offence* and sentenced to imprisonment/detention for 12 months or more, or detained under a hospital order.

Category 3 - Other Dangerous Offenders: offenders who do not qualify under Categories 1 or 2 but have been assessed as currently posing a risk of serious harm.

3.7 New Inspection Arrangements

The Youth Offending Service is subject to inspection by HM Inspectorate of Probation and the arrangements for inspection are considerably changed from the framework as it was at the time of the last Brent YOS inspection in December 2011.

There are now three types of inspection:

- Full Joint Inspections (FJI)
- Short Quality Screening (SQS) Twenty per cent of Youth Offending Services are subject to a Short Quality Screening in each year.
- Themed Inspections for example Troubled Families, Resettlement

There are six Full Joint Inspections per year, with the first full inspections under the new framework having taken place in September 2012.

There is a two week notice period for full inspection, which consists of two separate weeks. In week 1, Inspectors assess cases and interview case managers. Week two involves partners in Health, Social Care, and the Police and includes interviews with victims, children and young people and parents and carers, discussions with staff and managers and providers of services.

The five key areas covered in a full inspection are:

- Reducing the likelihood of reoffending
- Protecting members of the public
- Protecting children and young people
- Ensuring sentences are served (all sentences of the court, whether custodial or in the community).
- Governance, partnership and management arrangements are effective

The inspection outcome descriptors have been changed so that, for example, where 65-79% previously represented 'good', this performance band is now 'satisfactory'. The descriptors in use from December 2013 are as below:

Case assessment scores	Descriptor	Stars
80% +	Good	★★★★
65-79%	Satisfactory	★★★☆
50-64%	Unsatisfactory	★★☆☆
Less than 50%	Poor	★☆☆☆

4.0 Financial Implications

4.1 Funding for The Youth Offending Service in 2013-14 is made up of the following sources, where staffing costs amount to 95% of overall expenditure.

General Fund	£621,335.00
Dedicated Schools Grant	£114,000.00
Youth Justice Board Grant	£594,745.00
MOPAC	£161,692.00
NHS	£44,000.00
YJB Restorative Justice Training Grant	£900.00
Total	£1,536,675

5.0 Legal Implications

5.1 None

6.0 Diversity Implications

6.1 See table 3.6.3 which shows an over-representation of Black or Black British young people in the criminal justice system in Brent.

7.0 Child poverty implications

A lifetime in the criminal justice system is likely to lead to intergenerational poverty as well as many other problems. The work of the YOS is designed to prevent young people descending into a life of criminal activity and involvement with the law.

8.0 Staffing/Accommodation Implications (if appropriate)

8.1 None

Background Papers

National Standards for Youth Justice Services

<http://www.justice.gov.uk/youth-justice/monitoring-performance/national-standards>

Ministry of Justice Code of Practice for Youth Conditional Cautions April 2013
<http://www.justice.gov.uk/search?collection=moj-matrix-dev-web&form=simple&profile=default&query=Youth+Conditional+Cautions>

Ministry of Justice Youth Justice Statistics 2012/13 England and Wales

www.gov.uk/government/publications/youth-justice-statistics

Full Joint Inspection Framework, Guidance and Criteria

<http://www.justice.gov.uk/about/hmi-probation/inspection-programmes-youth/full-joint-inspection>


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 <p>Brent</p>	<p align="center">Children and Young People Overview and Scrutiny Committee 19 March 2014</p> <p align="center">Report from the Director of Children's Services</p>
<p align="right">Wards Affected: [ALL]</p>	
<p>Children's Centres</p>	

1. Summary

1.1 This paper provides an overview of the progress of Brent Council in securing sufficient integrated early childhood services through children's centres that are well governed, managed and led, are accessible to very young children and families and have good quality practices that deliver positive impacts for children and families and reduce inequalities.

1.2 Key strengths include:

- Improving outcomes for very young children and their families
- Increasing levels of engagement with families through Brent children's centres, including particularly families that are more at risk of, or experiencing disadvantage
- Substantially strengthened approaches to joint work and data sharing with partners as part of a locality model
- Strengthened relationships and information sharing with other council services, e.g. children's social care and the Brent family solutions team.
- Appropriately qualified practitioners applying evidence based approaches to work with very young children and families
- A much improved quality of accurate data and increasingly a reduction in gaps.

1.3 Key areas of challenge are:

- The effectiveness of governance in challenging the practice and priorities of children's centres
- Fiscal pressures requiring increased and ongoing innovation in our service delivery models and in sustaining the quality of our children's centre workforce
- Managing performance particularly in relation to the skills and confidence of leaders and managers to use data to drive service

planning and review

1.4 Key priorities in moving forward are:

- Building the skills and confidence of leaders and managers to manage performance and provide effective governance and leadership of children's centres
- Increasing the recruitment and engagement of appropriately skilled volunteers to provide additional services through children's centres
- Increasing the employability of parents of young children
- Maintaining a focus on continuous improvement particularly in relation to improving outcomes for and increasing the take-up of children's centre services by families that are at greater risk of, or experiencing disadvantage.

2. Recommendations

2.1 For consideration and discussion

3. Detail

Statutory requirements

- 3.1 The Childcare Act 2006 makes local authorities responsible for the provision of children's centres, working with partners in health and JobCentre Plus particularly to ensure integrated early childhood services from children's centres and to meet obligations about the inspection of children's centres.
- 3.2 The Childcare Act makes clear that local authorities are responsible for the publication of an action plan subsequent to any Ofsted inspection of a children's centre or locality children's centre within two months of inspection report publication. This is true irrespective of whether children's centres are managed by the local authority or provided through alternative management arrangements such as schools and voluntary organisations.
- 3.3 The statutory guidance for children's centres (May 2012) and updated in April 2013 emphasise that local authorities are responsible for securing sufficiency in the provision of integrated early childhood services through children's centres. These are services that support school readiness, material and health and wellbeing and effective parenting outcomes for families with children aged 0-4 years particularly those with greater levels of need.
- 3.4 Ofsted inspection requirements changed substantially in April 2013. Inspection judgements relate to:
- *Access to services for young children and families.* 'Good' requires that at least 80% of families with children aged 0-4 are known to all children's centres and at least 65% of target group households are engaged in outcomes based support. Target group households include households where no adults are in paid work, families that have a CAF, CIN, CP, LAC Plan and families that qualify for the 2-year old FFEEE.

