

LONDON BOROUGH OF CAMDEN	WARD: ALL
REPORT TITLE: Joint Annual report of the Cabinet Members for Best Start in Life and Young People and Cohesion	
REPORT OF: Cabinet Members for Best Start in Life & Young People and Cohesion	
FOR SUBMISSION TO: Children, Schools and Families Scrutiny Committee	DATE: 23 October 2018
<p>SUMMARY OF REPORT:</p> <p>The Cabinet Member for Best Start in Life and Young People and Cohesion will provide the Committee with their annual report for discussion</p> <p>Local Government Act 1972 – Access to information:</p> <p>No documents that are required to be listed were used in the preparation of this report.</p> <p>Contact Officer: Chris Douglas, Senior Policy and Projects Officer Strategy and Change Corporate Services, Tel: 020 7974 2977 email: chris.douglas@camden.gov.uk</p>	
<p>RECOMMENDATIONS: Children, Schools and Families Scrutiny Committee is asked to:</p> <p>(i) Note and comment on the report.</p>	
<p>Signed</p> <p></p> <p>Cabinet Member for Best Start in Life</p> <p>Cllr Angela Mason</p> <p></p> <p>Cabinet Member for Young People and Cohesion Cllr Abdul Hai</p> <p>10 October 2018</p>	

BEST START IN LIFE PORTFOLIO ANNUAL REPORT 2018

COUNCILLOR ANGELA MASON

1. Introduction

- 1.1. We are now all wearily familiar with the impact of austerity policies and the cuts in funding that have been imposed on local government. The funding crisis extends to our schools. The Institute of Fiscal Studies estimates that the amount of per pupil spending in England's schools has fallen by 8% since 2010. Less often discussed, but as damaging, has been the fragmentation of public services for children and young people. The most dramatic example of this process has been the balkanisation of education caused by this government's free school academy programme, but there are other examples where statutory partnerships and collaboration are being undermined. The government proposes to scrap Children's Safeguarding Boards and allow each authority to set up less comprehensive systems with only the police and health although I very much hope that Camden's Safeguarding Board, which was judged outstanding by Ofsted last year, will continue in its broad form. A similar fate befell the Children's Trust Partnership Board (CTPB) which removed the duty on schools to cooperate through children's trusts and the need to produce a children's plan.
- 1.2. Again in Camden I am pleased to say that we decided to continue with the Children's Trust Partnership Board which includes our schools, FE colleges, the police, local GPs and the Camden Clinical Commissioning Group, Public Health the Job Centres and the voluntary sector as well as representatives from different parts of the council. The Board has taken responsibility for the Council's Resilient Families Programme and its six strategic objectives
 1. Fewer children and young people living in poverty
 2. Children and young people are safeguarded and are protected from harm
 3. Outcomes for children and young people who require additional support are
 4. Children and young people succeed at school and thrive
 5. Good physical and mental health are promoted and health inequality reduced
 6. Children and young people are encouraged to be safe and positively engaged in the community
- 1.3. This year I thought it would be useful to organise my Annual Report around these objectives which I hope illustrates the network of mutual support and collaboration that is increasingly embedded in the DNA of our schools and children's services and how the use of 'systems thinking' has made our services more effective and resilient to austerity cuts.
- 1.4. There are many examples of what might be called the 'Camden way' in this Report but I wanted to begin by noting the success of Camden Learning which has just completed its first full year. Bringing all our Camden schools together in a partnership with the local authority is the very opposite of the national academisation policy and has allowed the skills and expertise of our teachers to be spread across the system for the mutual benefit of all.

- 1.5. The other demonstrable outcome of collaboration is the sustained reduction in the number of children coming into care. Across England local authority children's services are overspent by over £800 million. Camden is one of the very few authorities not to be overspent on its children's services budget. Camden has created a system of support for children through our Resilient Families Programme, continued investment in targeted universal services like Camden Sure Start and joint working across professional boundaries that has been, the key to using our limited resources most effectively and achieving better outcomes for Camden children.
- 1.6. The other thread which I hope that you will see in this report is the shift from a 'transactional', or tick box culture to a 'relational culture', that is, from a culture that relies on a formal exchange of functions to one which seeks to create relationships based on common objectives and mutuality of purpose. We cannot claim that this practice is universal.
- 1.7. The work of the domestic violence review is already demonstrating the many internal barriers between different parts of the council that create more problems than solutions. There are similar issues with our educational welfare functions including school absence and exclusions, but integrating this work within Camden Learning will begin to enable us to use all the resources in the system to improve outcomes for our young people.

2. Strategic objective: Fewer children and young people living in poverty

2.1 Child poverty and welfare reform

According to the Joseph Rowntree Foundation there were 4 million children living in child poverty in the UK in 2017 and some studies project that number will be 5 million by 2020. Every part of Camden has areas of relative wealth alongside areas of relative poverty. Data from the Centre for Research in Social Policy estimates that 39.9% of children in Camden are living in poverty in 2018, the 10th highest borough in the UK including 51.9% in St Pancras and Somers Town and 49.5% in Kings Cross, that is 14,429 children. When we consider our educational achievements it is worth remembering the degree of deprivation that so many of our children experience.

2.2 Child poverty blights childhoods. Growing up in poverty means being cold, going hungry, not being able to join in activities with friends. It also can have long-lasting effects. Research shows that the biggest driver of future poverty is the educational attainment of children when they leave full-time education. In Camden in 2017 at key stage 4, there was a 10.5% gap in terms of the average attainment 8 score between children receiving free school meals and their wealthier peers. This has a major impact on chances of being employed and of earning enough to avoid poverty as adults.

2.3 Families experience poverty for many reasons, but its fundamental cause is not having enough money to cope with the circumstances in which they are living. A family might move into poverty because of a rise in living costs, a drop in earnings through job loss or benefit changes. There are children in poverty who live in workless households but increasingly the growing number of families in work but with low incomes. Work no longer guarantees a route out of poverty – two-thirds (67%) of children growing up in poverty in the UK live in a family where at least one member works. When the

government says 'record employment' read the huge increases in zero hours and short hours contracts, those paid the national minimum wage or living wage (or not), and part-time rather than full-time employment, making the lives of many families difficult in this gig economy. Universal Credit will only make things worse.

2.4 Universal Credit and welfare agenda

Over the past year the financial resilience of the poorest families has been further tested by the government's continuing welfare agenda with 17% of Camden residents already considered to be at risk or in crisis.

2.5 There are over 7,600 families with children in receipt of benefits in Camden, 4,000 of which are in work but on low pay. As mentioned above, poverty within working families is a key issue in Camden which is likely to be further exacerbated by the roll out of Universal Credit in December 2018 to all new claims.

2.6 The Council's analysis of the impact of Universal Credit (UC) shows that 2,800 families with children will be worse off under UC if they applied tomorrow. 77% of these families are in work and 50% of these are lone parents. Families with more than 3 children will particularly be at risk as allowances are removed from families with more than two children. Conditionality - the requirement to seek work - will apply to all mothers once the child is three. Esther McVey, the Work and Pensions Secretary has recently briefed that half of single parents and two-thirds of working age couples with children will lose the equivalent of £2,400 a year. This is deeply concerning and the Council is working with a range of partners to mitigate the effects and ensure a network of support and advice for people transitioning to UC.

2.7 Support will be offered to tenants as soon as they make a claim and the Council has made a commitment to no evictions for tenants moving to UC who get into arrears as a result of government delays to their claim or payments. Also, extra employment support will be offered for those wanting in work progression – to get a pay rise or a better paid job.

2.8 Our libraries will be providing help with digital skills and children's centres will be giving hands on support to families in need. We are working the voluntary sector to ensure people can access independent help and advice if they get into financial difficulties and communicating the support offer in November to residents, schools, community and resident associations etc.

2.9 The large scale transfer of existing claimants to UC is not due to begin until the next year, but we are determined to have the support in place for anyone who needs it. The Camden Early Help offer works with families to address poverty and its effects. Family workers work with partners in the voluntary sector to support families to address low income, debt and money issues and extra employment support for those wanting in work progression.

2.10 Reducing the number of families in overcrowded housing

Children need space to play, develop, and do their homework. They also need privacy, especially when they are growing up and studying for exams. Adults need space too, to foster healthy relationships with their partners and enable them to care for their families.

- 2.11 Reducing the number of families living in unsuitable overcrowded housing is one of our key aims, given the impacts we know this can have on the health and wellbeing of children. The Housing Allocations Scheme in Camden supports the borough's wider work around tackling child poverty.
- 2.12 Camden's new general needs housing allocations scheme started in January 2016. The scheme works to reduce homelessness, tackle overcrowding, increase mobility in housing stock to provide more families with the opportunity to access social housing, and reduce families living in unsuitable accommodation for their needs.

Under the new scheme, in the 33 months to September 2018, 1,200 (56% of all allocations) households experiencing overcrowding were rehoused in larger accommodation, including 1,884 dependent children, 799 of whom were severely overcrowded. In a comparable sample, under the previous scheme 811 (38% of all allocations) overcrowded households were rehoused, including 1,276 children, 245 of whom had been severely overcrowded. This represents a 226% increase in the number of children rehoused from the most severe overcrowding.

- 2.13 Thirty-six households containing 37 children with disabilities were given larger accommodation under the new scheme, 22 of whom were in households experiencing overcrowding. In a comparable sample under the previous scheme, 27 children with disabilities were in households rehoused, 19 of whom were in overcrowded households.

3. Strategic objective: Children and young people are safeguarded and are protected from harm

3.1 The Camden Model of Social Work

The Camden Model of Social Work of social work has been in place for 3 years. It is practice informed by evidence of improved outcomes for children and families. This period has seen a development of confidence in social work to work in a way that emphasises the importance of the child's network, helping to build and strengthen relationships within families. This means understanding the whole family system within which the child lives and a greater emphasis on building resilience within families rather than a focus on process. Social workers meet regularly for group supervision to use reflective skills in which they are trained to think positively about effective work with children and families.

- 3.2 The systemic practice model is highly valued by staff and many feel that it has improved the quality of their work with children and families. A group of social workers and managers continue to meet as a Champions Group to support the development of the new practice and improve systems where there are challenges within existing ways of working. The group are offered additional support by the Tavistock and Portman NHS Trust to develop their skills so that they can train other social workers in the Camden Model of Social Work.

- 3.3 During the summer months there was a strong focus on social worker recruitment in Children's Safeguarding and Social Work. From over 100 applicants 15 Social Workers were successfully recruited including recruiting into all available ASYE

(Assessed and Supported Year in Employment) social work positions for this year. In addition a number of agency workers have also moved into permanent roles which has meant a reduction in agency spend for the Service. Overall, the process has created a positive atmosphere internally and saw the teams all working together which, coupled with this successful recruitment campaign, has provided a real moral boost for the Social Work team.

3.4 **Right Balance for Families**

Funded through the Department for Education Innovation Fund this is approach to social work for children aged 10 to 13 uses a preventative model to stop problems escalating in the teenage years or identify a need for care earlier to improve long-term outcomes for these children. The work is being undertaken by social workers in partnership with the Tavistock and Portman NHS Foundation Trust, Catch22 and Camden Learning

3.5 We are targeting 10-13 year old children who are already 'children in need' because there is a high rate of repeat referrals to social work for this age group – approximately three times the average across the service - which indicates missed opportunities for this group. The transition from primary to secondary school is also an important time, and can be difficult for some children, so additional support may be beneficial. Long-term neglect is recognised as being harmful for children and the Right Balance approach is designed to mitigate this with an opportunity for early intervention to prevent harm during the significant changes that happen to children in adolescence.

