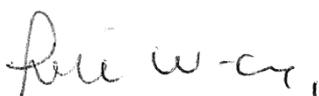


Date of issue: Monday 8th March 2021

MEETING	EDUCATION AND CHILDREN'S SERVICES SCRUTINY PANEL (Councillors Basra (Chair), Kelly (Vice-Chair), A Cheema, Ajaib, Begum, Qaseem, A Sandhu, Sarfraz, Vacancy) <u>Education Voting Co-opted Members</u> Vacancy <u>Education Non-Voting Co-opted Members</u> Paul Kassapian – Secondary School Representative Fifi El Sayed – Slough Youth Parliament
DATE AND TIME:	TUESDAY, 16TH MARCH, 2021 AT 6.30 PM
VENUE:	VIRTUAL MEETING
SCRUTINY OFFICER: (for all enquiries)	NADIA WILLIAMS 07749 709 961

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



JOSIE WRAGG
Chief Executive

AGENDA

PART 1 PART I

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
APOLOGIES FOR ABSENCE			
CONSTITUTIONAL MATTERS			

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
1.	Declarations of Interest <i>All Members who believe they have a Disclosable Pecuniary or other Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct; leave the meeting while the matter is discussed.</i>		
2.	Minutes of the Meeting held on 4 February 2021	1 - 6	-

SCRUTINY ISSUES

3.	Member Questions <i>(An opportunity for Panel Members to ask questions of the relevant Director/ Assistant Director, relating to pertinent, topical issues affecting their Directorate – maximum of 10 minutes allocated).</i>		
4.	Young People Not in Education, Employment or Training	7 - 12	All

ITEMS FOR INFORMATION

5.	Early Years and Children's Centre Services	13 - 22	All
6.	Parenting in Slough - Multi-Agency Strategy	23 - 30	All
7.	Terms of Reference for Employment, Skills and COVID-19 Task and Finish Group	31 - 40	-
8.	Forward Work Programme	41 - 44	-
9.	Attendance Record	45 - 46	-

Press and Public

This meeting will be held remotely in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020. Part I of this meeting will be live streamed as required by the regulations. The press and public can access the meeting from the following link (by selecting the meeting you wish to view):

<http://democracy.slough.gov.uk/mgCalendarMonthView.aspx?GL=1&bcr=1>

Please note that the meeting may be recorded. By participating in the meeting by audio and/or video you are giving consent to being recorded and acknowledge that the recording will be in the public domain.

The press and public will not be able to view any matters considered during Part II of the agenda.



Education and Children's Services Scrutiny Panel – Meeting held on Thursday, 4th February, 2021.

Present:- Councillors Kelly (Vice-Chair, in the chair), A Cheema, Ajaib, Begum and A Sandhu

Also present under Rule 30:- Councillor Dhaliwal.

Apologies for Absence:- Councillors Basra, Qaseem and Sarfraz

PART 1

30. Declarations of Interest

Councillor Kelly declared that he worked for the Slough and East Berkshire CofE Multi Academy Trust (SEBMAT). Councillor Kelly remained and participated in the meeting.

31. Minutes of the Meeting held on held on 3 December 2020

Resolved – That the minutes of the meeting held on 3rd December 2020 be approved as a correct record.

32. Member Questions

None received.

33. Briefing on the scope - Elective Home Education

The Associate Director, Children and Families, provided the Panel with an overview of the Elective Home Education (EHE) provision in the context of the current national trends during the pandemic.

The Panel noted that parents had a choice to educate their children at home or by other means under the 1996 Education Act. The legal and operational background to EHE was explained and was set out in the report. Since March 2020, Covid-19 had had a significant impact on the numbers of children that were being home educated. It was noted that children were often referred to as “Hidden Children” as parents were not required by law to report they were home educating and therefore the number of children currently being home educated was expected be higher. Local Authorities had a duty to establish whether a suitable education was being provided but did not have a role in the assurance of such provision.

In the period, October 2019 to October 2020 EHE cases had risen nationally by 38% and 25% in the South East. Referring specifically to Slough, it was reported that there had been an increase of 59% in cases of EHE and there were currently 289 number of pupils being home educated. This was a significant increase from 138 in 2017/18. Members were informed that this

Education and Children's Services Scrutiny Panel - 04.02.21

presented a number of challenges relating to safeguarding as this could not be monitored in the way it would be in a school setting, and also the wider health and welfare of children.

The Council's Attendance Service was responsible for supporting schools and parents if parents choose to Electively Home Educate. Home Education Teachers commissioned by the Local Authority assessed the suitability of education in place by conducting home visits; door steps and alternative public places such as libraries and since the pandemic have provided virtual visits. The Attendance Service monitored, tracked and recorded each EHE case and worked with other agencies, such as Slough Children's Services Trust, to assess the needs of families and signpost them to appropriate support.

Members discussed some of the challenges such as the lack of a strong legal framework at a national level; capacity issues caused by the rapid increase in EHE; the fact there was no teacher assessment; the impact on outcomes for children being educated at home in terms of the qualifications; the difficulties for children reintegrating into school if they returned following a period of home education; and the safeguarding concerns referred to earlier in the discussion. It was stated that whilst curriculum support may be provided by the school it was the responsibility of the parent to provide the education. The authority had very limited powers to intervene on aspects relating to the provision of education although it could make a referral if there was a safeguarding concern.

The Panel was particularly concerned about the quality of education that was being provided at home and Members commented that whilst in some cases it may be good there were clearly risks that many children were not being educated to the adequate standard. There was an significant outcome gap for home educated pupils with some doing well and sitting exams whilst some others did not. There was also a discussion about whether numbers of children being home educated may increase following the full reopening of schools on 8th March 2021 as some parents were still likely to have concerns about Covid-19. Members highlighted the importance of robust measures and clear communication with parents around the safety of schools to provide maximum reassurance.

Speaking under Rule 30, Councillor Dhaliwal commented on a number of issues included enforcement measures regarding attendance at school and the management of school rolls for pupils being home educated. He also highlighted that whilst the issues raised were of concern the number of children home schooled in this way remained a small proportion of school aged children in Slough. Members asked for a breakdown of children being home education and the Associate Director confirmed he would circulate further information to the Panel.

At the conclusion of the discussion the report was noted.

Resolved – That details of the report be noted.

34. Slough Children's Services Trust's Performance

The Panel considered details of the current performance and operational challenges for Slough Children's Services Trust (SCST) as at December 2020. The Assistant Director of Frontline Practice and Improvement at SCST informed Members that although there were areas of improvement required, performance had improved against a backdrop of significant pressures brought about by the Covid-19 pandemic, resource constraints, and workforce difficulties.

The report updated the Panel on the national perspective; the Trust's revised Improvement Plan; current operational pressures; and caseloads. The following points were noted:

- There was a national increase in the number of children and young people presenting with more complex needs. The upward trend had been increasing for more than two years but had become even more acute due to the effects of the Covid-19 pandemic.
- The revised Improvement Plan for SCST had been circulated to the Panel and it included listening to the voice of the child and their family to drive plans and intervention; ensuring stability in the workforce through recruitment and retention; improving supervision and management oversight; and embedding quality assurance, continuous learning and improvement as part of the journey to a 'Good' Ofsted rating.
- There had been an overall improvement in progressing actions in the Improvement Plan over the past month with 11 additional 'green' rated actions and 5 additional 'reds'.
- The Trust continued to manage the operational pressures which included the lack of quality social workers available for recruitment, a recent organisation wide IT outage between 5-9 November and the lack of placements available for children and young people.
- There had been a spike in caseloads in October 2020 although it had reduced to a more manageable level since then. Another increase was expected following the return of all children to school on 8th March 2021.
- The specific performance issues were noted in Referral and Assessment (Front Door), Safeguarding and Family Support; Care Leavers and Children Looked After and Support Services. The number of children in care was 215, up from 210 the previous month, and there was an increase in the number of large and complex sibling groups coming into care.
- There were a total of 11 vacancies in the Trust at the end of December which was a reduction of 3 on the previous month. Nine of these vacancies were for social workers.