- *Quality and impact of practice and services.* ‘Good’ requires evidence of the extent to which target group children and families are securing positive outcomes in relation to child development and school readiness; parenting aspirations, self-esteem and parenting skills; and child and family health and life chances.

This is only achievable where early childhood services are integrated and we are engaging partners in offering demonstrably good quality interventions and are tracking progress for young children and families, particularly target group households, through engagement with support from children’s centres and partner agencies.

- *Effectiveness of governance, leadership and management.* ‘Good’ requires demonstrating the extent to which the advisory board and parents are involved in supporting and challenging the children’s centres work and setting priority for improvement and target groups.

Where we have come from- Children’s Centres 2010/11

3.5 In 2010/11, Brent Council operated 20 children’s centres with capital developments planned for 3 children’s centres which operated from temporary sites. Key characteristics of children’s centre provision included:

- There were 7 children’s centres managed through schools with additional funding provided to head-teachers to provide leadership (in addition to a full time children’s centre manager) at each children’s centre on a school site.
- Each children’s centre operated largely independently with single advisory boards governing stand-alone children’s centres or school governing bodies governing children’s centres managed through schools.
- Individual children’s centres largely delivered a similar service offering to local families with children aged 0-4 years with limited partner delivery of services from children’s centres. For example, there was limited delivery of ante-natal services and health visiting services through children’s centres. The focus was a mainly universal offer of support through children’s centres for local families rather than targeted at families with greater levels of need.
- Centrally commissioned services delivered through children’s centres included early intervention speech and language, family welfare rights and information and advice and community dieticians. This enabled, for example, the delivery of half a day per week speech and language sessions and family welfare rights and information and advice from each children’s centre.

- Performance, financial and information management generally was not adequate. There was no local authority performance management framework in place, for example, that permitted understanding of the relative performance, strengths and areas for improvement at children's centres. There were also no systematic approaches to budget development and monitoring, information sharing with partners, agreeing key borough wide priorities and targeting provision at children and families with greater levels of need. Data was inadequate with many gaps and a huge amount of inaccuracies.
- Take-up of services through children's centres was relatively low. For example, Table One points to take-up of children's centre services by 28% of children aged 0-5 years in 2010/11. Amongst those fathers, lone parents and disabled children that were registered at children's centres (as distinct from the total number of fathers, lone parents and disabled children resident in Brent) take-up ranged from 17% to 53%.

Table One: Take up rates 2010/11

Description	2010/11
Fathers with a 0-5 year old reached within period	1179
Fathers registered with a 0-5 year old within period	7030
Percentage of fathers with a 0-5 year old reached	17%
Lone parents with a 0-5 year old reached within period	776
Lone parents with a 0-5 year old registered within period	1661
Percentage of lone parents with a 0-5 year old reached	47%
Children aged 0-5 with a disability reached within period	93
Children aged 0-5 with a disability registered within period	177
Percentage of children with a disability aged 0-5 reached	53%
Children aged 0-5 years reached within period	6764
Children aged 0-5yrs population in Brent	24295
Percentage of children aged 0-5 reached	28%

The locality model of children's centres 2011/12- present

- 3.6 In 2011/12, with the establishment of the Early Intervention Grant and the end of ring-fencing of grants for children's centres and early intervention services (e.g. teenage pregnancy, accessible childcare), Brent Council reduced budgets for children's centres by £4.15m. This represented a 50% reduction in available funding for children's centres.
- 3.7 To deliver the savings target while meeting statutory requirements, there was:

- A 50% reduction in the number of children's centre buildings for which the local authority is responsible (did not proceed with 3 capital developments and transferred responsibility for management and running of 7 children's centres to schools/ maintained nursery schools).
- A 50% reduction in children centre teams, reducing commissioned services (50% reduction in the family welfare rights and information and advice service and early intervention speech and language and de-commissioning of community dieticians), reducing central costs and introducing a funding formula to focus on vulnerability that also contributed savings.
- The introduction of a locality model of working where shared management and staff teams operate across multiple sites under the auspices of a single locality advisory board. Network children's centre managers, for example, were introduced so that individual FTE children's centre managers manage 2-3 children's centres each rather than 1. This model of working is increasingly the primary operating model for children's centre delivery. For example, Hammersmith and Fulham, Camden, Croydon, Lewisham, Westminster and Harrow introduced similar models. The popularity of the locality model led to changes in the inspection framework for children's centres from April 2013 to enable inspection of children's centre groups or localities.
- The introduction of the locality model represented a substantial change to how children's centres were governed, managed and delivered and consultation processes were undertaken with Brent parents and staff teams. Appendix One provides details of children's centre localities.
- Early years advisory teaching was merged within the School Improvement Service. This provided an opportunity for greater sharing of resources, closer working with schools and PVI settings and a more strategic approach to the deployment of advisory teachers working with children's centres and early years settings. Early years advisory teachers were designated as supporting specific localities and were given a clear role in working with early years workers at children's centres to improve the quality of early years practice consistent with the Early Years Foundation Stage (EYFS).

3.8 It was also fundamental that gaps related to partnership working, improving quality and improving performance management began to be addressed.

Partnership working

3.9 Ensuring that all localities had delivery of health visiting services, midwifery services and JobCentre Plus services from children's centres.

This is consistent with best practice¹ and was achieved in 2011/12. This had not been the case previously.

3.10 In 2011/12, we established the start of more comprehensive data sharing particularly with health visiting in relation to live births and in identification of progress in relation to shared priorities such as sustained breastfeeding and early childhood immunisation. Since that time, we have improved information sharing substantially with detailed data sharing introduced from 2013/14 with children's centres that permits identification of target group households i.e. households where adults are not in paid work, households eligible for 2-year old FFEFE, families where there is or has been interaction with Children's Social Care, families that meet the national Troubled Families criteria and families where a child aged 0-4 years has additional needs.

3.11 The introduction of a more coordinated approach to work with families with greater levels of need that are at risk of, or are in receipt of support through Brent Children's Social Care. There had been very little engagement with Children's Social Care previously. In 2011/12 this included:

- Children's centre practitioners having access to weekly surgeries with an advanced social work practitioner to discuss any families where concerns may exist
- Group supervision of family support workers by the advanced social work practitioner
- Participation in locality practitioner forums bringing together multidisciplinary staff from across localities to share local intelligence, network and understand more about local needs and available services.