3.6 The project is now entering its second year and early results are promising - so far 68 children have been involved in the project from 56 families. We held a consultation event in July 2018 and families told us they liked the family group conference process and the opportunity to create their own plan and the additional support with education and children enjoyed the support from their mentors. Education is emerging as a priority for both parents and children and young people in the family led plan - so far 75% of families and 67% of children have identified education as part of their goals. Goals have included improving peer friendships, improving attendance and punctuality, supporting the transition from primary to secondary and making improved progress at school.

3.7 **Safeguarding children**

Probably the most significant event in this last year was the long awaited Ofsted inspection of safeguarding services and the Camden Safeguarding Children Board (CSCB). I was delighted that Camden Children's Services received an overall rating of 'good' by Ofsted. Inspectors rated the leadership, management and governance, as well as adoption services, as 'outstanding'. The inspectors also praised our early intervention of families in need of support, which is reducing the need for children to be taken into care and effective protection of victims of child sexual exploitation and those at risk of youth violence and gang affiliation. Ofsted found a strong focus on staff training, ensuring caseloads are manageable and helping social workers to have time for reflection.

3.8 The CSCB was also inspected and judged to be 'outstanding', which was awarded to only 3 of the 146 local safeguarding children boards (LSCBs) across the country. Ofsted commended that the CSCB for having "well established and highly effective

arrangements in place to hold partner agencies to account for safeguarding children” and specifically noted Camden partners’ “exceptional commitment to continuously improve frontline practice”. Building on this very favourable inspection Camden have been designated Partners in Practice and asked to assist other authorities facing difficulties. Money from this programme will be used to develop the further work on adolescents described below.

- 3.9 This summer the DfE stated their intention that next year all LSCBs are to be replaced by local safeguarding partnerships, who will hold the responsibility for making arrangements to safeguard and promote the welfare of children. The safeguarding partners are the local authority, the clinical commissioning group and the police, and we can involve any other relevant agency we think can help us in our efforts to safeguard children.
- 3.10 In addition to delivering the core safeguarding work, Camden Safeguarding Children Board, the Children’s Trust Partnership Board and the Health and Wellbeing Board continue to work closely together to ensure that safeguarding is recognised as everybody’s business, with a particular focus on key vulnerable groups and risk issues for Camden and looking at opportunities for synergies and joint working between these Boards. The Resilient Families Programme offers a particular opportunity to do this.
- 3.11 The Safeguarding Board’s child sexual exploitation strategy group was broadened in early 2018 to form the Vulnerable Adolescents Risk and Exploitation Strategy Group. The remit of the group would be to oversee the recommendations of the Youth Safety Taskforce and cross-agency work taking place on all forms of exploitation, including county lines, modern slavery, gang involvement, criminality and vulnerability to radicalisation and extremism.
- 3.12 In conjunction with the NSPCC, Camden partners won the bid to provide a service that brings together medical, investigative and therapeutic services under one roof for children who have experienced sexual abuse. The service named Light House opens in October 2018 and aims to address the gaps which have been identified in regards to emotional and mental health support for children and young people disclosing sexual abuse or exploitation.
- 3.13 There has been a rise in the number of children on protection plans during 2017/18. By the end of 2017/18 there were 310 children and young people who were subject to a child protection plan, compared to 257 the year before. The rise is significant for older children aged 16 and over, with their siblings, being identified as requiring child protection plans. It is clear looking forward that we need to develop the service we provide to our vulnerable young people. In part, this will mean developing a practice to intervene earlier where the learning of the Right Balance project will be very valuable, but also to develop a more holistic adolescent centred approach.
- 3.14 **Domestic Violence**
Nobody could pretend that domestic violence is a new issue, but it is a matter of great concern to me, with responsibility for domestic violence in my portfolio, that it remains a disturbingly common feature of all children and families contact service referrals. It is also the most prevalent factor identified at assessment stage and remains the most common factor in child protection plans in Camden – 69% of child protection cases

had an identified factor of domestic abuse in 2017/18. The number of domestic violence cases discussed at MARAC where there is a child in the household has increased from 383 to 455 in the last year. In part, while this reflects a greater awareness of the issue, it also demonstrates that we still lack effective interventions to prevent violence and certainly to mitigate its impact on children.

- 3.15 A recent high-level evaluation of the impact of the work across Camden Council recognised domestic violence and abuse (DVA) as a key cross cutting issue across a number of key areas including Children's Services, education and employment and Community Safety. This identified a need to develop early intervention and prevention approaches and to place outcomes for the victims and their families at the centre of our approach to tackling DVA.
- 3.16 The recent Government Domestic Abuse green paper saw a number of partners coming together across Camden to provide input to the Council's response. This demonstrates an appetite for a broader partnership approach to tackling this problem.
- 3.17 A whole systems review of Domestic Violence and Abuse and our approach will be undertaken. There is an appetite to use a strategic framework to take a wider approach to tackling this issue within the council and with our partners, using the framework applied to our Child Sexual Exploitation (CSE) strategy, and more recently to firming up the recommendations of our Youth Safety Taskforce. It is therefore proposed that the review will use the 5 key components of the CSE framework, namely:
- Prevent Identify Support Disrupt Enforce
- 3.18 The whole systems review of DVA will look at how we can move into the early intervention/ prevention space on DVA, including work with perpetrators and putting victim experiences at the heart of what we do and how we do it, making them safe and building happier, safer, more resilient lives. While maintaining a focus on safeguarding the most vulnerable from serious harm, we will take a more holistic approach with a partnership including the council, police, health services, and voluntary organisations to tackle DVA and making it everyone's business.
- 3.19 **Looked after children and corporate parenting**
Camden's vision for looked after children (LAC) is to ensure that those children and young people placed both in and out of borough have the best opportunities in life. Stability of family life, improving educational outcomes and increasing the numbers in education, employment and training are priorities. The responsibility for corporate parenting for looked after child is shared by all elected members and senior Council officers.
- 3.20 A cross-party Camden Corporate Parenting Board of elected members, looked after young people, foster carers and cross council senior officers including Martin Pratt, the Statutory Director of Children's Services and Executive Director Supporting People, was formally established in April 2013 and has continued to meet to provide governance and an overview to ensure that outcomes for looked after children continue to improve.
- 3.21 I would like to thank the looked after children and young people who have been attending the Board meetings and making valuable contribution which have shaped

the services we provide across the partnership for looked after children. Foster carers also attend the Board and I would like to acknowledge the work they do, looking after our children and ensuring that they can achieve the best possible outcomes.

- 3.22 The overall number of LAC has remained fairly steady since 2014 but the difference is the number who are unaccompanied minors. In 2017/18 approximately one third of the LAC population were unaccompanied minors (64 out of 199) – and at the end of March 2018 almost half (47%) of LAC were aged over 16.
- 3.23 The profile of the unaccompanied minors has changed significantly over the last years with notable increases in children from Afghanistan, Albania/Kosovo and also East Africa (Eritrea, Ethiopia and Sudan). The main increase in unaccompanied minors comes from those entering the country via St Pancras International. The service met with British Transport Police and Immigration to discuss the increase of children arriving at St Pancras and agreed that we can now refer any young people aged 16 or over back to the pan London rota. Also we have maximised our reclaim from government to ensure we receive the maximum funding to care for these children.
- 3.24 Still, compared to other London local authorities, overall Camden has a lower number of children in care. At the end of 2017/18 there were 40 Camden LAC as per 10,000 of population, compared to 58 in Inner London and 62 nationally. As I said earlier, I am confident that this reflects the success of early interventions enabling children and young people to live successfully in family settings rather than any policy of raising the thresholds for children coming into care.
- 3.25 Over half of our LAC are placed in foster care, with about another third in residential care, most of whom are in the pathways (designed to enable young people to be suitably accommodated within the borough they have grown up in). Given the large numbers of unaccompanied minors an immediate challenge will be provide a service suited to their needs and based on understanding of particular type of traumas they will have faced in their journey to this country. A part of this is the anxiety they can experience waiting for a decision on their immigration status once they turn 18. Out of borough children are mostly placed in foster care.
- 3.26 The proportion of children becoming looked after in their teenage years has increased in 2017/18 to 79%. There is also increasing the number of specialist placements available as an increased proportion from the older cohort of looked after children have more complex needs than previously. CAMHS have a dedicated CAMHS service for looked after children based at the Crowndale Centre.
- 3.27 Local authorities are now required by the Government to provide adoption services as part of regionalised Adoption Agencies. The initial plan for a single London Adoption Agency proved too complex to progress due to the scale of the project and further proposals have been discussed that are based on four Regional Agencies to deliver adoption services in London (North, South, East and West). It is proposed that the North London Regional Adoption Agency will be comprised of Barnet, Camden, Enfield, Hackney, Haringey and Islington. It is anticipated that a business case to agree the regionalisation of Adoption services in North London will be presented to each council's cabinet in January 2019.

4. Strategic Objective: Outcomes for children and young people who require additional support are improved

4.1 Resilient Families

In Camden there are approximately 12,000 children and young people who are living in difficult and challenging family situations, who without additional support, are at risk of suffering significant harm, the threshold for safeguarding. This includes children whose lives are affected by complex and challenging issues including parental drug and alcohol dependency, domestic violence, poor mental health, sexual violence, exploitation and disabilities.

4.2 Early help involves identifying needs early for children and young people and providing support before the issues escalate. The support is not early in terms of age, but early in the onset of problems. Providing services as early as possible in the child's development and when problems are emerging can be a more effective way of reducing the long-term effects of harm than dealing with more deep-rooted problems at a later date. Early help can also be more effective in engaging parents and empowering them to improve parenting skills, helping cope with changes, stresses and difficulties and are less likely to escalate to higher levels of need (which are more costly to deliver for the Council).

4.3 Camden has established its resilient families approach to improve outcomes for children and young people by promoting family and community resilience. Central to this approach is the shift towards prevention and getting children and families early help to strengthen family resilience. The early help offer in Camden is made up of universal delivery partners - the Council, health, education and voluntary sector – working together to identify those children and families who would benefit from early help, carry out an assessment of need and provide targeted early help services to address these needs in order to improve outcomes. More than 200 staff and colleagues have been trained across services in the Resilient Families way of working towards early help.

4.4 All referrals into early help have been handled via shared Front Door processes. In 2017/18 there were 7,248 contacts received at the front door of Children's Services, of which 2,569 (35%) were referred to the Early Help Teams. The top presenting issues were domestic violence (24%) and parenting/mental health (both 16%). Almost half (48%) of all EH assessments were for the under 5s carried out by EH teams in the Early Years Service. At the end of 2017/18, 86% of closed early help cases were free from further early help or social work intervention 12 months on.

4.5 A new Early Help Strategy is being written, for 2018 - 2025 to align us with where we want to be as a borough in Camden 2025 and how we are planning to get there. The Children's Trust Partnership Board is helping define the new strategy's terms of reference and overseeing its production; while Children and family insight and views have been sought through Community Conversations and used as a foundation for the strategy.

4.6 Children and young people with disabilities

Camden's Children and Young People with Disabilities Service (CYPDS) provides services for disabled children. For children with complex social care needs and/or

where there are concerns around parenting, they will receive a full statutory social work service.