The Panel asked a number of questions about the report including the impacts of Covid-19 on children's mental health and wellbeing. The Officer recognised this was a significant challenge and explained the support in place

Education and Children's Services Scrutiny Panel - 04.02.21

including clinicians working for the Trust who could help children access the pathways to most appropriate services. There was a partnership approach to support children during 'lockdown' and it was highlighted that vulnerable children were still able to attend school which was positive. The Officer highlighted it was likely there were 'hidden harm' to children who could not be monitored or supported in the usual ways during 'lockdown' and it was likely to take many years to assess the full impacts. The Panel agreed that it would welcome a report on mental health pathways for children and this could be considered for the work programme in future. Member also discussed the performance relating to support for autistic children and the pathways for care leavers. It was recognised that apprenticeship opportunities for care leavers was underdeveloped in Slough and work was just started to address the issue.

The ongoing workforce challenges were discussed and the Panel asked whether anything more could be done to recruit and retain social workers in Slough given the market conditions and strong competition from authorities in London. Members were informed that the financial packages were now broadly on par with London and the most important factors were good management and caseloads both of which were key areas of the Improvement Plan. The Trust continued to work hard on implementing its workforce strategy despite the challenges.

Speaking under Rule 30, Councillor Dhaliwal asked about the issue of unaccompanied asylum seeker children; foster care; and several workforce issues. The Officer responded to the questions and in relation to foster care it was noted that there had been an increase in the number of placements and the service was performing well.

At the conclusion of the discussion the report was noted and it was agreed to receive an update in six months.

Resolved – That details of the report be noted and for the Panel to receive a further update in six months.

35. The Draft Threshold Document

The Safeguarding Partnership Manager introduced the report which outlined what a Safeguarding Children Threshold Document (SGTD) was, why it was necessary and how it was used in practice.

The SGTD was a technical tool used by practitioners to assist them in making professional judgements about whether to make a safeguarding referral or if there were other options available. The document was particularly useful when a child's situation did not clearly indicate that there may be a child protection issue.

It was noted that the document was currently being developed by Slough Safeguarding Partnership in consultation with managers and practitioners from a range of agencies and schools. The Panel was informed that it was

Education and Children's Services Scrutiny Panel - 04.02.21

anticipated the document would be finalised in March with a view to it being used from April 2021. The last review had been carried out two years and was followed by training and seminars. A similar approach would be taken following the current review.

The Panel noted the report.

Resolved – That details of the report be noted.

36. Forward Work Programme

The Policy Insight Analyst presented the Forward Work Programme for the Panel for the remainder of the municipal year.

The items for the next meeting on 16th March were reviewed and agreed to include NEETs; youth offending; parenting in Slough; Early Years provision; and the terms of reference for the proposed task & finish Group on employment and skills. The Trust report referred to in the current work programme had been brought forward and discussed earlier in the meeting.

Resolved – That details of the Work Programme be noted.

37. Attendance Record

Resolved – That details of the Members' Attendance Record 2020/21 be noted.

38. Date of Next Meeting

The date of the next meeting was confirmed as 16th March 2021.

Chair

(Note: The Meeting opened at 6.30 pm and closed at 8.26 pm)

This page is intentionally left blank

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel
DATE: 16th March 2021

CONTACT OFFICER: Ketan Gandhi
(For all Enquiries) Associate Director, Place Regulation, 01753 875500

WARD(S): ALL

PART I
FOR INFORMATION**YOUNG PEOPLE NOT IN EDUCATION, EMPLOYMENT OR TRAINING****1. Purpose of Report**

The purpose of this report is to provide the Education and Children Services Scrutiny Panel an overview of young people who are NEET (Not in education, employment and training). For context this report focuses on young people aged 16 to 18 in line with the Raising Participation Age agenda and the statutory duties placed on Local Authorities.

The request asked by the panel has been to provide The NEET Comparison figures on pre-Covid-19 and during / post Covid-19

2. Recommendation(s)/Proposed Action

The Committee is requested to note the report and comment as appropriate on the approaches that have been taken.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**3a. Slough Joint Wellbeing Strategy Priorities**

Whilst there is no direct link with the Wellbeing Strategy, the work in supporting young people back in to education, employment or training, there is significant evidence outlining how being NEET impacts on or is a result of mental health issues that young people are facing. The content provided within this report will provide how we focus on this area and as a result provide support to the work of the Slough Joint Wellbeing Strategy particularly in relation to ensuring that young people secure the appropriate early help.

3b. Five Year Plan Outcomes

The work in supporting young people to be in education, employment and or training, directly associates with the Five Year Plan and contributes to two outcomes:

- *Outcome 1: Slough children will grow up to be happy, healthy and successful*

- *Outcome 3: Slough will be an attractive place where people choose to live, work and stay*

The work primarily focuses on *Outcome 1, Slough children will grow up to be happy, healthy and successful* by supporting children and young people by providing services from an early start.

4. **Other Implications**

(a) Financial

There are no financial implications related to this report.

(b) Risk Management There are no risks identified in this report

(c) Human Rights Act and Other Legal Implications – None

(d) Equalities Impact Assessment - None

(e) Workforce - As a result of the recent implementation of the Council's operating model, the NEET team will be moving to the Children and Families Service areas with the People (Children's) Directorate from April 1st 2021

5. **Supporting Information**

5.1 **Supporting young people to stay in or return to education, employment and or training:**

Nationally there has been the biggest quarterly increase in the number of young people not in education, employment or training in almost a decade. (TES March 2021) The Office for National Statistics (ONS) has said that the latest quarterly increase was the largest since July to September 2021.

The law requires all young people in England to continue in education or training until at least their 18th birthday, although in practice the vast majority of young people continue until the end of the academic year in which they turn 18.

5.2 Whilst the DfE provides the framework to increase participation and reduce the proportion of young people NEET, responsibility and accountability lies with local authorities. Local authorities have a critical role to play in supporting young people to access education and training – and therefore in understanding the characteristics and current activity of the young people in their area. The role of local authorities is outlined in their broader participation duties, as well as in their Raising the Participation Age (RPA) related duties.

5.3 The DfE monitors the performance of local authorities in delivering their duties and specifically in their tracking and supporting of 16 and 17 year olds, using data collected by authorities and submitted to the National Client Caseload Information System (NCCIS). NCCIS includes data showing the numbers of young people participating in education or training, those who are not participating, those who are NEET or those whose current activity is not known.

5.4 Local authorities have broad duties to encourage, enable, and assist young people to participate in education, employment or training, In addition, ‘Tracking’ young people’s participation is a key element of the duties. Local authorities are required to collect information about young people so that those who are not participating, or are NEET, can be identified and given support to re-engage. Robust tracking also provides the local authority with information that will help to ensure that suitable education and training provision is available and that resources can be targeted effectively.

5.5 Many of our young people tend to work in the sectors hardest hit economically by the COVID pandemic, such as hospitality, leisure and retail and have been most likely to have either lost roles or the roles that would have been normally been entry level jobs for young people no longer existing .

5.6 Comparing NEET Figures Pre COVID in line with available national figures

5.7 Table one – National and regional figures Dec 2019 and Dec 2020

Month	Slough				South-east			England		
	Not known	NEET	NEET + Not known	Quintile	Not known	NEET	NEET + Not known	Not known	NEET	NEET + Not known
Dec-19	1.1%	3.0%	4.1%	2	5.0%	2.3%	7.3%	5.0%	2.3%	7.3%
Dec-20	0.6%	4.1%	4.7%	2	5.2%	2.4%	7.6%	3.6%	2.7%	6.3%

5.8 In order to compare national figures in line with the DfE it’s important to combine the NEET and the Unknown figures. This is primarily due to a number of authorities no longer tracking young people, thus reporting low levels of NEET’s but high levels of unknown. Slough’s tracking is of high quality and when taken alone operates in the first quintile of local authorities.