Since that time, there has been a significant increase in the engagement with Children's Social Care. For example, children's centre practitioners and managers have access to, and contribute to Framework I so that information sharing and joint work can take place more seamlessly and where contact with families is recorded in a single comprehensive record. This has been supported through training and with children's centre network managers undertaking quality audits of practitioner engagement with families with greater levels of need.

3.12 The opportunity to offer a range of programmes for children and families with greater levels of need that are not good value for money to deliver within single or even networked centres. This was especially true of the delivery of accredited parenting programmes where a range of accredited programmes began to be offered in localities that could cater for the different needs of different families. Similarly, adult education such as ESOL, childcare and literacy and numeracy classes offered through BACES at children's centres opened up to more parents.

Improving quality

¹ See Best Practice for a Sure Start: The Way Forward for Children's Centres, All Parliamentary Group, July 2013 recommendations 5 and 7.

3.13 A workforce development programme was developed and commenced in 2011/12 that aimed to develop the skills and confidence of children's centre practitioners in identifying and engaging young children and families in good quality outcomes based support, particularly families where there were greater levels of need. Since 2011/12- present, the following training has been made available to children's centre practitioners and managers:

- Solihull Foundation Training
- Solihull Parenting Training
- Mellow
- Going Mellow
- Mellow Bumps
- Strengthening Families, Strengthening Communities
- Incredible Babies
- Incredible Pre-School
- Triple P Standard
- Triple P Teen
- Effective recording
- DV Awareness training
- Freedom programme training
- Safeguarding refresher
- Baby Massage
- Emotional Development
- Child Observation
- Systemic Family therapy
- Peer Coaching courses
- Working with couples training
- First Aid (and wider welfare requirements training)
- Equality Act 2010 training
- Unicef breastfeeding friendly settings training
- Brief solution focused family therapy
- Working with volunteers
- CAF and TAF training
- Early Support training
- EYFS 2012
- LSCB courses – including Working together Level 1, Working together Level 2, Signs of Safety
- Healthy early years training (including Oral Health, breastfeeding, immunisation, Busy Feet)
- A full range of EYFS courses (including observation, planning and assessment, SENCO training, early years conferences etc.)

3.14 Other key elements of improving quality include:

- Introduction of, and training in Outcomes Star standard reporting tool for the progress that families make through engagement with children's centres from 2012.
- The establishment of a 'whole family' approach to identifying and engaging families with greater levels of need in a 'team around the family' model of working to address the spectrum of needs of individual families with young children. The CAF process and procedure was revised to reflect this approach and children's centre practitioners and managers and multiagency staff were trained and provided ongoing advice and guidance about the new CAF process from a newly reorganised CAF coordination team.
- In September 2012, a new EYFS was implemented. The Early Years Workforce Development Team and early years advisory teachers developed and implemented wide-ranging support to enable children's centres and early years settings to prepare for and effectively implement the EYFS.
- Since 2013, early years advisory teachers delivering transition programmes in each children's centre locality to provide additional targeted assistance to pre-school children and their parents more likely to benefit from support to secure school readiness outcomes. Early years advisory teachers are also working alongside early years workers in the delivery of 'stay and play' activities to improve the clarity of learning goals within sessions.

Improving performance management

- 3.15 The introduction of the locality model and savings requirements also presented an opportunity for Brent Council to focus more specifically on statutory obligations about sufficiency of children's centres, performance management and ensuring integrated early childhood services.
- 3.16 From 2011/12, monthly leadership meetings that brought together all children's centre network managers with central and locality management to share experiences and lessons and ensure more coordinated strategic communication with children's centre network managers and locality managers became standard practice. From this year the membership has widened to include the early help team leaders for part of the meeting. Increasing the capacity for joint planning and closer working..
- 3.17 A performance management framework was introduced to Brent children's centres that standardised approaches to the development/action planning and self-evaluation cycle and local authority challenge function for children's centres. This has since been updated to reflect changes in the inspection framework with a new performance management framework introduced across children's centres in May 2013 (subsequent to consultation with children's centre network managers and the strategic lead- children's centres).
- 3.18 To support manager skills and confidence in the performance management framework and to transition to locality based development/action planning and self-evaluation, training and advisory support was provided to children's centre managers and locality managers to assist (please note, locality

manager roles were deleted as part of a 2012 reorganisation of Early Years and Family Support Services). This advisory support included assisting with the preparation of self-evaluations and pre-inspection work on both the initial inspection framework for children's centres and the revised inspection framework since April 2013.

3.19 Annual parent-led evaluations were introduced. These enable comparative analysis of all children's centres in relation to satisfaction, impacts for children and families from engaging with children's centre support and the different outcomes for different family types (e.g. lone parents and parents in households where no adult is in paid work).

- In 2011, a total of 715 local families participated. Satisfaction was 91% and key areas for improvement related to increasing the extent to which parents were taking up support related to 'stay safe' and 'economic and social wellbeing' outcomes.
- In 2012, a total of 1100 families participated. Overall satisfaction increased to 95% and there were substantial improvements in the extent to which parents were taking up support and identifying positive benefits for themselves and their children in 'stay safe' and 'enjoy economic and social wellbeing' outcomes. Key areas for improvement related to the extent to which families could identify positive benefit from engagement with health and wellbeing services and economic wellbeing services.
- In 2013, a total of 999 families participated. Overall satisfaction increased to 98% and nearly all parents could identify positive benefit from all the types of support that they and/or their child/ren had engaged with through Brent children's centres. Key areas for improvement (reflected in children's centre locality action plans) relate to improving household income, ensuring families are accessing full benefits entitlements, are using more childcare and are taking up suitable housing as a result of engagement with Brent children's centres.

3.20 In Q3 2011/12, Brent also secured participation in the national pilot of Payment by Results (PBR) for Children's Centres (1 of 27 pilot local authorities from in excess of 100 applications). This provided £180k for the period ending March 2013 to support more substantive improvements to multiagency data collection, recording and reporting processes with an increased focus on families with greater levels of need.

- The overall governance of the pilot was vested in a multiagency PBR steering group comprising senior officers from Early Years and Family Support Service, Health Visiting, Public Health, JobCentre Plus, nursery school providers of children's centres, a local authority managed children's centre manager, CAF coordinator and voluntary sector providers.
- Following on from DfE's cessation of the PBR Pilot, the multiagency steering group has continued as the Brent children's centres strategic partners group and continues to provide a forum for improving the integration of early childhood services and for establishing and

reviewing progress in relation to targets for children's centre localities. Since April 2013, the membership has expanded to include BACES, Brent Council employment support and the manager of the Early Years Workforce Development team.