- 4.7 The CYPDS services continues to work alongside Camden Integrated Children's Service, a partnership between the council and 4 local NHS Trust providers (CNWL, Whittington Health, the Royal Free and the Tavistock & Portman) who provide a range of health services for children with disabilities and or complex and additional health needs. It operates a single point of referral to services. There has been a 52% increase in the number of front door referrals in respect of children with disabilities which is an indication that the identification has improved and additional support is provided where required.
- 4.8 In 2017/18, one of the key achievements was to reduce the waiting times for autism assessments for children and young people from a maximum of 20 weeks in the previous year to 12 weeks. This is the time frame recommended by the National Institute for Health and Care Excellence (NICE) guidelines.
- 4.9 The Ofsted inspection commended the partnership working in the protection of children and young people with disabilities: "Disabled children and those with complex health needs are well supported, alongside their brothers and sisters, through high-quality services. Effective social work practice is fortified by increasingly integrated partnership working. Tenacious collaborative work ensures that children are safeguarded, when necessary, and the quality of their lives improved."
- 4.10 **Special Education Needs and Disabilities**
All children who had a Special Education Needs statement were given a new Education, Health and Care (EHC) plan before the end of March 2018 - 1,324 children and young people who were resident in Camden have an EHC plan. In the last couple of years the demand for EHC plans has risen nationally, largely due to the 2014 Children and Families Act that introduced a system of support which extends from birth to 25. Therefore the rise is in the 16-25 age group covering further education in schools and colleges. Camden is seeking to reverse this trend by refocusing funding on early intervention through a new more flexible funding arrangement and focussing on increasing employment opportunities and SEND internships.
- 4.11 Over the last few years, Camden had successfully reduced the number of children requiring expensive out of borough placements by investing in additional local provision and keeps children in borough and as part of the community. At the end of 2017/18 there were 499 children with EHC plans in local authority maintained mainstream schools, and further 82 in either resourced provision or in specialised SEN units in maintained mainstream schools. There were 304 children at LA maintained special schools (of which 248 were at Swiss Cottage special school) and 17 in the Pupil referral units. There were another 89 children with plans at academies or free schools.
- 4.12 As with most London boroughs, the majority of special education need can be met locally, with better outcomes, however there are children with complex education, health and social care needs who require highly specialist places that are not available regionally.

- 4.13 In Camden, the number of children and young people with EHC plans, where primary need is identified as autism spectrum disorder (ASD) have risen steadily over recent years with the proportion rising from 12.5% in 2010 to almost 29% in January 2018. If this were to continue the number of children/young people with EHC plans and autism is estimated to be over 500 by January 2025, which is an increase of around 150 children (40% increase), from 358 as at January 2018.
- 4.14 The growth in numbers has put considerable pressure on existing local provision and currently children either struggle to get a place at the local special school due to demand for places, and at mainstream schools due to lack of suitable provision and appropriately qualified staff.
- 4.15 One of our key priorities is to increase local resourced provision to support children and young people with autism spectrum conditions in mainstream education. Officers are working with School Heads and governors to develop additionally resourced provision (ARP) in local mainstream primary and secondary schools, which will benefit children with more complex levels of autism, helping to ensure families stay together and children grow up and participate in their local community.
- 4.16 The Council has made a significant amount of capital funding available to provide additional places for children with autistic spectrum disorder (ASD). £5.5m has been allocated from the capital budget and in addition to this, the DfE have awarded additional capital funds to all local authorities to improve or increase places for children with special educational needs and disabilities (SEND). Camden has been awarded £1.6m over three years from a government grant (Special Provision Capital Fund). The total capital available for developing additional places is therefore £7.1m.
- 4.17 I am pleased that the Council has recently appointed a new Head of Service for Head of SEN and Inclusive Intervention Services, Karen Flanagan. I wish Karen the very best of luck in her new role.

5. Strategic objective: Children and young people succeed at school and thrive

5.1 Supporting families through Sure Start

Our youngest children 0-5 and their families continue to be supported by Camden's Sure Start approach. Camden Sure Start provides a full range of support in children's centres and other venues from the moment parents know they are expecting a baby, through pregnancy and birth, until the child is 5 years old. The five children's centre 'hubs' are spread across the borough ensuring access for all children and parents wherever they live in Camden. They are responsible for providing an integrated service ensuring families are supported through a pathway that is defined by their need.

- 5.2 Each centre has a fully equipped health room where mums and dads can see midwives for antenatal and postnatal care. In addition, Camden's Bump to Baby group is a five week course for parents-to-be supporting them to make the transition to parenthood. The group is delivered jointly by Early Years Family Workers, Health Visitors and a midwife. Over 80 fathers have attend the Bump to Baby group, nearly 80% of families stated they have improved their knowledge and confidence about

parenting and 97% of families would recommend the group to family and friends. Once baby is born health visitors are based on site for health reviews and general advice (including a parental and infant mental health service).

- 5.3 Camden Baby Feeding Team is based at the children's centres. The team provides information and support on breastfeeding, safe bottle-feeding and weaning. This includes weekly drop-in groups where mums can meet other parents and get information on feeding baby.
- 5.4 Each children's centre has on site stay and play sessions with structured programmes and drop in play sessions open to all. These include fun activities like sand and water play, art and crafts and messy play to help stimulate child learning and development in a social environment. In 2017/18 there were 36 stay and play drop-in sessions run each week throughout the year attended by 2,099 children. 81% of families attending sessions were from vulnerable groups. The Stay and Play team also run sessions in other venues across the borough and in partnership with two voluntary sector providers, Abbey Community Centre and St Pancras Community Association. Last year there were 30 baby massage courses for vulnerable and or first time parents and their children.
- 5.5 There is an employability team offering one-to-one information advice and guidance, supporting parents into volunteering or training opportunities or into paid work, including help to complete applications forms, create CVs and prepare for interviews.
- 5.6 In 2017/18, 210 parents were supported by the employability service on their pathway to employment - the service supported 37 parent to secure jobs, 57 parents to start training courses and 3 parents entered a work placement. The courses started vary from degree courses to entry-level ESOL courses. Job starts were primarily part-time jobs across different sectors (e.g. retail, customer service, health and social care, childcare).
- 5.7 There is a Welfare Rights team helping parents entitled to benefits, checking if work affects benefits, as well as offering other financial help. As a result of the interventions provided by the Welfare Rights Team in 2017-18, families were helped to claim additional benefits totalling £801,042. Each family gained on average £3657.73 per annum. Weekly gain for all families was £701,892, representing an increase from 2016-2017 (£671,684).
- 5.8 The early identification of need is a vital function of Camden's early years partnership. The universal service provided by our midwives and health visitors is crucial in identifying families that need a bit more support to help their children to thrive. The early help service provided through children's centres, part of the borough wide early help offer, works with families to develop their strengths and resilience so that they are able to meet the on-going needs of their children. In 2016/17, a total of 537 (946 children under 18 years) families received family support. Referrals were received from a wide range of services and partners including health visitors and midwives, family social work teams, nurseries and self-referrals too. I am also very pleased that we are training Parent Champions to act as advocates of the service and peer mentors. This month a very successful forum was held bringing together our parent champions and our many baby and children volunteer groups like Home Start and Little Village who

provide free baby clothes and goods to parents in financial need. All our volunteers are coming together in a new volunteer parent network to work with our Early Years Service and provide advice to the council.

- 5.9 Camden has a longstanding commitment to and proud history of high quality early years provision. Before September 2017 our offer of 25 hours per week (30 hours including lunch) for children in maintained settings was considerably more than the statutory entitlement of 15 hours provision for all three and four year olds.
- 5.10 From September 2017, the government introduced an additional entitlement for the children of working parents. Three and four year old children of parents who were both in work became eligible for an additional 15 hours funded early education and childcare, in addition to the 15 hours universal entitlement. It was financially unsustainable for Camden to continue with our local universal enhanced offer as well as implementing the new national policy. The new national policy goes some way to address Camden's ambition to support parents to take up paid employment. However, it does not sufficiently address the needs of disadvantaged children or the needs of those parents who want to access training or skills development opportunities to enable them to take up paid work in the future.
- 5.11 The most disadvantaged 2 year olds in the borough are already identified by the Department for Work and Pensions (DWP) who notify the Council so that they can be offered 15 hours of funded childcare from the term after their second birthday. In order to sustain and build on the early education that these children receive as 2 year olds, Camden opted to invest up to £1.6m and offer them an additional 15 hours of funded early education as 3 and 4 year olds in whichever provision they choose. Parents of these children could be engaged in Children's Centre and other community based activities supporting them to gain the skills they need to return to work.
- 5.12 Good progress has been made across all the early education funded streams and in the summer term 2,997 children were being funded for the universal offer for 3&4 year olds, 688 taking up the national 30 hours for working parents offer, 566 taking up the additional 15 hours through the Camden Enhanced Offer and 475 2 year olds were also receiving funding. The progress made on the full year after implementation of the new funding streams will emerge as part of the autumn head count.
- 5.13 **Early years Foundation Stage (EYFS) – Reception/Age 5**
EYFS teacher assessments take place in Reception and national results are not available until October. However, looking at data submitted by Camden schools in later June, it is possible to understand the emerging Camden picture.

The main KPI for EYFS is % pupils achieving a good level of development (GLD), which when an individual pupils achieved an 'expected' or 'exceeding' grade in all Prime and both Literacy and Mathematics Learning Goals. Provisional data for Camden in 2018 shows a 5% point improvement from 66% to 71%. National results for 2017 were also 71% and London results were 73%, so whilst Camden has shown a big improvement, it is likely to still be below the London average, once this is made available. However we are confident that this increase will be sustained and built upon as our services really begin to make a difference

5.14 **Inspections of Early Years settings**

I am very pleased to announce that at the end of the 2017/18 reporting year, 97% of our 72 registered day care providers were judged to be good or outstanding by Ofsted. Of these, nine providers are maintained by Camden, the rest are private, voluntary and independent. At the same time, 97% of our 92 childminders were good or outstanding.

5.15 **School inspections**

In the 2017/18 academic year, 18 Camden schools were inspected by Ofsted, 11 of which were primary schools, plus three secondary schools, three a pupil referral unit and one special school. Of these schools, 15 were judged as 'good' including Acland Burghley Secondary following almost 5 years as 'requiring improvement'. Two schools were judged 'outstanding' (Kentish Town Primary and Great Ormond St Hospital School). All of Camden's special schools and pupil referral units are good or outstanding.

5.16 St Aloysius Primary School was inspected in March 2018 and judged to require improvement and so joins Haverstock Secondary School, inspected in January 2017, as the only two Camden schools that are not good or outstanding. I am pleased to say that under new Heads both schools are making excellent progress.

5.17 At the end of the academic year 93.3% of pupils attending Camden schools, were being educated in good or better schools. In comparator terms, the London average for pupils attending state-funded schools is 93% and the national average 85%.

5.18 **Admissions and place planning**

All primary and secondary applicants were offered a place again this year in. It is particularly pleasing that the number of Camden residents applying for places in Camden secondary schools which was falling four years ago, has increased for the second year in succession. This September almost a whole secondary year group more Camden resident applicants applied than was the case in 2015.

5.19 While overall numbers are currently increasing in the secondary phase, there has been a dip in demand for reception places in some planning areas. This is mirrored in neighbouring boroughs. The Greater London Authority has very recently revised its forecasts down and continues to assess the effects of Brexit, house prices and welfare reforms on London's population. As a result I have asked for a review of forecasts by Camden's place planning officers over and above the reports provided by the GLA in order that we can plan effectively with schools for the coming years.

5.20 **Camden Learning**

We want Camden to be a place where everyone has a chance to thrive and nobody gets left behind. This means ensuring that every child enjoys learning and achieves well, so they leave school as confident, successful learners and good citizens.

5.21 Camden Learning is a local partnership set up in 2016 for the benefit of children and schools bringing teachers, headteachers and other education practitioners together, to share expertise. All Camden schools regardless of their status have chosen to be members of Camden Learning.