When comparing the last available set of national figures as above, taking the joint figure of NEET’s and Unknowns Slough is operating in the 2nd quintile across the country.

Whilst there has been a reduction in our Unknown figure our NEET figure increased by 1.1%. At the time of writing this report the NEET figure has risen to 3.47% which is 136 young people, with a further 45 young people whose status is unknown.

Whilst there has been an increase in the NEET figures for this cohort, it is currently lower than expected. However, sharp increases are expected over the coming year.

Key reasons for the expected increase are as follows:

- Furlough
- Young people not dropping out of education
- Young people choosing to stay in education

5.9 A key barrier to preventing a number of our NEET young people from returning to education, employment and training are the other major issues that they are currently facing in their lives. In reality being supported in facing and overcoming these hurdles are far more of a priority. Many of these young people are in requirement of targeted support to overcome issues of mental health or other key factors and are being supported to address these. Without overcoming some of these hurdles, sustainable education, employment or training is difficult.

5.10 **Actions taken to help support young people back in to education, employment and or training**

5.11 During the COVID period the NEET team have been as inventive as possible in meeting and supporting young people. There has been a significant amount of support with on line face to face interviews as well as where appropriate meeting young people in accessible locations such as parks.

In trying to ensure young people don't become NEET in the first place, the NEET prevention work with identified young people in schools has continued. Again over the year this has taken place either in school or other accessible locations or on line.

The tracking work has remained strong and the team have continued with 'door knocking' when it has not been possible to connect with young people through other mechanisms.

5.12 From April 1st 2021 the NEET team and duties will relocate to sit within the People's Directorate (Children) and the team will be working alongside colleagues from early help. It is envisaged that this will make the support for young people securing the right early help and their return to EET become more seamless.

5.13 The Council has been spearheading the development of a Future Skills Hub which is intended to go live in June 2021. A number of key employers and training providers have already joined the steering group. It is envisaged that as part of this work, young people (and adults) will better be able to see and access the various pathways to employment, education and training. The Skills Hub will be located on the 5th floor of Observatory House and has been developed as a direct response to and as part of the Inclusive Growth Strategy.

5.14 It is envisaged that the pipeline of work coming through regeneration initiative will shortly lead to significant employment opportunities especially in construction. The Skills Hub will be central to linking Slough residents to these opportunities.

5.15 In addition the Skills hub will also provide pathways that will support Slough residents to have better chance of progression through the development of various training pathways that will enhance skills which will address gaps that prevent our residents from currently securing these opportunities

6. **Comments of Other Committees**

- 6.1 This paper has not been presented to other committees; however a specific report relating to young people in care / leaving care will be presented to the Joint Parenting Panel in the near future

7. **Conclusion**

- 7.1 The work undertaken in Slough through a dedicated team supporting young people to either stay in or return to education, employment and or training has been central to us operating at a high level when compared nationally.

- 7.2 The tracking work is off a particular high standard in knowing the EET status of our young people. This really helps us in knowing and targeting those young people who need support.

As many of our NEET young people are facing key issues and challenges in their lives which they need support in overcoming, it is felt that the move of this team to sit with early help will result in seamless support young people to be in EET and make a successful transition in to adulthood.

The creation of the future skills hub is a significant initiative for all Slough residents looking to secure a return to education, employment or training or to secure the skills they need to better their chances of career progression.

8. **Background Papers**

None

This page is intentionally left blank

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children’s Services Scrutiny Panel
16th March 2021

CONTACT OFFICER: Michael Jarrett – Associate Director, Children and Families
(For all Enquiries) 01753 476556

WARD(S): All

PART I
FOR INFORMATION**EARLY YEARS AND CHILDREN’S CENTRE SERVICES****1. Purpose of Report**

To provide an update to the Education and Children’s Services Scrutiny Panel regarding Early Years and Children’s Centre services.

2. Recommendation(s)/Proposed Action**Areas covered throughout this report**

- 2.1 Current position of children’s centre services due to Covid and national legislation
- 2.2 Healthy Early year’s accreditation
- 2.3 Current 2 year old attendance data and plans for renewed focus
- 2.4 Holiday activities and food programme 2021 (HAF) and The COVID Winter Grant Scheme
- 2.5 Early Years Adopters and EYFS reforms
- 2.6 Private and voluntary sector Covid specific updates and attendance.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The [Slough Joint Wellbeing Strategy](#) (SJWS) is the document that details the priorities agreed for Slough with partner organisations. The SJWS has been developed using a comprehensive evidence base that includes the Joint Strategic Needs Assessment (JSNA). Both are clearly linked and must be used in conjunction when preparing your report. They have been combined in the Slough Wellbeing Board report template to enable you to provide supporting information highlighting the link between the SJWS and JSNA priorities.

3a. Slough Wellbeing Strategy Priorities

The work of the Early Years service and the network of children’s centres supports the following priorities of the strategy:

- 1. *Protecting vulnerable children*

2. *Increasing life expectancy by focusing on inequalities.*

3b. **Five Year Plan Outcomes**

- *Outcome 1: Slough children will grow up to be happy, healthy and successful.*

4. **Other Implications**

The Table below must be completed fully for each recommendation from Section 2:

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
Service delivery from Children's Centres due to Covid	<p>Vulnerable children and parents not being seen</p> <p>Parents fearful of returning to large groups</p> <p>High numbers in groups</p> <p>Reviewing offer targets and universal services</p> <p>Increased Vulnerability</p>	<p>Midwifery targeted Yew Tree road CC from 29th April – 26th August 20. Health Visiting new birth visits from Wexham Road CC from 27th July – 4th November 2020. Virtual stay and play weekly.</p> <p>Early years offered. 23rd March – 1st June vulnerable/ Keyworker 1st June –all children. Food bank vouchers issued.</p>	Economic/ financial-risk negligible probability-very low, H&S-risk-marginal, probability-low Legal/regulatory - risk negligible probability very low.	<p>8th March HV clinic at YTR and WR targeted families. 12/4/21 – HV clinic to be offered one day a week am/pm from all 10 CC across</p> <p>Targeted and universal stay and play groups to return from 12th April 21 (capped at 15) across the 10 centres.</p> <p>Targeted breastfeeding support group Chalvey grove.</p>
Healthy Early years accreditation	<p>Increase in obesity in children, sedentary behaviour, and lack of access to professionals.</p> <p>1 in 5 children start school as overweight or obese.</p> <p>3rd of 5years olds and quarter 3year olds suffer with dental decay.</p>	Healthy early years kite mark launched in January 21, focus on healthy inequalities and will support settings to establish best health improvement practice,	2 Economic/ financial- risk negligible probability-very low	10 Children's centres undertaking Kite Mark. 9 PVI settings 2 Childminders 3 Nursery Schools.