3.21 The Early Years and Family Support Service also developed a Service Plan for 2012/13- 2013/14 aligned to wider Children and Families priorities. This set out specific actions for Brent children's centres to improve service quality and impact, accessibility of services particularly for families with greater levels of need and the effectiveness of governance, leadership and management. These include:

- Improving locality advisory boards (LAB) contribution to effective governance of children's centres. A guide was developed and implemented for LAB members that sets out the roles and responsibilities for LAB members in providing effective governance of children's centres.

In addition, training about roles and responsibilities has been provided to approximately 20 LAB members, LAB meeting agendas have changed to ensure more focus on the self-evaluation and action planning activities of the locality children's centres, there has been recruitment and induction of LAB chairs and LAB chairs have participated in training about performance data analysis to support their effective governance.

- A much more focused effort to improve parental participation in the governance of children's centres. This included re-launching Parents Voice groups in all localities. This has resulted in more than 100 parents participating in Parents Voice groups across Brent. This includes many more dads/male carers and links to wider work to increase dad/male carer engagement in support through Brent children's centres.
- Increasing the role of volunteers in delivering universal services at children's centres. There has been some improvement with this remaining a priority for all localities in their action plans.
- Improving the outcomes orientation of children's centres. There has been some improvement, for example with learning journals demonstrating individual children's development through access to transition programmes offered at children's centres, although it remains an area for improvement to embed more consistently the use of the Outcomes Star in 1:1 work with families.

Key outcomes

3.22 In relation to children's centre inspections:

- During 2010/11, one inspection of a children's centre took place- Granville Plus which was managed by Granville Plus nursery and was returned to local authority management in 2012/13 (satisfactory).

- During 2011/12, three inspections took place. These are Harmony (satisfactory), Wembley Primary (satisfactory) and St Raphael's (good).
- During 2013/14, three children's centre locality inspections have taken place in accordance with the inspection framework introduced in April 2013. These are Willesden locality (requires improvement), Kingsbury locality (requires improvement) and Harlesden 1 that incorporates Fawood, Challenge House and Curzon Crescent children's centres which are managed by Fawood nursery (good). The revised inspection framework is significantly different and more challenging than the earlier framework. See Appendix Two for details of the revised framework and actions taken since the initial inspection of Willesden locality in April 2013.

Across England, only Harlesden 1 has achieved a 'good' in inspection of children's centre localities/groups on the revised inspection framework since April 2013. All other locality inspections have resulted in 'requires improvement'.

3.23 Notwithstanding the substantial savings and reorganisation achieved with children's centres in 2011/12 and growth of 3.5% in the population of children aged 0-5 years, the proportion of families registering and taking up of support has improved.

Table Two: Take up rates 2010/11- 2012/13

Description	2010/11	2011/12	2012/13
Fathers with a 0-5 year old reached within period	1179	1126	1292
Fathers registered with a 0-5 year old within period	7030	8625	10056
Percentage of fathers with a 0-5 year old reached	17%	13%	13%
Lone parents with a 0-5 year old reached within period	776	763	873
Lone parents with a 0-5 year old registered within period	1661	1899	2033
Percentage of lone parents with a 0-5 year old reached	47%	40%	43%
Children aged 0-5 with a disability reached within period	93	82	98
Children aged 0-5 with a disability registered within period	177	192	171
Percentage of children with a disability aged 0-5 reached	53%	43%	57%
Children aged 0-5 years reached within period (all areas)	6764	6543	7369
Children aged 0-5yrs population (within Brent)	24295	24726	25021
Percentage of children aged 0-5 reached	28%	26%	29%

3.24 Moreover, in the current financial year (2013/14), we have made further improvements to how we share data with partners (especially health visiting) and use data intelligently to demonstrate our knowledge of whether or not target group households are known to, and engaging with services through children's centres. This work points to more than 65% of target group households being engaged in support (with Wembley Team 1, Harlesden teams 1 and 2 and Willesden all exceeding 65%) and the registration rate

exceeding 70% (with Wembley Team 1 and Harlesden teams 1 and 2 all exceeding 80%).

3.25 Outcomes for children and families are improving substantially. See Appendix Three for more details.

- Improving outcomes for disadvantaged children in the Early Years Foundation Stage (35% to 44% achieving 78 points or more between 2011 and 2012). In addition, Brent achieved a 2% reduction in the gap between the lowest performing children in the EYFSP and the rest in 2012. In 2013, with a new EYFS in place Brent has now exceeded the England average for children's performance in the EYFSP.
- Increasing the number of parents taking up parenting programmes (105 to 141 parents from 2011 to 2012) and completing these programmes (31% to 63% from 2011 to 2012). This compares favourably to good practice where the Joseph Rowntree Foundation points to a 50% completion rate for more vulnerable parents of accredited parenting programmes as good.
- Reduction in number of children aged 0-4 with a Child Protection Plan (reduced to 160 in 2012 from 203 in 2011) and increasing success at ensuring that families supported through a CAF were not subsequently referred to Social Care (100%).

3.26 It is important to note that in 2012/13, schools returned premises management of Wykeham and Granville Plus children's centres to the local authority. There are other local authorities where schools have returned management of children's centres to the local authority or local authorities have taken back responsibility of children's centres from schools. This includes some return of school managed children's centres to local authorities in the London boroughs of Barnet and Lambeth.

3.27 We also closed two children's centre nurseries in April 2012. We had three nurseries which were all running at a loss with substantial debtors. This was a complex process but resulted in one nursery being available as a school nursery and freeing space for additional school places. The second nursery was taken over by a private provider. The third nursery, Willow, functions as a partly special-needs nursery attached to the Willow Children's Centre (Kingsbury locality) and operates on a cost neutral basis to the local authority.

4. Financial Implications

There are no direct financial implications from this report. The children's centre budget is £3,483,606 for 2014/15. This is General Fund expenditure.

5. Legal Implications

5.1 There is a duty under section 1 of the Childcare Act 2006 to improve the well-being of young children in their area and reduce inequalities between them.