5.22 By creating a strong partnership between schools, Camden Learning, the council, and others with an interest in education will help to enrich learning, raise standards and drive improvement. This makes sure that every child gets the right support and reaches their potential. I am delighted with the success of Camden Learning in its first year and the work of Jon Abbey our new Director and Christine Gilbert CBE our distinguished chair. At the well-attended Head Teacher's Conference this year there was a strong sense of ownership of Camden Learning and a confidence that the improvements that we have seen this year can be maintained and developed.

Educational attainment

5.23 Phonics - Year 1/Age 6

The phonics screening check is a statutory assessment for all pupils at the end of Year 1 to check whether they have reached the expected standard in phonics decoding and national results are not available until October. However, looking at data submitted by Camden schools in June, it is possible to understand the emerging Camden picture.

5.24 Provisional results for 2018 show that 83% of pupils were assessed as working at or above the expected standard. This is a slight increase from 2017, when the result was 82%. National results for 2017 were 81%.

5.25 Key Stage One (KS1) – Year 2/Age 7

KS1 teachers' assessments are submitted for pupils at the end of Year 2 and national results are not available until late September. However, looking at data submitted by Camden schools in June, it is possible to understand the emerging Camden picture.

5.26 KS1 are above national results for 2017 at the expected standard and show improvements on 2017. London averages are also not yet available, but looking at provisional Camden 2018 results against London averages for 2017 shows Camden has narrowed the gap.

- Maths 76%
- Reading 77%
- Writing 70%

5.27 Key Stage Two (KS2) – Year 6/Age 11

We have always done well at key stage 2 in recent years and this year our KS2 results are again well above national results for 2018 at the expected standard and show big improvements on 2017. Although London averages are not yet available, looking at provisional Camden 2018 results against London averages for 2017 shows Camden is likely to continue as one of the higher attaining boroughs in London.

- Maths 83%
- Reading 83%
- Writing 82%
- Combined (RWM) 76%

5.28 At the higher standard, provisional KS2 results also show continued improvement across all subjects in 2018 (no national data yet available on these measures, and no confirmation that the higher standard will remain at 110 scaled score points).

5.29 **GCSE Results – Year 11/Age 16**

Results this year were affected by national changes to performance measures, as grades moved to a numbered system a 9 to 1 scale. The provisional results are broadly in line with our results last year although the new qualifications make the degree of improvement difficult to judge. The 'Attainment 8' score is not yet available as some schools are still awaiting some vocational qualifications.

5.30 The provisional results show:

- The percentage of students achieving a 'standard pass' in English and Maths (grade 4 and above in both) across Camden is 66%, broadly in line with our 2017 result (67%) and well above the 2017 national result (59%).
- The percentage of students achieving a 'strong pass' in English and Maths (grade 5 and above in both) across Camden is 47%, again broadly in line with our 2017 result (48%) and well above the 2017 national result (40%).
- The percentage students achieving the EBacc (English Literature and Language, Maths, History or Geography, a language and a Science) with a 'standard pass' (grade 4 and above in English and maths) across Camden is 30%.
- The percentage students achieving the EBacc with a 'strong pass' (grade 5 and above in English and maths) across Camden is 20%.

5.31 **A-Levels – Year 13/Age 18**

In 2018 the provisional results show:

- Camden entries awarded A*-C is 78.6%, higher than the National at 76.8% in 2018.
- The percentage of students achieving 3 or more A* to E grades for A-Levels within Camden is 81.3%.
- Average points scores (APS) per entry are 4.8 points higher than in 2017, up from 30.4 to 35.2 (When expressed as a grade this is up from grade C to C+ overall).

5.32 **Learning Hubs**

Camden Learning Hubs, based on local strategic priorities, connect classroom teachers and support them in working together to accelerate improvement and impact. This practice-focused model, some of it involving primary and secondary teachers together, is fairly unusual and attracts a good deal of regional and local interest.

Individual schools are funded to lead hubs to bring about change and improvement. By harnessing the exceptional skills, expertise and talent of local leaders and teachers, hubs offer a vibrant network for school-based professionals. Eighty-seven per cent of Camden schools participated in at least one Learning Hub last year, with some schools participating in more than one.

5.33 Hubs are motivating and energising for those involved. There is a strong commitment to them and they are building professional and social capital across the borough and beyond. A small number of independent and secondary schools from outside the area have also participated adding to the richness of the dialogue and collective learning.

- 5.34 In 2017/18 there were nine hubs operating in the areas of:
- | | | |
|---------------------------|-----------------|------------------|
| Early years | Primary maths | Primary SEND |
| Assessment (Writing) | Oracy | Mental health |
| Higher learning potential | Secondary maths | Post 16 pedagogy |

5.35 **Camden Learning Business Managers**

School Business Managers in Camden have formed a vibrant network where guidance and best practice are shared and new ideas are developed. Covering 60 primary and secondary schools, their network provides a forum for questions and advice, at meetings and on-line. With half termly meetings, colleagues in busy roles can build purposeful alliances, including sharing intelligence about suppliers. With a strengthened, collective voice, the business managers' network has also been able to secure improvements in contracts, such as facilities management, and the way information is shared.

5.36 **Supporting subject networks: Maths**

Two primary schools shared the lead for improving borough-wide maths outcomes: Eleanor Palmer and Netley, with 25 other schools engaged. In addition to meetings and events, initiatives included a four-round, inter-school times table challenge. Maths leaders completed a return for every child in each KS2 class sorting them into average scores and league tables, with the top ten schools attending a final maths event in March. The popular competition was good fun and focussed minds on improving maths outcomes. Two whole-day maths challenges were also hosted for high attainers, with the final won by Brookfield Primary school.

5.37 **Accountability**

Camden Learning has also introduced a systematic process of Standard Reviews covering all state schools. A detailed Risk Register is produced with a dashboard indicating risks and strengths as the basis for further work during the year. Although the reviews are consciously rigorous they have been much appreciated by schools.

5.38 **Supporting Governors**

As part of Camden Learning's package to support governing bodies, we offer a range of services to member schools. These include an annual conference, a comprehensive and diverse training programme delivered by expert trainers, a wide range of model documentation available through our on-line Governor Hub, bespoke training and support, plus clerking for meetings. Training events for governors last year, included support for Chairs, induction training, skills development and expert advice on topics like headteacher performance management, keeping children safe, and staff pay and performance.

5.39 **The Erasmus project**

Erasmus+ is the European Commission programme for education, youth and sport. Swiss Cottage School has been leading a cross-borough project designed to ensure that the nine participating Camden schools are outward looking and connected to innovation in education, globally. Funding has been secured for a total of 120 school personnel (staff and governors) to take part in international study visits across Europe. So far, 53 participants have been on study visits, including to Finland, Spain, Sweden and Iceland. These visits seek to enhance teaching and learning (including through

the use of the outdoors and forest schools) in addition to developing the curriculum. They also provide longer-term links between schools to broaden cultural understanding and strengthen research and development.

5.40 Adult and Community Learning

I am also pleased to report that our Adult and Community Learning service has had another very successful year offering high quality learning to those most in need and helping them progress into further learning and employment. In total, 4,060 learners completed 6,844 enrolments in the academic year 2017/18 on courses and activities in 114 community venues, 7% above the Service target. There were consistently high overall achievement rates across the Service offer and 97% of all learners successfully completed their programmes.

5.41 The Service continued to support the resettlement of vulnerable Syrian families in Camden through ESOL, digital skills and family learning programmes, continuing through August, providing the families with much needed support to develop the skills and confidence to integrate into life in London. Involvement in the MHCLG funded Talk English project enabled us to establish new partnerships to provide informal ESOL classes to women with pre-Entry – Entry level English skills who had not previously accessed English language learning.

5.42 The Service coordinates the Camden ESOL Advice Service (EAS), funded through the MCHLG Controlling Migration Fund, which aims to address the pressure on ESOL provision in Camden, exacerbated by the high levels of migration into the borough. The EAS has established regular advice and assessment sessions across the borough to facilitate the timely placement of learners into English language provision and has started to address the issue of ESOL learning dormancy in Camden.

5.43 The School Estate

I am pleased to say that in July Camden's four school sixth form – La Swap – took possession of new buildings on the Parliament Hill School Site that will create more teaching spaces and importantly a sixth form common room for La Swap students. The rebuild and refurbishment at Parliament Hill School is progressing well and on course to open for 2020. Both of these have been funded through our Community Investment Programme. Hampstead School opened new buildings this year and good progress is being made with the Maria Fidelis School rebuild, where phase one is complete and the new school is in operation, both projects were funded by the Priority School Building Programme (PSPB). The building of a new Edith Neville School is proceeding well and on schedule to open for 2019. Meanwhile our programme of ongoing refurbishment of the school estate has progressed successfully this year at a cost of £3.5M. Further planned refurbishment works are scheduled over the coming year with an anticipated spend of £6.8M.

5.44 Camden Learning has completed its first year as an independent not for profit company very successfully as we can see from the continued upward trend in results and the continued support from schools. Camden Learning now facilitates our support to school governors and is the first port of call for schools in accessing other Council services. I am pleased to say that the steady increase in schools opting to purchase Council services has increased for the third year running. It is also developing a Camden-wide post 16 strategy and continuing to run the 19 school 'hub' development

programmes. One of these focuses on development of Science, Technology, Engineering, Arts and Mathematics with a range of partners in education and business in Camden.

6. Strategic objective: Good physical and mental health are promoted and health inequalities reduced

6.1 Emotional health and well-being of children, young people and families

Camden Open Minded is a group of clinical teams and outreach clinicians who provide high quality child and adolescent mental health (CAMH) services to 0-25 year olds. Mental health professionals are integrated into almost every universal, targeted and specialist children's service, such as general practice, children's centres, primary and secondary schools; special educational needs provision, social care (safeguarding and disability) and youth offending.

6.2 The main provider is the Tavistock and Portman NHS Foundation Trust. There are smaller services delivered by the Brandon Centre, Anna Freud and Camden and Islington Mental Health Trust which include specialist support services for parents with mental health problems.

6.3 Camden's joint strategic needs assessment (JSNA), estimates 4,574 children and young people aged 0-18 are likely have some kind of mental health condition.

6.4 Performance data for 2017/18 shows that 2,811 children and young people aged 0-18 access child and adolescent mental health services (CAMHS) in Camden. Of those seen by the Tavistock and Portman NHS Foundation Trust, 69% of cases had a referral to treatment waiting time of less than eight weeks (an improvement on 61.8% in 2015/16). For the Tavistock's services, 99.4% of young people and parents report that they are 'treated well' and 94.7% agreed with the 'working together' statement, indicating that different agencies are working together to provide the best possible services to service users.

6.5 The refresh of the Local CAMHS Transformation Plan (LTP) is underway and will be published in October 2018. The refresh (of the original 2016 LTP) is a revised programme of improvement priorities has been set out under the three domains of promoting resilience, improving access to support and care for the most vulnerable.