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
Current 2year old attendance data and plans for renewed focus	<p>Vulnerable children and parents are not seen.</p> <p>Parents fearful of returning or accessing early years provision.</p> <p>Opportunities to engage new families.</p>	<p>Early years providers are offering Covid secure arrangements</p> <p>Families identified on the DWP list are contacted regularly</p>	2 Economic / financial- risk negligible probability-very low	Marketing material will specifically target families with 2 year olds and will cover parental concerns regarding accessing early years provision due to Covid.
Holiday Activities and Food Programme & Winter Grant programme	<p>Children eligible for FSM are not engaged in activities during the holidays and do not have access to healthy, nutritional food.</p> <p>Opportunities to engage potentially vulnerable children during periods of time where they would otherwise not be seen which also supports them to have greater knowledge of health and nutrition</p>	Eligible families have had access to the Winter Grant voucher scheme during the holiday period.	2 Economic / financial- risk negligible probability-very low	<p>Providers delivering the HAF programme will be encouraged to offer places to FSM children and private paying.</p> <p>Marketing materials will be widely shared.</p> <p>The steering group encourages partnership working and the inclusion of schools to identify eligible families.</p>
Early years adopters and EYFS reforms	<p>7 EA schools in Slough. support</p> <p>Various termly EY fora provide networking, discussion & key messages about EY reforms.</p>	<p>S2S support facilitated networking & training with an external consultant.</p> <p>QCL team attended DfE training (Feb 21)</p> <p>Targeted information & training to be provided in the summer term 2021</p> <p>Senior EY advisory teacher</p>	2 Economic/ financial- risk negligible probability-very low.	Sharing of information and training across the EY sector and relevant partners.

		lead moderation & support.		
Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
Private and voluntary sector Covid specific updates	<p>Applying Covid-19 DfE guidance</p> <p>Home learning support for children not attending</p> <p>Furlough and some staff loss across the sector due to reduced numbers</p> <p>Self-employed grant scheme used by some childminders</p> <p>Sustainability of settings</p>	<p>Support from QCL team</p> <p>STEER materials available online for EY settings and families</p> <p>Maintained training offer to sector (online)</p> <p>Various grants accessed by settings</p>	2 Economic/ financial- risk negligible probability-low	Support from QCL team through visits, PIPs and FIPPs to ensure quality of provision and practice

(a) Human Rights Act and Other Legal Implications

There are no Human Rights Acts implications.

5. **Supporting Information**

5.1 **Services being offered from children's centres:**

- Early years and Childcare for vulnerable children and the children of key workers has been offered at Penn Road Children's Centre from 23rd March to 1st June as the Hub. The 9 other children's Centres opened alongside national guidance on 1st June until current date. Occupancy has remained around 70% during this period but expected to rise to 85% from 8th March.
- Midwifery clinic delivered targeted services to new and expectant mothers between April 20 – August 20
- Health visiting targeted service at Yew Tree Road and Wexham Road June 20 – current day.
- Virtual stay and play groups delivered weekly.
- Food bank vouchers issued week during the national lock down period ranging from 3-4 families per week.
- Universal services to be delivered from all children's centres from 12th April. Focusing on Health, wellbeing and economic support.

5.2 **Healthy Early Years accreditation Kite Mark**

- Accreditation launched in January endorsed by public health. Participation of settings in Slough enrolled currently: 10 Children's Centres, 9 PVI settings, 3 nursery schools and 2 childminders.

5.3 **Current 2 year old attendance data and plans for renewed focus**

- Slough has a statutory duty to secure a free entitlement place for every eligible child in the area. Slough Early Years Service manages this duty on the authority's behalf. (Childcare Act 2006 and 2016)
- The DWP list November 2020 showed 814 families potentially eligible for 2 year old funding (*table 2 year old funding 2020/21*)
- As a result of COVID, the numbers of 2 year old children who actually took up their funded early education place has reduced significantly
 - Summer 2020 funding claim 336, actual average attendance 31 this equates to 305 children accessing home learning.
 - Autumn 2020 funding claim 370, actual average attendance 237 this equates to 133 children accessing home learning.
 - Spring 2021 prelim funding claims 282, actual average attendance 179 this equates to 103 children accessing home learning and 503 children not accessing any form of early education.
- The local authority has a renewed focus on raising awareness of funded 2 year old provision and have developed a robust communications and marketing plan which will be rolled out during March and April 2021. We have reviewed our partnership arrangements with health colleagues, job centre plus and social care.

5.4 **Holiday and Activities Food Programme 2021 (DFE funded)**

- School holidays can be particular pressure points for some families because of increased costs (such as food and childcare) and reduced incomes. For some children that can lead to a holiday experience gap - with children from disadvantaged families less likely to access organised out-of-school activities; more likely to experience 'unhealthy holidays' in terms of nutrition and physical health; and more likely to experience social isolation.
- Free holiday clubs are a response to this issue and evidence suggests that they can have a positive impact on children and young people and that they work best when they provide consistent and easily accessible enrichment activities, for more than just breakfast or lunch, and when they involve children (and parents) in food preparation.
- In 2021, the DfE will be providing grant funding to local authorities to coordinate free holiday provision - including healthy food and enriching activities - for children who receive benefits-related free school meals (FSM). It will of course be optional for eligible children to attend this provision if they wish.
- In Slough there are approximately 5,000 children eligible for FSM
- The DfE also encourage local authorities to make the holiday clubs available to any children not eligible for free school meals, who can pay to attend.
- Slough Borough Council has begun working with a range of providers (private, voluntary, independent, charities) to offer places where children will:

- a) eat more healthily over the school holidays;
- b) be more active during the school holidays;
- c) take part in engaging and enriching activities which support the development of resilience, character and wellbeing along with their wider educational attainment;
- d) be safe and not to be socially isolated;
- e) have greater knowledge of health and nutrition; and
- f) be more engaged with school and other local services.

- **The COVID Winter Grant Scheme** was made available during December 2020 to support children and families most in need across England with the cost of food, energy (heating, cooking and lighting), water bills (including sewerage) and other essentials.
- The aim was to give vulnerable households peace of mind in the run up to Christmas and over the winter months (inc February half term) during the pandemic by helping those who need it to have food on the table and other essentials, so every child would be warm and well-fed during the winter.
- Every qualifying child was eligible for a £30 payment, and we worked with early years providers, social care and the Early Help Hub to ensure that all eligible children and their families received the award.
- Children qualifying for this grant were:
 - those in receipt of Early Years Pupil Premium
 - those in receipt of 2 year old funding.
- The COVID Winter Grant was also available and distributed to eligible families during February half term 2021 to the sum of £15 per child.

5.5 **Early Years Curriculum, early adopters and EYFS Reforms**

- Seven schools in Slough have been identified as Early Adopter Schools and have been using the revised framework. Local collaboration and support has been established by the network of schools – accessing training with an external consultant and the early years advisory teacher leading moderation in Slough.
- Some of the common issues have been the challenge with making assessments, particularly tracking as no national ‘commercial’ system in place to support this. The early adopter schools will be part of the LA training to the wider sector in summer term ready for September 21 roll out.
- Our advisory teachers attended a DfE LA event which informs Slough’s training schedule to share information and good practice across the EY sector; including schools SLTs, Governors and practitioners; including child minders and PVI settings.

5.6 **Private and voluntary sector Covid specific updates**

- The early years advisory team have provided support to all early years providers; settings and childminders, through weekly contact calls (@4900 calls during pandemic) and emails to address individual support of their provision and practice, including managing risk assessment and adapting

their provision and practice inline with the Government guidance for CV19, and, advice and recommendations for supporting families and carers with home learning for the children not attending during lockdown.