There is also a duty under section 3 of the Childcare Act 2006 to make arrangements to secure that early childhood services in their area are

provided in an integrated manner in order to facilitate access and maximise the benefits of those services to young children and their families.

Section 4 places a duty on commissioners of local health services and Jobcentre Plus to work together with local authorities in their arrangements for improving the well-being of young children and securing early integrated childhood services.

- 5.2 Under section 5 of the Childcare Act 2006, the Council has duties to secure sufficient children's centres for the area it serves, so far as is reasonably practicable, to meet local need.
- 5.3 In addition, section 5E places a duty on the Council to deliver integrated early childhood services that deliver school readiness, parenting, health and wellbeing and reduced inequalities outcomes for very young children and parents as part of a programme of support jointly with partners including Health and JobCentre Plus.
- 5.4 Under section 98C of the Childcare Act 2006, the local authority's obligations in relation to Ofsted inspection of children's centres are also set out. The new Ofsted framework of inspection for children's centres emphasises contact with most families (more than 80%) in an area with at least 65% of target families actively engaged in support available from children's centres as the minimum expectation for a 'good' children's centre.

6. Diversity and Child Poverty Implications

- 6.1 Children's centres target families on the basis of need. They also undertake work which targets specific communities and their issues. Given their role in addressing social disadvantage, children's centres are important in addressing inequality. Usage is monitored in terms of ethnicity, gender and other equality characteristics. Work is particularly targeted at achieving early diagnosis and support for children with disabilities and special needs.

7. Staffing/Accommodation Implications (if appropriate)

- 7.1 None.

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Appendix One: The introduction of the locality model in 2011/12

The new children's centre reach areas implemented for 2011/12. Our children's centres are:

Harlesden Locality

- Curzon Crescent (and Challenge satellite)
- Fawood
- Harmony
- St Raphaels

Kilburn Locality

- Granville Plus
- Three Trees (and Hope satellite)

Kingsbury Locality

- Church Lane (and Mount Stewart satellite)
- Willow including Willow nursery

Wembley Locality

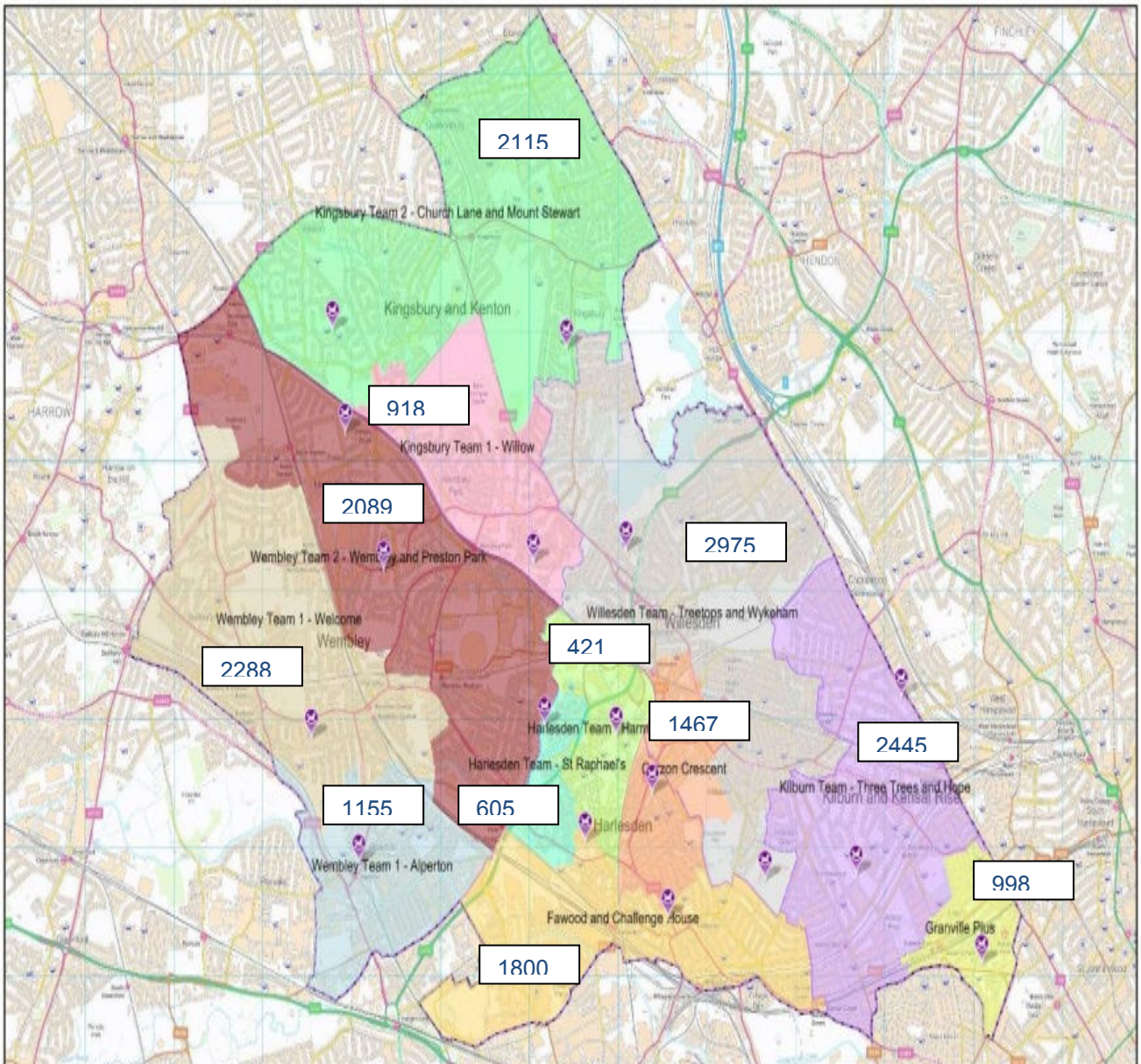
- Alperton
- Welcome (and Barham Library satellite)
- Wembley Primary (and Preston Park satellite)

Willesden Locality

- Tree Tops
- Wykeham

See figure on next page for map of children's centre localities and the numbers assigned to each children's centre reach area are GP registration estimates for April 2013 of the number of children aged 0-4 years.