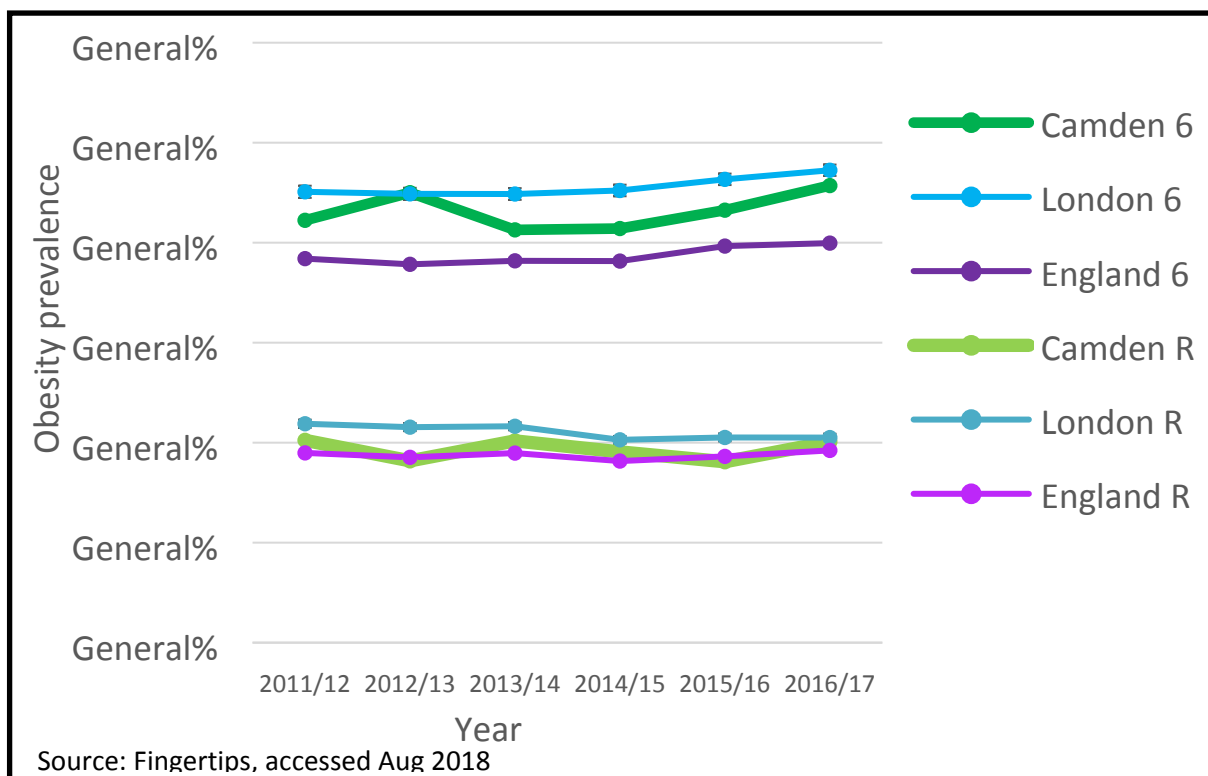
6.6 There remains a commitment to reducing stigma about mental ill health and normalising conversations about difficulties and how to get help. Work continues on building a whole system approach to commissioning and delivery of services, improving access to evidence-based treatments and timeliness of intervention. For those children and young people who are most vulnerable, the refreshed LTP continues to provide opportunities to develop and to implement innovative new models of care, which will improve continuity of care and patient experience, whilst delivering best value from the system. The refreshed plan also provides an opportunity to explore options for mainstreaming and embedding innovative practice to ensure the sustainability of transformation beyond 2020/21.

6.7 Mental health professionals integrated into 90% of schools alongside a range of initiatives to support wellbeing like the Mental Health & Resilience in Schools

framework and the Mental Health Directory of Support that brings together information about local and national organisations that can provide support to schools. Another programme is creating “wellbeing libraries” in primary schools to enable staff to use stories to talk about mental health, and delivering workshops for parents and carers in primary and secondary schools on helping build children’s positive mental health and resilience.

- 6.8 Last year a new Public Health funded Health and Wellbeing Consultant began supporting schools to implement the iMHARS (Mental Health and Resilience Framework). During 2017/18 10 schools participated in reviews using the iMHARS framework which resulted in a range of policy and process changes including training for staff and new ways to support vulnerable pupils including pupil resilience workshops.
- 6.9 The school-led Mental Health Learning hub has developed resources for teaching about mental health in secondary schools and a staff wellbeing survey and resource for schools.
- 6.10 Camden has also submitted an expression of interest to become a trailblazer site for the recommendations set out in the March 2018 Green Paper. If successful, this would include the development of Mental Health Support Teams in schools which would enhance the exceptional CAMHS in Schools Model that Camden already has in place, as well as the development of a 4-week waiting time pilot. These initiatives would target those with mild-moderate mental health problems as well vulnerable cohorts who may not be accessing current support. This would integrate with the current transformation plan through an enhancement of current services to increase access, workforce and care for the most vulnerable.
- 6.11 **Minding the Gap**
Minding the Gap (MTG) is jointly commissioned by Camden Council and the CCG and aims to improve the mental health of vulnerable hard to reach young people, aged 16 to 24.
- 6.12 Minding the Gap is delivered by a consortium of health and voluntary sector partners providing:
- The Hive hub and young people’s team led by Catch 22, providing activities and access to sexual health and substance misuse services; and a team who deliver 1-1 mental health outreach support;
 - A social enterprise, ‘walkinglondon22’, delivering walking tours in Camden with contracts with the Francis Crick Institute, Camden Council and Air BnB. A new partnership this year has led to health promotion walking tours for new students at UCL this September
 - Individual counselling and therapy and group sessions provided by the Brandon Centre. They saw 261 young people for individual counselling and therapy in 17/18 compared to 166 prior to MTG
 - A fortnightly transitions meeting supporting the most vulnerable young people with mental health. There were 75 young people presented at MTG transitions meetings during 2017/18.

- 6.13 The Integrated Commissioning Committee have agreed to the continued funding of Minding the Gap to March 2020. The business case included some reconfiguration of services and reduced funding in order to meet the required savings for the CCG. Discussions are underway to support the sustainability of The Hive which includes the possibility of the relocation of the Royal Free Hospital day school to the building.
- 6.14 In many ways we are fortunate in Camden to have so many good mental health providers, but I am conscious of the increasing need amongst children and young people.
- 6.15 **Tackling child obesity**
Childhood obesity has been described as one of the greatest health threats that the nation faces. We know there are significant inequalities in the borough. In the areas of the borough with the highest levels of deprivation, the percentage of overweight children is significantly higher; notably among black children.
- 6.16 We know that being overweight or obese in childhood can lead to obesity and ill health in later life and children can also suffer consequences from the psychological impacts of bullying, low self-esteem and depression to type 2 diabetes and joint problems.
- 6.17 The latest figures (for 2016/17) show that 21% of reception age children in Camden schools are overweight or very overweight. See the chart below. Gospel Oak ward has the highest prevalence of overweight/very overweight 4 to 5 year olds (33%), significantly higher than the Camden average. In Year 6, the Camden average is 39% of 10-11 year olds with Bloomsbury and Holborn and Covent Garden wards have the highest prevalence of overweight/very overweight children (50% and 48%, respectively). The Camden average in 2016/17 was not significantly different to the London average in either Reception or Year 6.
- 6.18 Families for Life is a universal healthy lifestyle offer for families with children from 2-11 years began in April 2017. The offer includes a range of 4 and 6 week programmes for parents and their children focusing on healthy eating, healthy cooking and physical activity, delivered by Camden's Health and Wellbeing Team, and hosted in children's centres, schools and community venues. In 2017-18, a total of 438 attendees (from 189 families) were seen in Camden across 31 programmes. 58% of the attendees were from BME groups. A key part of the offer is to train up early years staff in children's centres and schools to be able to run the programmes themselves - 21 school staff were trained last year as a result of this.



6.19 Camden Can

Tackling obesity in Camden requires a ‘whole system’ approach, bringing together partners from across the community to address the multiple drivers of obesity. Camden’s Healthy Weight, Healthy Lives partnership, “Camden Can”, aims to make Camden a place where everyone has the opportunity to maintain a healthy lifestyle, through physical activity and a healthy diet. The Partnership brings together a range of strategic partners who are able to influence physical activity and access to a healthy diet in the borough. Public Health funding is provided to support a range of initiatives within the community, including:

- 6.20 The Camden Can Innovation Fund provides funding and support to people, communities and organisations with new ideas for tackling the issue of overweight and obesity. Thus far six projects have been selected.
- 6.21 The Camden Can Pledge programme enables organisations, including local schools, hospitals, housing associations, voluntary organisations and businesses to sign up and commit to improving physical activity and healthy food for those people their organisation works with and/or employs. So far, 35 organisations in Camden have made a pledge.
- 6.22 The Somers Town and St Pancras Healthy Living Partnership is a 3 year ward specific project that aims to increase the proportion of residents who have a healthy weight, eat well and are physically active. The partnership aims to draw on existing local assets and local collaboration to support healthier lives and positive outcomes.

6.23 **Work in Schools**

The Race to Health, a whole school activity challenge, won the 2018 London Sport award for technology and participation. In 2017/18, 1,681 pupils from 16 schools, and 8 libraries participated in Race to Health. However,

- the percentage of pupils who achieve the recommended 60 minutes daily physical activity for health benefits decreased compared with 2016/17.
- the percentage of boys meeting the physical activity recommendations was 15% (6% below the national average) and the percentage of girls was 11% (5% below the national average).
- there was an average of 29 minutes daily physical activity for boys and 24 minutes for girls

6.24 Healthy Early Years London (HEYL) was launched in 2018 and Camden's Little Steps to Healthy Lives (LSHL) programme has been aligned to HEYL Bronze. 14 early years settings including all 5 children's centres and 4 maintained nurseries have achieved the Little Steps to Healthy Lives award. The programme covers healthy eating, physical activity (including movement play), breastfeeding, immunisations, dental health, mental health and smoking prevention.

6.25 In schools 49 (84%) of primary, secondary and special schools are engaged in the Healthy School award programme which is the most we have had in the last 5 years, with more than half (53%) already holding the Healthy School recognition. 88 pupils were trained as Mini Health Champions (in 6 primary schools) and 33 Health Champions (in 3 Secondary schools) with a focus on healthy eating or physical activity. In one school there was an increase from 19% to 51% of children eating packed lunches with both a portion of fruit and vegetables. In another school there was a decrease in the number of children who eat crisps most or every day from 62% to 22%.

6.26 **School Nurses**

School Nurses support children and young people to reach their full potential through health assessment, intervention, and education to ensure that physical and emotional health needs are met.

6.27 Camden School Nurses work in partnership with local maintained schools, free schools and academies, Camden Centre for Learning, Gloucester House and Robson House. The service also supports children and young people who are subject to a child protection plan who do not attend school. The service offers every child a school entry health review, hearing and vision screening and support with transition, administers immunisations according to the recommended UK schedule (flu, HPV, Meningitis AWCY and school leavers' booster) and undertakes the National Child Measuring Programme (NCMP).

6.28 Targeted support is given for children with an identified long term medical conditions, through care planning and training for education staff. School nurses play a key role in safeguarding, being the lead health professionals for children aged 5-19 who are subject to Child Protection or Child In Need plans, with a focus on the voice of the child. The service also provides a healthy lifestyles service for those children who have been identified as overweight and very overweight through the NCMP, and promotes health information to vulnerable CYP about healthy lifestyles choices, including sexual health.