- The early years advisory team have discussed with early years settings their risk assessments, procedures and policies to manage potential and positive COVID cases, and how cases are reported. They have ensured they have the correct information from the DfE and PHE and addressed issues raised from their Health and Safety Covid-19 compliance calls.
- The early years advisory team have delivered training and network support to the early years sector via online training; and included the issues relating to Covid-19 and their provision and practice.
- Information has been shared through weekly news bulletins and the use of social media across the early years sector and families across Slough.
- The early years advisory team worked with the Children's Centres and Maintained Nurseries to create a collection of resources made available online and through the Link – and included; Bursts for Learning, STEER materials, Social Stories, Outdoor Learning and assessment, good practice to the early years sector and families across Slough.
- <https://thelink.slough.gov.uk/news/covid-19-latest-updates-schools-early-years-and-fe-providers>
- <https://www.slough.gov.uk/early-years-childcare/support-together-early-education-resources-steer/1>
- The early years SEND service provided support and advice to the early years for children who have identified SEND needs and facilitated assessment, IEPs, individual behaviour plans and risk assessments. They enabled access to Early Years Inclusion funding to meet individual children's needs.
- Early years SEND and the Early Help Hub has continued to meet virtually during lockdown to allocate children to the specialist SEND advisory teacher support team for support from referrals made by the Child Development Centre.
 - between December 2020 and March 2021 total 33 children
- Since the first lockdown in March 2020 the support for families with children with identified SEND has moved to virtual; parents have been supported through weekly calls and advised of strategies for supporting their child at home, the specialist teachers and parents agreed and reviewed IEP targets regularly so that progress was monitored. The use of video calls has enabled the completion of baseline assessments for new children.
 - March to December 2020, 42 children received weekly support; 21 of which supported to transition to school/settings during the autumn term and 10 children supported through statutory assessments
 - January to February 2021, 26 children received support weekly
 - March 29, children remain on caseload for support.
- During the summer term 2020 transition support was put into place for children due to start in their settings in September 2020 mainly through virtual meetings, with parents and the identified settings and schools. Due to the

impact of COVID restrictions a number of children were delayed in joining their new settings and received continued support by the specialist SEND advisory teachers with planned gradual handover to the schools/settings once children were able to start.

- Parents have been signposted and supported to access information including the family fund, DLA, free school meal vouchers for older siblings, ensuring they have had access to and understood government information in regards to Covid-19.
- The specialist teachers have provided information and support to parents with children where it was deemed appropriate to make a request for statutory assessment and complete the 20 week process.
- Due to the complex medical needs of some of the children identified to the specialist advisory teachers, provision has been reviewed and deemed appropriate to provide virtual support through individual calls and video call groups alongside the face to face groups in the children's centres once these reopen following the COVID restrictions being lifted due to their ongoing vulnerabilities.
- The early years service has monitored attendance on a weekly basis; Actual participation rates during the autumn term 2020 significantly increased and from the start of February 2021 more children gradually returned to their provision. (*graph attendance June 2020 – February 2021*)
- From the period October 2020 and February 2021 there were two half term school holidays where a number of providers closed as they normally would at this time of year, due to being term time only provision.
- Attendance data gathered during February 2021 has shown a gradual rise in the number of children attending early years settings.

6. **Comments of Other Committees**

This report is intended to update panel members in relation to initial questions.

7. **Conclusion**

This report is intended to update panel members in relation to initial questions.

8. **Appendices Attached**

'A' – Table: 2 year old funding 2020/21

'B' – Graph: Attendance during the Coronavirus pandemic June 2020 – February 2021

9. **Background Papers**

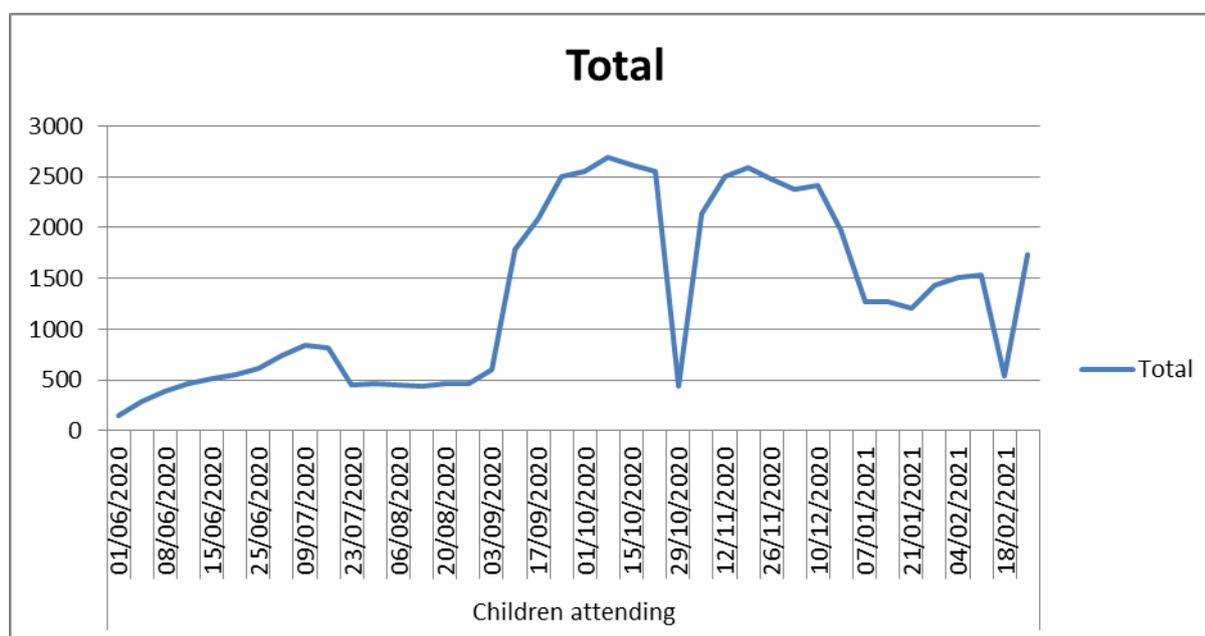
None

2 year old funding 2020/21

	Participation	% take up	DWP
Autumn 2017	443	51%	869
Spring 2018	443	53%	836
Summer 2018	424	50%	840
Autumn 2018	458	54%	851
Spring 2019	446	56%	804
Summer 2019	464	55%	847
Autumn 2019	452	57%	795
Spring 2020	418	57%	731
Summer 2020	336	45%	754
Autumn 2020	370	45%	824
Spring 2021	282 Prelim	36%	785

Appendix B

Attendance during the Coronavirus pandemic June 2020 – February 2021



This page is intentionally left blank

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel
DATE: 16th March 2021

CONTACT OFFICERS: Michael Jarrett, Associate Director, Children and Families,
(For all Enquiries) (01753) 476556

WARD(S): All

PART I**FOR INFORMATION****PARENTING IN SLOUGH – A MULT I-AGENCY STRATEGY****1. Purpose of Report**

This report provides an update of the work underway as part of the Multi-Agency Parenting Strategy for Slough.

The report provides a more detailed overview of the key areas of development including the:

- Finalisation of the multi-agency Parenting Strategy for Slough
- Implementation of Slough's Parenting Offer
- Continued roll out of training opportunities across the system.

The multi-agency parenting strategy has been published and available on the Slough Borough Council website (see appendix 1)

2. Recommendation(s)/Proposed Action

The committee is asked to note and comment as appropriate on the work that has been undertaken amongst key stakeholders and partners to develop the multi-agency strategy.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The [Slough Joint Wellbeing Strategy](#) (SJWS) is the document that details the priorities agreed for Slough with partner organisations.

3a. Slough Joint Wellbeing Strategy Priorities

The Slough Joint Wellbeing Strategy aims to improve the health and wellbeing of the local community and reduce inequalities for all ages across the borough. It uses the JSNA as its evidence base. *Priority 1: Protecting vulnerable children. Additionally the Parenting Strategy has a focus on Improving the wellbeing of slough's residents (parents, carers & families), so links to the priority 3.*

3b. Five Year Plan Outcomes

The work of the Multi-agency parenting strategy contributes to the following outcomes in the Council's Five Year Plan: <http://insite/media/3558/five-year-plan-2019-2024.pdf>

1. *Slough children will grow up to be happy, healthy and successful*
2. *Our people will be healthier and manage their own care needs.*

4. **Other Implications**

(a) Financial - There are no financial implications

(b) Risk Management- None

(c) Human Rights Act and Other Legal Implications - None

(d) Equalities Impact Assessment - None

(e) Workforce: Following an initial 6 month secondment for a Strategic Parenting Officer which concluded March 31 2020, the offer is now overseen by a senior coordinator in the Early Help Hub.