Brent Children's Centre Catchments (May 2011)



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25 May 2011



Appendix Two: The revised Ofsted inspection framework for children's centres

1. The new Ofsted inspection framework for Children's Centres came into force in April 2013. This has significant implications for partnership working, information sharing, definition of, and identification and engagement of target group households and how services are planned and delivered.
2. An adapted performance management framework was prepared and distributed to children's centre network managers to guide the development/ action planning and self-evaluation cycle in line with inspection requirements in May 2013. This was augmented with a draft set of targets for 2013/14 based on the inspection requirements, past performance and key local priorities such as encouraging greater use of CAF. These targets were agreed through the Strategic Partners Group in August 2013.
3. The revised Ofsted inspection framework for children's centres identifies 'good' as children's centres that have, at a minimum, contact with at least 80% of all families in their reach area and engage at least 65% of target families in good quality provision, demonstrable outcomes from targeted support and identification and early support for target families from children's centres.
4. Unlike the previous framework, there is no balancing of elements to form a judgement. For example, where 5 of 8 elements were 'good' and 3 of 8 elements were 'satisfactory', the overall judgement was 'good', in the revised framework where 7 of 8 elements are 'good' and 1 of 8 elements is 'requires improvement (replacing the satisfactory grade), the overall judgement is 'requires improvement'.
5. The definition of target group households is locally defined. On a borough wide basis, the definition includes all out-of-work households with children aged 0-4 years, households that have engaged with Children's Social Care, families where a parent and/or a child has additional needs/disabilities, families eligible for the 2-year old free flexible early education entitlement, families where there is a CAF and 'troubled' families.
6. For Brent, there are approximately 11,100 families with children aged 0-4 years that are 'target families' of which 3,300 are identified with greater levels of need (i.e. have been in receipt of Social Care or Brent Family Solutions intervention). To ensure at least a good grade, at least 7,215 of the 11,100 target families need to demonstrably be in receipt of support. This can include direct work undertaken by practitioners located within children's centres but is wider and includes partner agencies for children's centres such as JobCentre Plus, health visiting and midwifery, Children's Social Care and Brent Family Solutions.
7. In addition, children's centres will define other target households based on local issues. For example, in Kilburn locality there are refuges for families escaping domestic abuse and in Harlesden locality there is a traveller site. As a result, these families are target households for each locality.
8. It is important to note that any families with any additional needs, however, that are identified as requiring extra support but do not 'fit' the definition of target group households will have relevant support. This has included families

where children may have language delay, households that are in paid work and have needs for support with English and mums that may be feeling low after the birth of their baby or in their relationships.

9. Willesden locality was amongst the first children's centre localities nationally to be inspected with the revised Ofsted inspection framework in May 2013. The Willow nursery (attached to the Willow children's centre) was also inspected as an early year setting. Very disappointingly, given the extent to which the quality of the provision has improved and the confidence that parents have in the nursery providing good quality childcare particularly for children with additional needs and or where there are CIN/CP/LAC plans in place, the nursery rated 'inadequate', a limiting judgement on safeguarding grounds. This related to a door not closing completely and was remedied within 48 hours. Subsequent inspection visits to monitor our progress in implementing the post-inspection action plan have positively rated our progress.
10. Willesden locality rated 'requires improvement' on all three judgement areas in the Ofsted inspection. This was also disappointing given that there is much good quality practice in place, some excellent achievements in engaging dads and the performance management framework was broadly embedded. There were areas for improvement in engagement of families generally, tracking progress particularly of adult learners and in the effectiveness of the advisory board in challenging practice and setting priorities. The lead inspector said that under the previous inspection framework, the locality would have rated 'good'. An action plan has since been agreed by the locality advisory board with the local authority.
11. Since that time:
 - The Early Years and Family Support Service has undertaken substantial work with partners through the auspices of Brent Children's Centre Strategic Partners Group to improve the specificity with which we can identify target group households in relation to our target group household criteria. This has been in place since August 2013.
 - Early years advisory teachers working alongside early years workers facilitating transition groups with target group children and parents in all localities as they prepare for nursery and/or school. All children have a learning journey recording their progress in these sessions. In addition, the early years advisory teachers are undertaking observations of early years workers as part of improving quality.
 - Increasing the number of families that are at risk of escalating problems having access to early help. To integrate this provision better with the wider work with families at risk through Children's Social Care and Brent Family Solutions, we have improved information sharing with children's centres about families where there is Social Care and/or Brent Family Solutions engagement. This has been in place since August 2013.
 - To build the quality of our family support practice and ensure families are moving forward, family support workers are now supervised through Brent Family Solutions. In addition, children's centre network

managers are required to undertake audits of 2 CAF assessments/plans/reviews each month as part of the CAF quality assurance process. This has been in place through 2013.

- Focusing on adult learning and support for parents journey into work. To support this, the Brent children's centres strategic partners group now includes BACES and Brent employment support as members since June 2013. The National Careers Service and BACES are delivering additional support to parents through children's centres from September 2013.

In addition, all children's centres have prioritised in their action plans establishing tracking systems for adult learners (from target group households). This includes, for example, making contact from January 2014 with a cohort of 40 parents in any one locality that completed adult learning 3-6 months previously to determine benefits and impacts. The intention is that this cohort will be tracked on an ongoing basis for 12- 24 months.

- Building the effectiveness of locality advisory boards to govern and challenge the practice and priorities of children's centres. Recruitment processes of locality advisory board chairs took place and training provided to 28 members of advisory boards through May- July 2013. This has resulted in changes to advisory board agendas to enable greater parental participation and ensuring that there is discussion about the self-evaluation and Ofsted inspection preparation.
- There has been additional training of LAB Chairs about the inspection framework for children's centres and in understanding the performance management framework for children's centres. This took place in October- December 2013.
- Additional training of children's centre network managers about understanding the performance data of children's centres and to assist with performance improvement. This took place in October- November 2013.
- Prioritising an increase in volunteers at all children's centres. This is reflected in all children's centre action plans.
- Increasing registration of families with children aged 0-4 years. This is multidimensional and depends on the closeness of good quality partnerships. For example, health visitors enabling children's centres contact with all families post-birth since April 2013, registration of families through Civil Registry as part of the processes of birth registration since September 2013 (on average, this is resulting in 15-20 additional registrations each week of families) and training 18 volunteers to support registration processes in October 2013.
- Providing advisory support to the localities of Wembley, Kilburn, Kingsbury and Harlesden in preparing SEFs and action plans in line with Ofsted inspection requirements. This was completed across August- September 2013. This process reveals that Wembley 2 (Alperton and Welcome) and Harlesden (Harmony and St Raphael's)

are the most secure in relation to a 'good' judgement on the key criterion of 'registration of 80% and 'at least 65% of target families are engaged in outcomes based support'.