7. Strategic Objective: Children and young people are encouraged to be safe and positively engaged in the community

- 7.1. Camden, like other parts of London, has seen a worrying rise in knife crime and youth violence, including the profoundly shocking murders of two young men, in Kentish Town, on a single night in February 2018. These tragic events reinforced the urgency of the investigation of the Youth Safety Taskforce which Councillor Hai discusses in detail in his report.
- 7.2. There is a significant body of national evidence that directly correlates good school attendance with improved attainment and outcomes for children. Notwithstanding the academic outcomes, we know that children's safety and wellbeing are supported and nurtured when they are in school and therefore this is central to our ambition for all Camden children.
- 7.3. The most vulnerable children are most likely to be excluded. In the UK one in two has a recognised mental health need. Excluded children are four times more likely to be from the poorest families and eight out of 10 of them have a special education need or disability. Boys are much more likely to be asked to leave their school, with three boys permanently excluded for every girl.
- 7.4. **Exclusions**
Since we experienced an upturn in secondary permanent exclusions last year in 2016-17 to 29 children and young people (which was above national and London averages and is likely to be mirrored in 2017-18) we have taken steps to reduce both permanent and fixed term exclusions – particularly for groups at high risk. In September 2017 we introduced a KS4 high quality alternative provision approach aimed at students for whom a standard KS4 GCSE curricular diet is not motivating. The pupils are at high risk of either exclusion or persistent absence. This provision is funded by schools and operated by Camden Centre for Learning (CCfL). Of the 22 referrals to take up a place none has been excluded this year. Two placements were not ultimately successful but the students nevertheless finished their education.
- 7.5. This year fixed term secondary exclusions fell below the national average and closer to inner London's average and the most 'at risk' group - of permanent and fixed term exclusion - has seen numbers fall dramatically over the past two years (this year's exclusions data are yet to be verified by the DfE). We are doing more this year and have anticipated the Youth Crime Task Force's recommendations not only through the KS4 project I have just described, but also by tackling exclusion earlier. Last month CCfL opened a KS3 programme (the REACH programme) designed to prevent permanent exclusion and to help swiftly to reintegrate pupils at risk of permanent exclusion and any who have been excluded (sometimes from other boroughs).
- 7.6. Although exclusion rates in our primary schools are lower than national and London rates we are also moving to ensure children who are at risk of later exclusion at identified early and are also provided with a swift behaviour improvement or re-integration pathway through the creation of a Re-integration Satellite which will be run by Robson House Special School and Rhyl Primary school. It will aim to prevent up to 15 primary school children who may later be at risk of exclusion from becoming so.

- 7.7. In recognition of these developments, we will be launching an exclusion prevention strategy later this term and I am grateful to Jeanette Lowe, Executive Headteacher of CCfL who has agreed to support the schools and teams involved in this work during this academic year following her very successful Ofsted inspection results earlier this year.
- 7.8. **Attendance**
Last year I reported that Camden's attendance was a cause for concern. This year I can report that attendance has become a focus for improvement and whilst small, there are already encouraging signs that it is beginning to improve.
- 7.9. Whilst still below the national averages, attendance at all primary schools has increased by 0.1% compared to the previous year. Attendance at all secondary schools has increased by 0.3% compared to the previous year. However attendance at special schools and pupil referral units has decreased by 0.01% and 2.4% respectively.
- 7.10. Similarly, there has been improvement in the statistics for persistent absence this year. Levels of persistent absence in primary schools has decreased for the second year in a row and is 10.1%. Levels of persistent absence in secondary schools has decreased by 2% compared to the previous year.
- 7.11. A strategic response to the concerns about attendance is in train to make further, greater and sustained improvement. Work has taken place to review our current support offer to schools from the Education Welfare Service and integrating the service within Camden Learning, and we are working to develop a strategy and approach which better supports attendance as part of the educational whole, contributing to children's attainment, wellbeing and long term outcomes.

8. Looking Forward

- 8.1 As I said at the beginning of this report we are very fortunate in Camden to have such a dedicated and skilled workforce. We also benefit immensely from some truly remarkable leaders. This year we have had four new secondary heads and it is very heartened to see the alacrity with which they have become part of 'team Camden' and are taking forward the work of their schools. I am grateful to all our teachers in our schools, adult learning and higher education and to colleagues in CNWL and the local police who work together to protect our children and help them to thrive.
- 8.2 Special thanks also go to Dominic Clout the Chair of the Safeguarding Board who has given great service to the borough over a lengthy period and thoroughly deserved the outstanding judgment in the Safeguarding Inspection; I have already mentioned to Jon Abbey and Christine Peters who have so successfully led Camden Learning; and also to Councillor Oliver Lewis who has led CSF Scrutiny with empathy and challenge.
- 8.3 My thanks also go to the senior management team who done so much to transform our children's and youth services – Anne Turner and Eve Stickler and to Peter Dudley who continues to oversee Camden schools.

- 8.4 I am sure they would also all join me in paying tribute to the leadership of Martin Pratt, the Director of Children Services and Executive Director of Supporting People, who has a profound compassion and care for children and young people and the ability and courage to challenge orthodoxies and create, with his colleagues, new solutions for families and children.
- 8.5 It is almost impossible to know what lies ahead in these difficult and unpredictable times, but at least in Camden we can rely on a strong network of professionals, volunteers and service users who will work together to protect and improve the life chances of all our children and young people.
- 8.6 Increasing political and economic instability is not going to make the lives of children and their families any easier, but I am confident that we can continue to build on the work we have developed to ensure that every Camden child thrives and that no child is left behind.

Councillor Angela Mason, *Cabinet Member for Best Start in Life*

YOUNG PEOPLE AND COHESION ANNUAL REPORT 2018

COUNCILLOR ABDUL HAI

1. Introduction

- 1.1 This is my first report as the Cabinet Member for Young People and Cohesion – leading on services that our young people and communities tell us are important to them. The services within the Young People and Cohesion portfolio make a real difference to all those young people and the wider community in the borough, particularly at a time of austerity. The portfolio consists of specialist services supporting vulnerable young people through Youth Early Helps (YEH); keeping young people safe through our Youth Safety Taskforce work; maximising opportunities for young people through apprenticeship levy; taking a preventative approach to reducing youth offending; supporting young people into education, employment and training; opening new opportunities through Science, Technology, Engineering, Art and Mathematic (STEAM); working with our Youth MPs to ensure that their voices count; making our communities resilient through focused work on community cohesion and tackling inequality in all its forms. In light of international, national and local threats, we are continuing to tackle all forms of extremism.
- 1.2 Since taking over responsibility for this portfolio, I have had the privilege of working with our voluntary and statutory sector partners; young people and the wider community groups to ensure that our services are delivering outcomes for our services users. A key focus is to address the underlining barriers and challenges through multi-disciplinary work.

2. Intervention and Prevention

- 2.1 As Councillor Mason has mentioned in her report, early intervention and prevention is central to the work that the Council and their partners are offering. In the Integrated Youth Support Service (IYSS), the early help offer in Camden is made up of the Council, health, education and voluntary sector – working together to identify those young people and their families who would benefit from early help, and provide targeted services to address their needs in order to improve outcomes. Through the three strands of the service - early help, youth offending, and progression and participation - the youth service model promotes a more holistic approach to service delivery. I really enjoyed working closely with Cllr Mason to deliver the three key strands.
- 2.2 **Youth Early Help (YEH)** is made up of teams of Youth Workers, Youth Early Help Case Managers, Connexions and Careers Advisors and Substance Misuse workers who are based in three youth hubs in the borough to provide a “One Stop Shop” style service for young people. Local hubs offer a more integrated way of working and a single family focussed access point to ensure that young people are supported to develop skills, knowledge and coping mechanisms. The hubs offer -
- structured programmes of positive activities at youth clubs/centres/schools;
 - information, advice, guidance and support for young people who are at risk or are Not in Education, Employment or Training (NEET);

- preventative and harm reduction work for young people who are at risk of using and misusing substances through workshops and via one to one sessions;
- a Triage Programme which is a crime prevention programme which aims to deter young people from entering youth justice system;
- a Youth Engagement programme, which aims to support young people and their families to work together to develop resilience and improve outcomes for the young people;
- an evidenced based ‘whole family’ offer including Family Group Conferencing (FGC) and the Helping Families Programme (HFP) by the Youth Offending Service, helping to support young people with wider familial issues that are affecting their behaviour.

2.3 There were 490 referrals were made to YEH in 2017/18 to work with vulnerable and at risk young people and their families. Of these, 317 young people were accepted across three programmes (Triage, Youth Engagement and FDW substance misuse). 89% of young people completed their Triage programme, which in turn led to a 17% reduction in first time entrants into youth justice system. 78% of young people who engaged with the FWD substance misuse service in 2017/18 successfully completed their treatment, which means they reported as either drug free or reduced their intake at the point of case closure.

2.4 This demonstrates how the early help programme is working, by responding to individual young people and their family’s needs to improve outcomes and resilience.

3. Reducing youth offending

3.1 The Youth Offending Service (YOS) undertakes both preventative and reduction work and is a multi-disciplinary team which includes professionals from social care, police, probation, education and health agencies. The aim of the service is to work with young people and families to address factors that lead to criminal behaviour and reduce re-offending and the number of young people sentenced to custody.

3.2 Over the last year the YOS has seen a reduction of first time entrants into youth justice system and a reduction in the number of young people receiving custodial sentences. These measures suggest that fewer young people are committing fewer offences. However, the nature of some of the offences shows an increase in both violence and weapons offences.

Camden Youth Safety Taskforce

The Camden Youth Safety Taskforce was set up in December 2017 in response to the significant increase in youth violence incidents in the borough over the previous year. The aim was to help the council understand, prevent and ultimately reduce violence amongst young people, including knife crime, in the borough. The taskforce sought to develop a detailed understanding of the underlying causes of this ongoing problem.

Keir Starmer QC, MP and I chaired the Taskforce steering group which comprised members drawn from key stakeholders including the police, parents, voluntary and community groups, schools and youth work professionals. Keir and I are indebted to Georgia Gould, Leader of the Council for commissioning this Taskforce work.

The Taskforce gathered information through extensive engagement with young people, parents and residents, professionals and the voluntary sector, as well as a detailed literature review to learn from what has worked elsewhere. It gathered evidence by asking three broad questions:

- Why do some young people carry knives?
- What are the main causes of youth violence?
- What can be done to address the problem of youth violence in Camden?

The Taskforce engagement included:

- 4 secondary school visits to speak with approximately 100 students.
- 4 youth centre visits to speak with approximately 70 young people across different parts of the borough.
- An online survey which was completed by 169 people.
- Small and individual focus groups including with 12 young people open to Camden's Youth Offending Service.
- Two parents' focus groups and 3 community conversations involving parents and other local residents.
- An open drop-in session for anyone in the borough who wanted to meet the Taskforce.
- A number of professional focus groups which included: youth workers, family support works, community safety officers, headteachers and a meeting with the police Borough Commander.
- One-to-one meetings with policy experts and local voluntary groups.

Taskforce findings and recommendations

The Taskforce made 17 recommendations to the council, schools, businesses, community partners, and to all citizens in the borough.

The remit of the Taskforce was to consider what more could be done to keep young people safe and it has adopted and adapted a successful framework used in Camden to tackle child sexual exploitation (CSE) and Domestic Violence Abuse (DVA). Therefore, the recommendations have been categorised under five themes:

- **PREVENT**
Prevent youth violence by providing young people, parents and professionals with information which raises their awareness of the issues and helps them keep themselves safe, make positive choices about their behaviour and build their resilience.
- **IDENTIFY**
Identify and refer those young people who need support because they are vulnerable to being affected by youth violence.
- **SUPPORT**

Target those at-risk of or affected by youth violence and provide them with the support they need, including enabling parents and professionals to support the young people with whom they are involved.

- **DISRUPT**

Disrupt the patterns of youth violence to make Camden a safe environment by interrupting the activities of perpetrators and inhibiting the grooming and targeting process.

- **ENFORCE**

Use appropriate enforcement of perpetrators using information and intelligence gathered by partner agencies.