5. **Supporting Information**

Background to the development of Slough's Multi-agency Parenting Strategy

- 5.1 The national emphasis on Parenting is driven by statutory guidance such as *Working Together* (2018), alongside evidence from research such as the Allen (2011) and Munro (2011) reviews, and fits within the context of the national Troubled Families programme (known in Slough as The Strengthening Families programme). The strategy also recognises evidence which supports the claim that good quality parenting can help to address the structural causes of poverty, and is one of the key elements of sustaining families' social mobility (All Parliamentary Group Report, 2015).
- 5.2 Government guidance requires local authorities to adopt a multi-agency approach to supporting parents and families and promoting inter-agency co-operation to improve the welfare of children. Services should also focus on improving family functioning and building the family's own capacity to solve problems; this should be done within a structured, evidence-based framework (*Working Together* 2018).
- 5.3 Our local data taken from the Joint Strategic Needs Assessment, 2018 (JSNA) and Slough Joint Wellbeing Strategy 2016-2020 provides a strategic overview of trends in Slough, and a clear understanding of the factors that influence local needs of parents and families.
- 5.4 Some of the cross cutting headlines relevant to Early Help include the following:

With a population of approximately 149,000, Slough Borough Council (SBC) is made up of a significantly younger than average population compared to any of the south east local authorities – approximately 42,589 (**28%**) under 18s.

• **39.2%** of all households contain dependent children - this is the third highest proportion across England and Wales.

- Slough is one of the most ethnically diverse areas outside of London with **44.4%** of the population identifying as White British or White Other, **39.7%** Asian or British Asian, **8.6%** Black or Black British, and **3.4%** as mixed heritage.
 - Slough ranks 78 out of 152 for deprivation amongst upper tier authorities. **18.5%** of children under 16 live in low-income families in Slough.
 - Compared to the South East, Slough has relatively low employment (**78.5%**) and high economic inactivity (**22%**).
 - At **5.4%**, family homelessness is significantly worse in Slough than national (**2.4%**) and regional (**2%**) averages.
- 5.5 Across Slough, parenting has been identified as a priority and is a recurring theme in the majority of Strengthening Families and Early Help cases. In addition, feedback from schools in recent audits identified parenting as a significant issue. Parents within the Strengthening Families programme often manage a range of issues that are likely to affect their inter-parental relationship and their parenting capacity.
- To date, we have successfully trained 20 practitioners from various roles across the Borough including SCST, EH, Local Safeguarding Partnership Board, Getting Help Team (BHFT), Homestart, Montem Academy, Lynch Hill Primary, St Ethelberts, Lea Nursery, SEBMAT and the NEET team. As a result, course delivery will start at the end of April 2021.
 - Training for Cohort 2 will begin at the end of April 2021 building further capacity across the system
 - In addition, 6 members of the Early Help team are being trained in Parenting Interventions at the University of Reading and will be ready to deliver the Incredible Years Programme from September 2021
- 5.6 From April 2015 to March 2020 – Slough had successfully worked with 877 families under the Troubled Families Programme who have all made sustained and significant progress during their interventions with Early Help and / or the Slough Children’s Services Trust.
- 5.7 From April 2020 to March 2021 – Slough has met its (Government set) yearly target of working with 211 families under the Strengthening Families Programme (formerly Troubled Families) with each family making sustained and significant progress following intervention.
- 5.8 All 211 families under the programme presented initially with ‘child in need’ issues however a secondary issue or more was also detected in all families. These secondary issues were mainly around health (39%) and/ or domestic abuse / parental conflict (39%) in the family household followed by concerns around ‘improving living standards’ (14%), ‘staying safe in the community’ (5%) and ‘getting a good education/ skills for life’ (3%).
- 5.9 Additionally, based on data for April 2020, the Slough Children’s Services Trust – Front Door received 751 contacts relating to children and of those contacts 316 (**42%**) could be classed as issues caused by parental factors (DA against parent/carer, abuse / neglect) and behaviour (Socially Unacceptable Behaviour).

5.10 Parenting in Slough – A Multi-agency Strategy, relates to families with children aged 0-25 (including SEND) and essentially aims to drive good professional practice and improve outcomes for families and parents in Slough. The strategy sets out our vision, the local and national agenda, our parenting offer, and what we are aiming to achieve (our priorities) in Slough. The Strategy is available at appendix 1 –:

5.11 The strategy action plan (available at Appendix 2) has been established with key partners/stakeholders and outlines the key actions and processes to ensure the successful implementation of the strategy/parenting offer.

5.12 **Key Priorities for Implementation**

- **Early intervention and Prevention** - Resources will focus on meeting families' needs at the earliest point. The purpose of the parenting offer is to deliver the right level of parenting support to parents who require it at the earliest possible time, before problems and issues become entrenched. By supporting parents early, it is anticipated that outcomes will be more positive, ultimately reducing the need for statutory involvement/intervention.
- **Co-ordinated Multi-Agency Approach** – A co-ordinated and integrated approach to service delivery is planned to support parents, carers and families. Partner agencies will share information and best practice to ensure a holistic parenting offer is provided in Slough. We are developing referral pathways and processes for parents/carers, ensuring that access to support is timely and appropriate. Service delivery will utilise the skills and expertise of practitioners across services to match delivery with individual expertise and need.
- **Quality Standards** – Clear, consistent quality standards for family and parenting support is being established. Practitioners are being trained as Train the Trainer for nationally recognised evidence based programmes. Service delivery will be quality assured to ensure a continuum of desired standards. We will ensure that that support is needs-led rather than being responsive to availability. We are developing a quality standards framework for Slough which contains a core set of competencies and knowledge/skills/experience for workers.
- **Participation** – Wherever possible parents and carers will be involved in the planning and delivery of services. We intend to involve families in the decisions made about their support, to increase their level of participation with services, and ensure that interventions offered are relative to their needs. Families' experiences and opinions are essential to achieving effective feedback. By taking a 'whole family' approach, the voice of the child and family will define the effectiveness of our service delivery and the development of our future provisions.
- **Accessibility and Engagement** – A needs led approach is key to delivering appropriate and effective provisions. We are sourcing a range of methods to ensure families can access the entirety of the support provision, especially families with complex needs or who are hard to reach through traditional

approaches. For example, providing transport and access to childcare services, ensuring provisions offered are run at suitable times of the day and accessing translation services where required and in order to deliver under the current COVID restrictions, training has been delivered to practitioners online with a plan to deliver online and also face to face subject to the implementation of the government's road map.

- **Workforce** – Workers providing family and parenting support will be adequately competent, confident, experienced and qualified. Training for practitioners is relevant, planned, coordinated and appropriately resourced. Practitioners accessing training for evidence based parenting programmes commissioned by SBC, have completed Expressions of Interest (available at Appendix 3) affirming their competencies, experience, skills and commitment to future co-delivery. Management feedback and ongoing support processes are established to improve standards of delivery via A Memorandum of Understanding (available at Appendix 4) which underpins the role, responsibilities, and expectations that partner agencies will be signing up to as part of their commitment to the multiagency parenting strategy.

5.13 Tools used and Guidance resourced to aid the development of the Slough Parenting Offer includes:

- National/statutory guidelines – Parenting as a national priority
- NICE (2011) Guidelines (social learning, attachment, CBT approaches)
- EIF recommendations for evidence based programmes
- Statistical Neighbours Data
- Tried and tested via local authorities (East Berkshire and across the region)
- Audit of current provisions and identified gaps
- Parental feedback.

5.14 A range of evidence-based, accredited and universal parenting programmes have been incorporated into Slough's Parenting Offer forming part of the strategy. The Parenting Offer for Slough in its current form is available at Appendices 5, 6 and 7.