Appendix Three: Progress in relation to key performance measures

1a. All disadvantaged children aged 0-4 years are registered with a CC:

Locality	2011/12	2012/13
Harlesden	63% (446/710)	67% (583/868)
Kilburn	51% (272/533)	56% (327/579)
Kingsbury	50% (199/396)	62% (273/440)
Wembley	60% (402/672)	64% (493/773)
Willesden	52% (292/563)	59% (381/643)
Out of Borough / Address not disclosed	39% (99/257)	42% (121/286)
Grand Total	55% (1710/3131)	61% (2178/3589)
Brent Total	56% (1611/2874)	62% (2057/3303)

1a: At least 5 contacts with the family throughout the 12-month period (across all Children's Centres in Brent):

Locality	2011/12	2012/13
Harlesden	27% (119/446)	36% (210/583)
Kilburn	19% (53/272)	20% (67/327)
Kingsbury	16% (31/199)	24% (65/273)
Wembley	17% (69/402)	20% (101/493)
Willesden	19% (56/292)	24% (92/381)
Out of Borough / Address not disclosed	10% (10/99)	13% (16/121)
Grand Total	20% (338/1710)	25% (551/2178)
Brent Total	20% (328/1611)	26% (535/2057)

1b. Disadvantaged children's performance in the Early Years Foundation Stage

Number and percentage of disadvantaged children achieving a good level of development:

Locality	2010 (Disadvantaged Children)	2011 (Disadvantaged Children)	2012 (Disadvantaged Children)	2010* (All Children)	2011 (All Children)	2012 (All Children)
Harlesden	18% (12/67)	31% (27/86)	43% (40/94)	37% (237/640)	51% (342/667)	63% (442/698)
Kilburn	31% (11/36)	42% (23/55)	50% (30/60)	49% (220/445)	62% (320/515)	69% (342/493)
Kingsbury	29% (11/38)	51% (26/51)	43% (27/63)	45% (247/555)	66% (388/584)	66% (405/616)
Wembley	28% (15/54)	33% (27/82)	41% (43/104)	41% (362/877)	49% (436/883)	61% (588/965)
Willesden	23% (14/60)	27% (20/73)	45% (32/71)	41% (279/673)	54% (376/698)	62% (440/708)
Out of Borough	50% (5/10)	25% (2/8)	57% (4/7)	53% (183/344)	74% (266/361)	70% (237/338)
Grand Total	26% (68/265)	35% (125/355)	44% (176/399)	43% (1528/3534)	57% (2128/3708)	64% (2454/3818)
Brent Total	25% (63/255)	35% (123/347)	44% (172/392)	42% (1345/3190)	56% (1862/3347)	64% (2217/3480)

1b: Disadvantaged children are accessing at least 2 'enjoy and achieve' activities (across all Children's Centres in Brent):

Locality	2011/12	2012/13
Harlesden	24% (106/446)	28% (164/583)
Kilburn	25% (68/272)	20% (64/327)
Kingsbury	18% (35/199)	24% (66/273)
Wembley	19% (75/402)	18% (90/493)
Willesden	23% (66/292)	22% (83/381)
Out of Borough / Address not disclosed	12% (12/99)	12% (14/121)
Brent Total	22% (350/1611)	23% (467/2057)

2a. Where CAFs are in place, families' needs are being met and so there is no referral to Social Care

Locality	2009	2010	2011	2012
Harlesden	100% (9)	100% (16)	79% (14)	100% (39)
Kilburn	100% (7)	83% (12)	100% (8)	100% (8)
Kingsbury	100% (7)	100% (7)	100% (12)	100% (22)
Wembley	100% (5)	100% (18)	95% (19)	97% (36)
Willesden	100(12)	100% (25)	100% (9)	100% (39)
Out of Borough / Address not disclosed	100% (1)	100% (1)	-	100% (3)
Brent Total	42	82	65	149

2b. Parents completing accredited parenting programmes:

Locality	2009	2010	2011	2012
Harlesden	40% (6/15)	56% (15/27)	33% (17/52)	78% (39/50)
Kilburn	33% (3/9)	45% (5/11)	45% (5/11)	59% (10/17)
Kingsbury	100% (1/1)	76% (22/29)	0% (0/2)	62% (8/13)
Wembley	0% (0/3)	41% (12/29)	32% (9/28)	44% (16/36)
Willesden	33% (2/6)	58% (14/24)	20% (2/10)	65% (15/23)
Out of Borough / Address not disclosed	40% (6/15)	56% (15/27)	33% (17/52)	78% (39/50)
Brent Total	37%	57%	31%	63%
Total number of parents	35	124	105	141

2c. Reducing the number of children aged 0-4 on Child Protection Plans (CPP):

Locality	2009	2010	2011	2012
Harlesden	30	39	47	30
Kilburn	21	39	44	25
Kingsbury	13	26	23	12
Wembley	44	32	33	34
Willesden	24	20	32	38
Out of Borough / Address not disclosed	29	28	24	21
Brent Total	161	184	203	160

3a. Number of mums taking up breastfeeding support at Children's Centres (across all Children's Centres in Brent):

Locality	2009	2010	2011	2012
Harlesden	30	29	24	30
Kilburn	117	136	119	213
Kingsbury	61	71	47	39
Wembley	25	48	32	80
Willesden	34	24	26	22
Out of Borough / Address not disclosed	23	15	12	7
Brent Total	161	184	203	160

3b. Number of families taking up 'economic wellbeing' services at Children's Centres (across all Children's Centres in Brent):

Locality	2009	2010	2011	2012
Harlesden	351	388	380	445
Kilburn	174	188	168	176
Kingsbury	198	160	110	182
Wembley	399	433	335	403
Willesden	282	194	217	245
Out of Borough / Address not disclosed	23	15	12	7
Brent Total	1404	1363	1210	1451

Children and Young People Overview and Scrutiny Committee Work Programme – 2013/14