The Taskforce found that fear, and the perceived need for protection, is a key factor driving young people to carry knives. The recent increase in youth violence in the borough will only serve to exacerbate this fear. The reports states that some of the underlying causes of youth violence include the presence of a well-established drugs market in the borough and the exploitation associated with this, a lack of 'thing to do' for young people and a lack of opportunities in education training and employment. The Taskforce also provides evidence which shows that is often the most vulnerable young people who are affected by youth violence with research showing significant levels of trauma in the history of high-risk young people.

The Taskforce recommends a broad ranging, multifaceted and comprehensive response to the problem, often described as a 'public health approach'. This is the term given to treating youth violence as a broad public health issue rather than simply a law and order issue. This means taking a whole community approach to tackling the problem, with a clear focus on prevention and involving a wide range of partners in the effort from schools and the police, to health professionals, youth workers and the voluntary sector.

In addressing what could help keep young people safe in Camden, the Taskforce calls for a focus on early intervention and prevention, extra support for parents, greater employment opportunities for vulnerable young people, extra support for students to stay in education, developing trauma informed approaches, better identification of those at risk, additional support for those aged 18-25, the promotion of programmes that develop life skills and improved relations with local communities and the police and other public services.

3.3 Camden has a proud tradition of community action and the recommendations of the Taskforce are not just for the Council. It will need all the relevant partners and communities in Camden to come together to implement the changes.

4. Young people in education, employment and training

4.1 The final and third strand to IYSS is around the participation of young people in education, employment or training, but also engaging young people with positive activities in the community.

4.2 Every young person should have the same opportunity to gain skills and qualifications. Staying longer in education or training ensures that everyone has the same opportunity to fulfil their full potential, whatever this may be. Most people do stay in learning until they are 18 already, and we know those who don't are disadvantaged compared to other young people.

- 4.3 In 2015 the law changed as a result of which all young people must continue in learning or training until their 18th birthday. This includes going to college, starting an apprenticeship or a traineeship, or combining learning with working and volunteering. Young people can start work after sixteen, but they will also need to do training or learning that will lead to real and valuable qualifications.
- 4.4 Young people should receive a suitable offer of education in a school or college or work-based training for the September after they complete their GCSE year. This is called the September Guarantee. Last year, more than 98% of 16-17-year olds in Camden were made offer of an education place under the September Guarantee. Nationally, the average was 95.5%.
- 4.5 In May 2018 96.3% of Camden's 16-18-year olds were in Education, Employment or Training (EET) which equates to 2,986 young people. This is higher than the Central London average of 93.4%. Of those young people in Camden, 2,898 were in learning.
- 4.6 Camden has the lowest numbers of young people with an unknown destination compared to all other Central London authorities (1.3% v 4.6%). This means that we know what more young people are doing than our neighbours and shows that we are more effective in identifying, tracking and supporting those young people who are NEET or in danger of becoming NEET.
- 4.7 High numbers of young people in EET, alongside low numbers of unknowns, indicate that early intervention work in Camden is delivering the right outcomes. Accurate tracking and support are ensuring that fewer Camden young people are facing unemployment compared to our London neighbours. There are just 85 young people in Camden who are not in education, employment, or training (NEET). At 2.37%, this is a reduction on last year's figure (3.3%). This corresponds with numbers of young people in Camden claiming out of work payments – in July 2018 there were 170 (1.2%) of young claimants aged 18-21 against a Central London average of 2.3%; a London average of 2.6%; and a National average of 3.1. %.
- 4.8 Following a successful bid, the Camden Careers and Connexions service supported 127 NEET young residents aged 16 – 24 through careers advice and guidance, mentoring and 6 months follow up support, as part of a European Social Fund programme. The outcomes were extremely positive with 121 young people engaging fully with the programme and staying in education and employment. We are currently working with a careers company called Prospects to bid for the next round of funding.
- 4.9 The Careers and Connexions Service continue to improve and expand the traded service delivering high quality Careers and Connexions services in Camden Schools. As a result, they are now working within all Camden's mainstream schools, except for one, and we are also present in special schools and hospital schools.
- 4.10 Through a successfully won bid from the Richard Reeves Foundation, we are working with 10 Camden Schools to achieve a Quality in Careers Kite Mark in careers education. We are delivering this in close partnership with the STEAM commission and the Camden Schools Careers Forum.

4.11 The Camden Careers and Connexions Service have also passed a Matrix inspection this year. The Matrix is a required Kite Mark standard for a DfE/Ofsted purposes to deliver Careers Guidance in schools. The inspector shared how impressed they were by the careers and Connexions staff they met and we received very positive feedback about the service from both partners and young people.

5. Creating opportunities for young people through employment and skills opportunities including apprentice schemes

5.1 Apprenticeships

Camden Apprenticeships supports teams across Camden Council and external employers to create apprenticeship vacancies. The service works with employers to ring-fence these opportunities for Camden residents and Camden secondary school leavers. The Camden Apprenticeships teams delivered 238 new apprenticeships starts in 2017/18 and the King's Cross Construction Skills Centre supported a further 40 people into local construction jobs.

5.2 Last year, I was proud that a Camden young person won the London Councils Apprentice of the Year award. Camden also won the Best Work with Supply Chains and Local Business award. Camden is currently shortlisted for three awards at the 2018 awards, including nominations for two Camden young people.

5.3 The Apprenticeship Levy and The Enterprise Bill came into force in April 2017 and has introduced important changes to apprenticeships. All organisations are now levied 0.5% of their payroll, which they can claim back in digital vouchers to spend on training apprentices. Public sector organisations with more than 250 staff have also been set a target that 2.3% of their workforce should be apprentices. The legislation introduced other new changes with funding for apprenticeships now open to people of all ages, including those with higher level qualifications. These policies offer Camden opportunities to recruit a broader range of staff and meet targets for greater diversity of the workforce. The changes do mean that apprenticeships are now not solely accessed by young people, although in 2017/18 of apprenticeships created by the Camden Apprenticeships team, 65% were secured by young people 16-24.

5.4 STEAM Commission

This year, we have significantly progressed the STEAM Commission's recommendations into a tangible and scalable programme of activity in Camden. We have established a schools-led STEAM Hub through Camden Learning which is developing a STEAM Leadership Programme – 18 schools have signed up to the Hub within a week of the opening of applications. The Camden Challenge, hosted by Ted Baker, took place in July as part of the Camden Summer University. In September we will launch the delivery phase of the programme at the Francis Crick Institute for Camden headteachers, school governors, businesses and cultural institutions. The event will focus on committing businesses to the 21st Century Talent Pledge. An employer campaign is underway to secure pledge commitments. We have commissioned evaluation support so we can ensure the best practice which we are developing can be disseminated regionally.

5.5 **Work Experience**

To date, Camden Council has hosted 56 work experience placements for school aged children in 2018, more than double compared to 26 in 2017. Five placements have been brokered with external partners including; UCL Farr Institute of Health Informatics, The Wiener Library, Moxley Architects, the Nuffield Foundation and Camden Giving.

5.6 **Scholarships**

We have worked in partnership with Hult International and Anglia Ruskin University to negotiate a scholarships programme for Camden residents that has run for a number of years. This year, four Camden residents secured scholarships across undergraduate and postgraduate courses, with beneficiaries due to begin their courses this September. Camden has also now partnered with Birkbeck in order to offer further opportunities to residents from 2019.

5.7 **Support for People with Additional Barriers**

The number of employers involved in the Camden Ability network has been expanded to 28 and now includes UCL, and Skanska. The project is working with employers to offer training to more people with disabilities and alter their working practices to become more inclusive. The project also aims to secure work experience and job opportunities for people with learning and physical disabilities and support 20 residents into work and 15 into work placements by December 2018.

5.8 Officers have also been involved in a DfE Pacesetters project, designed to increase the number of people with learning disabilities entering apprenticeships or supported employment opportunities. This includes working with local training partners such as Westminster Kingsway to introduce them to employers and expand their existing supported internship programme.

5.9 Last October, officers from HR, SEND and Economic Development have also organised a supported employment training programme to equip frontline Council officers and local schools with the tools required to carve out employment opportunities for people with Learning Difficulties.

6. **Young People engaging in positive activities in the community**

6.1 In 2017/18, 3,356 young people aged between 13 - 19 yrs, including young people with learning difficulties and disabilities, engaged with youth services. This was a 36% increase in participation rate compared to 2016/7. Of these, 2,468 (75%) participated on our youth programme of activities; 1,632 (50%) young people achieved recorded outcomes; and 546 (16%) young people achieved accredited outcomes, such as Duke of Edinburgh awards, AQA and ASDAN awards. Accredited programmes offer support with young people's educational attainment and progression, plus there are vocational qualifications in areas such as sports and the arts. There are programmes and workshops on life skills and personal development.

6.2 Whilst the young men's level of engagement has remained at the same level, there has been an 11% increase of young women engagement in youth provision in 2017/18

compared to last year. This was as a result of the youth service focusing on offering more activities popular with young females.

- 6.3 **The Duke of Edinburgh Award** gives young people aged 13 to 24 of all abilities the chance to develop skills for life and work, fulfil their potential and have a brighter future. The award is a programme of activities for young people that encourages them to get fitter, learn new or develop existing skills, help others by volunteering and experience real adventure.
- 6.4 Participation has increased from 457 in 2016 to 628 in 2018 and has doubled its income as part of Camden's Careers and Connexions Service traded service offer. The success has allowed for greater inclusion including young people with disabilities and young people from Somers Town Youth Centre. The service is currently increasing capacity to create voluntary opportunities for Camden young people.
- 6.5 **The Disability Project** continues to promote and support inclusive youth centre programmes and has developed a curriculum that is aligned with preparing young people for adulthood. This includes employability, Sex and Relationship education with Brook, The Duke of Edinburgh Award and travel training. The Seven O'clock Club runs a range of activities based around the Youth Work Curriculum and Transitions to Adulthood Pathways used by colleagues in Social Care.
- 6.6 **The Camden Summer University** has once again delivered an exciting and varied programme to young people in Camden. 756 young people registered for courses in summer 2018. Priority was given to vulnerable young people resulting in 60 young people from social services, 211 on free school meals and 6 young offenders.
- 6.7 **The Silverdale Bike Project** has moved into new premises at Churchway near Euston as a result of HS2 construction. The Project continues to increase its reach to young people supporting young people on the verge of exclusion or involved in anti-social behaviour. The Project provides a curriculum option for two groups of Acland Burghley students who may have problems accessing a full school curriculum.
- 6.8 In March 2018, a new **Youth MP** was elected when young people across Camden went to the polls to decide who will represent them. All 11 – 19-year olds who live in Camden, go to a local school or college, or work in the borough, were eligible to vote in their school or youth centre. Athian Akec, 15, from Hampstead School was elected Camden Youth MP. More than 5,000 votes were cast.
- 6.9 **Make Your Mark** is an annual national ballot organised by the UK Youth Parliament to help the Youth MPs to decide on their campaign issues. Young people in Camden voted for priorities to include lowering the voting age to 16; creating work experience hubs for 11 – 18-year olds and protection of school budgets. The data has been shared with the UK Youth parliament to be included in the national results.
- 6.10 The **Youth Council** delivered a successful Shout Out Event at Central St Martins and the new Youth council are currently planning next year's event with an emphasis on serious youth violence.