5.15 The illustration below briefly outlines work undertaken to date and plans beyond the current status of the offer:

What's been done (November–December 2019)	We are currently working on: (January–February 2020)	Next Steps - plans / timelines (March 2020 onwards)
<ul style="list-style-type: none"> • Co-funders / co-delivery partners identified • Formation of Parenting Strategy Task & Finish Group • Task & finish group terms of reference & action plan shared • Audit of current parenting provisions in Slough (ongoing) • Distribution of parent survey • Gaps / needs analysis • Commissioning plan for evidenced based/bespoke parenting programmes • Procurement business cases submitted • Development of Slough's parenting offer (universal-targeted provisions) • Draft Parenting Strategy produced • Workforce development plan for co-delivery of provisions 	<ul style="list-style-type: none"> • Development of: referral process / pathway; a single parent screening tool; generic parenting offer 'evaluation tool' • Identification of Parent Champions across services • Roll out of 'Reducing Parental Conflict' training (evidence based) for staff across partner services. Includes Train the Trainer. • Development of Solihull Antenatal online programme • Training schedule for Triple P Train the Trainer programme across workforce • Service Level Agreement to be shared across partners as part of the multi-agency delivery plan • Finalising Slough's parenting offer • Implementation of parent 'drops ins' across Slough's children's centres • Publicity material & webpage development for Slough's parenting offer 	<ul style="list-style-type: none"> • Official launch of parenting strategy / offer & website • Implementation of evidenced based parenting programmes – Triple P, Reducing Parental Conflict, accredited and bespoke programmes i.e. Browns, Family Links etc. (phased implementation). • Implementation & monitoring of: referrals; referral systems & screening process • Implementation of robust monitoring and evaluation processes to assess impact and outcomes of programmes and interventions • Review outcomes (qualitative & quantitative) of provision delivery to measure impact, future development areas • Continued work with multiagency partners & workforce development including Train the Trainer

6. Comments of Other Committees

This work was tabled at ECS, March 2020.

7. Conclusion

- 7.1 The multi-agency Parenting Strategy was developed to drive good professional practice and improve family outcomes across Slough. The strategy sets out our vision, the local and national agenda, our parenting offer and our priorities for implementation.
- 7.2 The Parenting offer was developed to ensure services and support was accessible at all levels – from universal to targeted support and for families with children aged 0-19 (up to 25 for SEND).

8. Appendices

Appendix 1 Parenting in Slough: A Multi-agency Strategy	Parenting in Slough: A Multi-agency Strategy
Appendix 2 Strategy Action Plan	 Action Plan.docx
Appendix 3 Expression of Interest	 Expression of Interest (Triple P) V3.
Appendix 4 Memorandum of Understanding	 Parenting in Slough -Memorandum of Und
Appendix 5 Parenting Offer - A Guide for Practitioners	 Parenting Offer Grid - For Practitioners.do

<p>Appendix 6 Parenting Offer – A Guide for Parents/Carers</p>	 <p>Parenting Offer Grid - Guide for Parents.c</p>
<p>Appendix 7 Parenting Support – Useful Contacts & Online Resources</p>	 <p>Parenting Support - Useful Contacts & On</p>

This page is intentionally left blank

SLOUGH BOROUGH COUNCIL

REPORT TO: Education & Children’s Services Scrutiny Panel

DATE: 16th March 2021

CONTACT OFFICER: Tiran Khehra, Policy Insight Analyst
(For all Enquiries) (01753) 875560

WARDS: All

PART I
FOR COMMENT & CONSIDERATION**DRAFT TERMS OF REFERENCE FOR THE EMPLOYMENT, SKILLS AND COVID-19, TASK AND FINISH GROUP****1. Purpose of Report**

- 1.1 For the Education and Children’s Services Scrutiny Panel (ECS Scrutiny Panel) to comment on the draft terms of reference for the new task and finish group; Employment, Skills and COVID-19.

2. Recommendations/Proposed Action

- 2.1 That the Panel review the current draft and propose any comments or suggestions to the terms of reference or the task and finish group. .

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**3.a Slough Joint Wellbeing Strategy Priorities**

The Council’s decision-making and the effective scrutiny of it underpins the delivery of all the Joint Slough Wellbeing Strategy priorities. The ECS Scrutiny Panel, along with the Overview & Scrutiny Committee and other Scrutiny Panels combine to meet the local authority’s statutory requirement to provide public transparency and accountability, ensuring the best outcomes for the residents of Slough.

The new task and finish group will support the following SJWS priorities:

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities
3. Improving mental health and wellbeing

The work of the new task and finish group will assist the ECS Scrutiny Panel in identifying the gaps in skills and employment as a result of COVID-19. The

findings and recommendations will help plan the forward work programme for the ECS and the council's strategic planning.

3b. **Five Year Plan Outcomes**

The long term impact reflects the priorities of the Five Year Plan, in particular the following:

- Slough children will grow up to be happy, healthy and successful
- Slough will be an attractive place where people choose to live, work and stay
- Slough will attract, retain and grow businesses and investment to provide opportunities for our residents

4. **Other Implications**

(a) Financial

There are no financial implications of proposed action of approving the terms of reference.

(b) Risk Management

None

(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act Implications.

(d) Equalities Impact Assessment

None

5. **Supporting Information**

- 5.1 The new joint working scrutiny group which looks at the issues brought to light by COVID-19 have identified the need to assess the impact the pandemic has had on resident's employment and skills.
- 5.2 The joint-working group agreed the a new task and finish group should be set to investigate the impact COVID-19 has had on Slough residents with furlough, redundancies, employment rates, the change in skillset required, increase in universal credit claimants etc. The group decided findings should be presented to the ECS and recommendations to be made to Cabinet.
- 5.3 The group will be holding evidence gathering workshops and proposed recommendation workshops.
- 5.4 The group will be led by Cllr Basra, Chair of the ECS.

6. **Conclusion**

- 6.1 This report is intended to provide the ECS Scrutiny Panel with the opportunity to comment on any known gaps, challenges and make any amendments it feels are required.

7. **Appendices Attached**

A – Terms of Reference (Draft)

8. **Background Papers**

None.

Education and Children's Services Scrutiny Panel Work Programme 2020/21

THEMES FOR 2020/21 DEVELOPMENT:

- Theme 1- Training & Skills Development
- Theme 2- COVID-19 Impact on Education

Potential Task and Finish Group / Site Visits:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Windsor Forest Group/ Colleges on their offer • Solutions for Health (0-19 Service) | <ul style="list-style-type: none"> • Osbourne • Apprenticeships |
|--|---|

Meeting Date:

21st October 2020
Theme 1

- Update on SBC's offer with apprenticeships (Inclusive Skills Growth Strategy)
- Community Learning and Skills
- Training Provider- JGA Developing Futures

3rd December 2020
Theme 1

- Creative Academy
- Youth Offer
- Slough Academy

4th February 2021 Theme 1 & 2
<ul style="list-style-type: none"> • NEET- Comparison figures on pre-COVID19 and during/post COVID19 <p>Impact of COVID-19 on Education:</p> <ul style="list-style-type: none"> • Learning Gaps in Primary and Secondary Schools • Safeguarding Children • Annual Education Standards report 2018/19 (due to 2020 exam cancellations there will be no performance tables)
16th March 2021 Theme 2
<p>Impact of COVID-19 on Social Care</p> <ul style="list-style-type: none"> • Early Years- Children Centres, staffing, families etc. • The Trust- Vulnerable children, CIP, CIN, staffing, resources • Parenting in Slough, Multi-Agency Strategy- Michael Jarrett • Youth Offending Report
20th April 2021 Statutory Reports
<ul style="list-style-type: none"> • Slough Children's Services Trust Annual Report. • Progress made since Ofsted ILACS inspection* • Corporate Parenting Panel Annual Report
Outstanding/Pending Items
<ul style="list-style-type: none"> • Training- Employment skills and Learning Opportunities Post-16 (<i>focus on performance, outcomes for Slough students</i>): <ul style="list-style-type: none"> - Further Education Offers - Kick-Start - Local employer engagement

This page is intentionally left blank

Employment, Skills and COVID-19, Task and Finish Group Terms of Reference

1. Purpose

To bring together scrutiny members from across all panels to identify the impact COVID-19 has had on Slough resident's skills and employment, and to put forward recommendations to help bridge the gap pre-COVID.