Meeting Date	Item	Issue for committee to consider	Outcome	Recommendations
18 June 2013	Brent Youth Parliament	The members of the Brent Youth Parliament will be invited to provide an update on their work since the committee last met, as well as to raise any issues of concern they would like the committee to consider.	BYP has focused on bullying, aiming for a clear and consistent policy across schools. They have been campaigning for the Curriculum For Life, and aim for pupils from each school to join this. Are working to raise awareness of the 16-19 bursary amongst young people.20 th annual Brent Eton Summer School takes place in first week of July.	
	School place strategy report	To consider progress on school place planning and expansion	Report was noted, and that Cheryl Painting would provide further information on detail of works planned at Copland School, and the Equalities Impact Assessment for the School Places Strategy.	
	Inspection of Fostering Service	Members will receive an update on the recent inspection.	Report was noted, and Nigel Chapman would provide further information on the numbers of children placed outside Brent.	
17 July 2013	Brent Youth Parliament	The members of the Brent Youth Parliament will be invited to provide an update on their work since the committee last met, as well as to raise any issues of concern they	BYP has been supporting the Curriculum For Life campaign, holding an event for pupils from six schools. Mosaic and Brent Anti-bullying Council have been	

	<p>Local Safeguarding Children's board annual report</p> <p>SEN update report</p> <p>School places update</p>	<p>would like the committee to consider.</p> <p>To receive a report on the work of the local authority and its partners to ensure safeguarding of children in Brent</p> <p>To consider progress on transformation of special educational needs provision in the borough</p> <p>Standing item to update committee</p>	<p>asked to provide training for young people which can be further cascaded. Councillors are also requested to speak in schools about their work. BYP is concerned about the effect of personnel changes on its support, however while the vacant support post will be filled, it is unlikely to be added to.</p> <p>Since the new chair took office in May 2012, the structure and constitution of the LSCB has been reformed. A report on the Board's audit work will be submitted at a later meeting of the committee, and Child Poverty implications will be submitted for the current paper before the next meeting of the committee.</p> <p>The One Council Project had supported the service to achieve a number of significant improvements regarding issuing of statements, in-borough provision and financial performance. However, demand is projected to increase over the next seven years at least, and the new regime coming into force from 2014 must be planned for.</p> <p>At 12 July 2013 there were 24</p>	
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	<p>Dental health presentation</p>	<p>members of the current situation regarding school places in the borough</p> <p>Overview from the Director of Public Health on dental health issues of children and young people in Brent</p>	<p>children who had not yet been offered a school place (very recent arrivals), with places available for all. There were 205 children without school places but for whom offers had been made. There would be sufficient secondary school places for the 2014/15 academic year due to free schools opening. October's update will include detail on numbers of children not taking up a school place after more than six months.</p> <p>Oral health of under-5s is a key issue for Brent and was the worst in England in 2007-08, causing school absences and acting as a poor indicator for adulthood. An oral health plan is in development focusing on earlier regular brushing with fluoride toothpastes, working with the dental community and training frontline staff. The committee would propose to the relevant NHS body that dental staff be allowed to go into schools to offer checks to pupils.</p>	
<p>10 October 2013</p>	<p>Corporate parenting – annual report</p> <p>Careers Advice</p>	<p>To receive a report on the council's progress and approach to acting as corporate parent of looked after children</p> <p>Report on services on careers</p>		

	<p>Brent Youth Parliament</p> <p>School Places update</p>	<p>advice requested by BYP</p> <p>The members of the Brent Youth Parliament will be invited to provide an update on their work since the committee last met, as well as to raise any issues of concern they would like the committee to consider.</p> <p>Standing item to update committee members of the current situation regarding school places in the borough</p>		
	<p>Brent Youth Parliament (to be limited introductions and participation as members of the committee – confirmed with chair)</p> <p>School standards</p> <p>School places update</p> <p>Working with families update (rescheduled)</p>	<p>The members of the Brent Youth Parliament will be invited to briefly summarise their recent activities and issues in their written update.</p> <p>A report on standards in the borough's schools</p> <p>Verbal update given</p> <p>Update on the council and its partners' work to intervene early to</p>	<p>The update was noted.</p> <p>The report was noted.</p> <p>The update was noted.</p> <p>The update was noted.</p>	

	<p>following lack of time at October meeting)</p> <p>Children's Centres Update</p>	<p>turn round the lives of families with complex needs and to improve our overall approach to improving families' lives.</p>	<p>The report was noted.</p>	<p>A further report was requested analysing the strengths and weaknesses of the Early Years Team be provided to the committee at its meeting in March 2014.</p>
<p>05 February 2014</p> <p>Page 111</p>	<p>Brent Youth Parliament</p> <p>Update on financial management in schools</p> <p>Expenditure of Pupil Premium</p> <p>School places update</p>	<p>The members of the Brent Youth Parliament will be invited to briefly summarise their recent activities and issues in their written update.</p> <p>Members have requested for an annual update. The report will provide information on the auditing procedures and findings from audits for Brent schools.</p> <p>Requested in June</p> <p>Standing item to update committee members of the current situation</p>	<p>Report to be submitted.</p>	<p>Members raised concerns regarding progress made against the Child Poverty Strategy. CY to give verbal update on strategy in March and for an update report to be brought to the committee for first meeting</p>

		<p>regarding school places in the borough</p> <p>Update on plans to transform the approach in the borough to supporting pupils at risk of exclusion and non-attendance.</p>		of next municipal year
<p>19 March 2014</p> <p>Page 112</p>	<p>Brent Youth Parliament</p> <p>Task Group Presentation</p> <p>School places update</p> <p>Post-school destinations of pupils</p> <p>Results of LSCB Audits</p> <p>Youth Offending Service report (tentatively scheduled at request of Children & Families)</p>	<p>A report will be submitted</p> <p>A task group from the Partnership & Place OSC will give a short presentation on their findings regarding FGM, Honour-based violence and forced marriage.</p> <p>Standing item to update committee members of the current situation regarding school places in the borough</p> <p>Requested by members at June meeting</p> <p>Requested by members following LSCB item at July meeting</p> <p>General update and impact on tackling child poverty</p>		

	Early Years Service	An analysis of the strength and weaknesses of the service.		
	Progress on borough plan – children and young people	Report on progress against CYP pledges in revised borough plan		

Forward Plan (for next municipal year):

1. Update on the Child Poverty Strategy
2. Report on the outcomes of the Social Mobility Commission
3. Report on the outcomes of the Schools Commission
4. Annual Adoption and Fostering Report 2014

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