2. Responsibility

The group will:

- a. Identify the current processes in place that provide support to Slough residents in terms of skills, upskilling and employment. This would require reviewing the council's current policies and projects.
- b. Identify the current challenges to skills and employment in Slough due to the pandemic.
- c. Hold evidence gathering workshop with specialist support officers (DWP, NEET, Slough Academy, the voluntary sector and other partners).
- d. Identify areas requiring further investigation or consideration.
- e. Present recommendations and proposed policy/project changes to Cabinet.

3. Principles

- a. To provide effective oversight of the Employment, Skills and COVID-19 task and finish group.
- b. To steer workshops held with all support officers and partners.
- c. To provide an opportunity for ECS scrutiny members to contribute towards any recommendations.
- d. To provide further support for the Cabinet in its response to COVID recovery.

4. Membership

- 4.1 Membership will be comprised from all scrutiny members. The membership of the task and finish group will be as follows:

Scrutiny
Chair, Cllr Basra, Chair Education and Children's Services Scrutiny Panel.
Cllr Hulme
Cllr Gahir
Cllr Qaseem
Cllr Ali

- 4.2 Members may resign at any time by giving written notice to the Chair.

5. Charing

5.1 The current Chair of the Education and Children's Services will chair meetings and workshops.

6. Meetings

6.1 The task and finish group shall schedule meetings as frequently as required.

6.2 Members will be notified of the date, time and venue of each meeting by email. Meetings shall be held at such dates, times and venues, as the Chair and members deem convenient.

6.3 The Task and Finish Group understands this will be lengthy investigation which require many meetings for evidence gathering with various stakeholders and this information be then need to be discussed amongst members of the group.

6.4 Any member with an interest in an item under discussion shall be expected to declare their interest at the start of the meeting.

6.5 Meetings will not take place in public and any information disclosed in reports will be treated as confidential.

7. Decisions

7.1 Decision making will be achieved through consensus reached amongst those members present. If a consensus is not reached, members would vote to reach to a decision.

7.2 Decisions to be reported to ECS and then Cabinet. Recommendations should also be taken to the Regeneration Economy and Skills Board.

8. Quorum

8.1 Meetings will be deemed quorate if at least three members of the working group are present and in no case shall the quorum for the working group be less than three.

8.2 Where a meeting is inquorate those members in attendance may meet informally but any decisions taken shall require appropriate ratification at the next quorate meeting of the task and finish group.

9. Administration

9.1 The Policy Insight Team will be responsible for organising group meetings, and for conducting additional research and analysis as required.

9.2 Attendance at meetings and access to the minutes will be restricted to members of the group.

9.3 Requests from non-members to view the minutes and/or attend the meetings as observers will be considered based on a case by case basis.

10. Dissolution

Members have the right to dissolve the group at any time deemed fit by members.

DRAFT

This page is intentionally left blank

SLOUGH BOROUGH COUNCIL

REPORT TO: Education & Children’s Services Scrutiny Panel

DATE: 16th March 2021

CONTACT OFFICER: Tiran Khehra, Policy Insight Analyst
(For all Enquiries) (01753) 875560

WARDS: All

PART I
FOR COMMENT & CONSIDERATION

EDUCATION & CHILDREN’S SERVICES SCRUTINY PANEL
2020– 21 WORK PROGRAMME

1. **Purpose of Report**

1.1 For the Education and Children’s Services Scrutiny Panel (ECS Scrutiny Panel) to discuss its current work programme.

2. **Recommendations/Proposed Action**

2.1 That the Panel review the current work programme for the 2020-21 municipal year, and propose future topics for scrutiny as appropriate.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3.1 The Council’s decision-making and the effective scrutiny of it underpins the delivery of all the Joint Slough Wellbeing Strategy priorities. The ECS Scrutiny Panel, along with the Overview & Scrutiny Committee and other Scrutiny Panels combine to meet the local authority’s statutory requirement to provide public transparency and accountability, ensuring the best outcomes for the residents of Slough.

3.2 The work of the ECS Scrutiny Panel also reflects the priorities of the Five Year Plan, in particular the following:

- Slough children will grow up to be happy, healthy and successful

4. **Supporting Information**

4.1 The current work programme is based on the discussions of the ECS Scrutiny Panel at previous meetings, looking at requests for consideration of issues from officers and issues that have been brought to the attention of Members outside of the Panel's meetings.

4.2 The work programme is a flexible document which will be continually open to review throughout the municipal year.

5. **Conclusion**

5.1 This report is intended to provide the ECS Scrutiny Panel with the opportunity to review its upcoming work programme and make any amendments it feels are required.

6. **Appendices Attached**

A - Work Programme for 2020 - 21 Municipal Year

7. **Background Papers**

None.

**4th February 2021
Theme 1 & 2**

THEMES FOR 2020/21 DEVELOPMENT:

- Theme 1- Training & Skills Development
- Theme 2- COVID-19 Impact on Education

Potential Task and Finish Group / Site Visits:

- | | |
|---|--|
| <ul style="list-style-type: none">• Windsor Forest Group/ Colleges on their offer• Solutions for Health (0-19 Service) | <ul style="list-style-type: none">• Osbourne• Apprenticeships |
|---|--|

Meeting Date:

**21st October 2020
Theme 1**

- Update on SBC's offer with apprenticeships (Inclusive Skills Growth Strategy)
- Community Learning and Skills
- Training Provider- JGA Developing Futures

**3rd December 2020
Theme 1**

- Creative Academy
- Youth Offer
- Slough Academy
- Ofsted Report on Social Care

<ul style="list-style-type: none"> • Attendance- Focusing on Elective Home Education • The Trust's Performance • The Draft Threshold Document
16th March 2021 Theme 2
<ul style="list-style-type: none"> • NEET- Comparison figures on pre-COVID19 and during/post COVID19 • Parenting in Slough, Multi-Agency Strategy • Early Years and Children's Centres • ToR- Employment, Skills and COVID-19 Task and Finish Group
20th April 2021 Statutory Reports
<ul style="list-style-type: none"> • Slough Children's Services Trust Annual Report • Youth Offending Report • Positive changes to the commissioning and delivery of our Children and Adolescent Mental Health Service (CAMHS) Tier 4 provision in Berkshire • Complaint's Report from SCST • Annual Safeguarding Report on Social Care
Outstanding/Pending Items
<ul style="list-style-type: none"> • Training- Employment skills and Learning Opportunities Post-16 (<i>focus on performance, outcomes for Slough students</i>): <ul style="list-style-type: none"> - Further Education Offers - Kick-Start - Local employer engagement - Late autumn Annual outcomes

MEMBERS' ATTENDANCE RECORD

EDUCATION & CHILDREN'S SERVICES SCRUTINY PANEL 2020 – 21

COUNCILLOR	MEETING DATES					
	16/07/2020	21/10/2020	03/12/2020	04/02/2021	16/03/2021	20/04/2021
Ajaib	P	P	P	P		
Basra	P	Ap	P	Ap		
Begum	P	Ab	P	P		
A Cheema	P	P	P	P		
P Kelly	P	P	P	P		
N Holledge	P					
A Sandhu	Ap	Ap	Ab	P		
Sarfraz	Ap	Ap	P	Ap		
Qaseem	P	P	P	Ap		

P = Present for whole meeting
Ap = Apologies given

P* = Present for part of meeting
Ab = Absent, no apologies given

This page is intentionally left blank