- 6.11 The **Reactive Forum** runs monthly during term time, and is a space for young people with learning disabilities to learn about issues that affect them – and also to get their voices heard. This year, young people have been consulted on and received information on TFL Travel Training, Camden Ability and Connexions (employability and work experience), the Police Youth Engagement Team (personal safety), Safety and Social Media.
- 6.12 **Children in Care Council (CiCC)** provides a voice for children and young people in care and to be involved in making decisions on issues affecting children and young people in care. This includes a review of the Backchat website, development of an App for care leavers; representing voice of children and young people in care at Council meetings and attending Corporate Parenting Board meetings and being involved in decision making about services.
- 6.13 The annual **Young Inspectors programme** continues to undertake inspections of a wide range of statutory services with recommendations being used to adapt and improve services and processes. In the past, the Young inspectors have scrutinised the CIN and CP service, the LAC academy, LAC health services, the MASH, CSE and most recently assessments of children with disabilities. Young inspections have resulted in significant changes in how services are run, including a restructure of the LAC academy and a revision of decision-making responsibility and changes to workflow within the MASH and Assessment teams.
- 6.14 In the 2017 Ofsted inspection of Children’s Services, the inspectors stated that important improvements and changes to services had been achieved in Camden which were ‘directly attributable to young people’s proposals’. Ofsted described Camden’s young people’s participation in and influence on service development to be ‘deeply ingrained’ and ‘strong and influential’. They spoke of the young people having an ‘active, continuous and meaningful voice’ and described the children in care Council as ‘remarkable’.
- 6.15 Our colleagues in the voluntary sector play a vital role in the lives of young people. **Young Camden Foundation (YCF)** is a community of cross-sector organisations working together to improve opportunities for all young people in Camden. Set up in May 2017 with the support of the Council, YCF has 80 key strategic partners including Google, the British Library, and Urban Partners. They have awarded more than £100K in small grants to voluntary organisations who have an interest in helping our young people to fulfil their potential, including the Summer Opportunities Fund, with a total fund of £60,000 designed to help organisations deliver new and accessible activities for children and young people during the summer break.

7. Promoting community cohesion

- 7.1 London is built on migration and immigration, bringing communities from all over the UK and world together. Camden is at the heart of that melting pot and benefited from the culture and energy that this has brought, successfully bringing communities together to tackle problems, and to bring about real social change. Recently, sharing the benefits across all communities has been a challenge with the community seeing an increasing divide between the “haves” and “have nots”.

- 7.2 The Council has taken an active role in working alongside our communities to create and support ways to improve cohesion. A decade of austerity has continued to limit our ability to meet our aspirations.
- 7.3 Together we face stark challenges, from London’s housing crisis to Brexit and its aftermath. Central government cuts look set to continue with the Council and our public sector partners facing increased pressure on services.
- 7.4 The change in the public mood since the EU referendum, places cohesion at the forefront of challenges to the borough, played out in Camden with a 13% increase in hate crime (to 2,748 offences in 2017/18) and a decline in the proportion of residents that agree Camden is a place where people from different backgrounds get on well – down to 68% this summer from 86% in 2016.
- 7.5 Yet our diverse communities with different cultures make Camden special and unique. Camden is a welcoming and innovative place which attracts many visitors because of these traits. In Camden, people care about each other and the wider community. We have a rich wealth of culture and heritage, outstanding green spaces and a strong sense of identity.
- 7.6 The strength of the community in responding in times of need was clearly visible in June 2017 during the evacuation of the Chalcots Estate. A whole host of support was available to residents of the blocks from over 30 voluntary and community organisations. These organisations provided everything from diversionary activities for children and young people, support with laundry and emotional support and advice.
- 7.7 Over the last 12 months we have worked with residents to create a new vision for Camden in 2025:
“Together we want to make Camden a better borough – a place where everyone has a chance to succeed, where nobody gets left behind, and where everybody has a voice”.
- 7.8 Camden 2025 positions the Council to take a lead enabling role with our residents and strategic partners building on Camden’s vibrancy, creativity and diversity. Our approach to supporting communities, is to support bonding within communities and bridging between different communities to directly tackle the misrepresentation and misunderstanding that can exist between communities. Our approach is set out across three themes:
- 7.9 **Theme 1: Intervening early – tackling the causes**
As discussed earlier, Camden’s response to the challenges which families face is the Resilient Families Programme - focussed on intervening early; making the most of the resources to work with families before issues develop that detrimentally effect how that family works together and within its community. This programme looks at the whole

environment around a family, working in partnership with the family and partners to deliver better outcomes.

7.10 The Council has increasingly become an advocate of Family Group Conferences. These allow us to work with individuals and families at times of transition increasing individual resilience. The approach changes the role of the public sector from a service provider to a facilitator of individual, family and community action. Since 2013, when conferences were introduced in Camden, the number of children entering care has dropped by 35%. This is against the national trends.

7.11 **Theme 2: The environment – building better places**

The Council's innovative Community Infrastructure Programme (CIP) enables people from all levels of income to remain in Camden by reinvesting capital receipts back into our communities. Over the 15-year plan, CIP plans to invest £1bn in schools, homes and community facilities. This will enable:

- Building of 3,050 homes (incl 650 replacement homes).
- Improvements to 48 schools and community centres.
- Build/ refurbishment of 9,000 sqm (equivalent to 35 tennis courts) of improved community facilities.

7.12 **Theme 3: Convening – bringing people together**

Holding community festivals within our diverse borough is an example of how we can create cohesive communities through share activities. In 2017-8, over 87,494 people attended 113 Camden community festivals. The community events were organised by local community centres and community groups such as neighbourhood centres, residents' groups, church groups, Islamic associations, Kurdish, Syrian and African communities. This includes 10,000 visitors to Hampstead Christmas Fair, 9,000 at the Durja Puja Hindu Festival and 7,000 at St. Peter's Italian Church Summer Pageant and Festival. These events were open to all. I have no doubt that these festivals also support resilience in our residents by bringing people together from different backgrounds to share knowledge, volunteer and support each other.

7.13 During the summer, the Council responded to the fever pitch of England getting into the football World Cup semi-finals by bringing two large screens to Russell Square and Talacre Park Gardens. These events brought together thousands of residents, as well as wider Londoners, to share the highs and lows of the most successful campaign since Italia 1990.

7.14 I have continued to promote cohesion through engagement with our faith communities via the Faith Leaders Forum. The Forum and the Council are co-developing a strategic 4-year plan, placing the forum at the centre of the dialogue with faith communities that develops the social capital of the networks outside of the meetings and promotes community cohesion.

- 7.15 The Cohesion Impact Group (CIG) supports the borough in the aftermath of an emergency incident (either in Camden or elsewhere) and advises the Council on situations that potentially could have a negative impact on cohesion in Camden, e.g. a rise in hate crime or a terrorist incident either locally, nationally or internationally. The group consists of faith leaders who have volunteered to take on the role. They utilise their positions as leaders in the community with strong networks that can be mobilised in response to emergencies or heightened tensions. The CIG currently consists of 14 faith leaders from Christian, Jewish and Muslim faith traditions.
- 7.16 We continue to deter hate speech in our borough and work to disrupt groups who attempt to use Camden as a venue for messages of hate. Schools follow a framework of enquiry to verify the organisations and individuals who may be invited to speak to students.
- 7.17 Working with our partners, I remain committed to tackling the threat of violent extremism and intolerance that threatens all members of our community. The terror attacks last year whether in Manchester where young people were targeted or in London at Westminster, London Bridge, Borough Market and Finsbury Park, act as stark reminders of the need to foster cohesion and prevent extremism in all its forms.
- 7.18 Public awareness and interest in the governments counter terrorism activity including the Prevent Duty, has heightened. Our local approach to delivering the Prevent Duty in Camden, promotes community cohesion and addresses inequality by tackling all forms of extremism.
- 7.19 Prevent in Camden is rooted very firmly in our early help approach. Where young people are considered to be vulnerable or at risk, they are referred to the Multi Agency Safeguarding Hub (MASH) our front door to social care. Where thresholds are met, the case is shared with Camden's multi agency Channel Panel where appropriate support is put in place. Over the year, our Prevent and MASH teams have continued to work in partnership to ensure that our responses are robust.
- 7.20 Last February, the tragic murders of two young people in our borough has prompted schools to request support which recognises overlapping vulnerabilities and that gang involvement could lead young people into the criminal activity which may be a precursor to radicalisation.
- 7.21 Through the employment of a Prevent Education Officer in February, who is working closely with our existing Prevent Co-ordinator in schools and other establishments to understand local vulnerabilities and ensure that staff are trained to identify and support vulnerable young people as well supporting schools with strategies and activities to build resilience to terrorist ideology, in all our young people.
- 7.22 A Camden specific Workshop to raise awareness of Prevent has continued to be delivered on a monthly basis to all Camden Staff and partners. Whilst the education sector has received training bespoke to working with young people, the Education

Officer has developed and delivered specific training to staff across the sector including; Children's Centres Pupil Referral Units and Special Schools. Designated Safeguarding Leads in Schools have had refresher training.

7.23 We have been successful in our bids to the Home Office for grant funding to carry out innovative projects in response to specific vulnerabilities identified in Camden.

- Shadow Games – A drama encouraging young people to recognise the process of radicalisation which will be delivered in 6 secondary schools.
- Brave – Workshops to expose the serious exploitative grooming tactics used in both gang and extremist recruitment and give young people 'exit' strategies. BRAVE will spend 8 days in Camden schools and youth settings with recognised vulnerabilities and youth settings.

7.24 I am committed to lead my services in creating and capturing opportunities that will enable our communities to grow and support each other in an ever-improving world class city.

8. Equality

8.1 Camden has a long tradition of promoting equality – we're proud to be one of the most diverse places in the country. A key part of my portfolio is to take the strategic lead on equality issues for the Council. This includes ensuring that our public sector equality duty is real and effective and our equality initiatives and activities which cover our interactions with partners and residents. I am grateful to Cllrs Kelly and Khatoon for supporting me with the Equality stand work.

8.2 Equal Pay for Equal Value

In May, we opened a final opportunity for staff on the old terms and conditions to move across to the new Camden Terms. This is vital to ensure that as a Council we are paying fairly for work of equal value and reduces the risk of equal pay claims. Approximately 340 employees are still on the old terms and conditions, but since this exercise began, over 200 have transferred to the new terms and conditions. The overall positive impact on pay parity should be reflected in the 2017 -2018 Pay Gap Report.

8.3 Fair Pay

Camden have for a long time sought to be a leader in its approach to fair pay. We became one of the first accredited employers with the Living Wage Foundation in 2012 and have since set a minimum earning threshold above this rate.

8.4 Pay Gap Reporting

Under new legislation that came into force in April, UK employers with more than 250 employees were required to publish their gender pay gap. For a number of years, the Council has taken a leading role in Increasing pay transparency. Since 2015, we have been voluntarily reporting our gender, ethnicity and disability pay gap. We believe that

by shining a light on any disparity in pay, we are acknowledging that there is an issue. We can then talk about how to address it.

8.5 In April our annual Pay Gap Report showed that Camden has a lot of which we should be proud. However, the Council recognises there is work to do in achieving improved representation of Black, Asian and Ethnic Minority (BAME) staff at higher grades in the organisation, which is the primary reason for an 11.6% median pay gap between white and BAME employees. Gaps by ethnic origin at grade level are lower, meaning the proportional median and mean pay gaps – which weight gaps at each grade by the proportion of staff in those grades – were lower at 1.5% and 1.6% respectively. Work in this area is underway and more detail is provided at 2.4.

8.6 The report also showed:

- positive overall gender pay results.
- female median earnings 3.5% higher than those of men.
- female mean earnings higher by 0.9%.

Our HR Business Advisers continue to promote the benefits of flexible working and reduced hours in relevant services where retention of women after maternity leave is a challenge.

8.7 **Zero Hours and Social Value**

HR Services recently sent a short questionnaire to a sample of key suppliers to understand better the use of zero hours contracts since the introduction of the 'Flexible Working' standard. These included GLL (Leisure services), Croma (security services), Veolia, NSL (parking) and CaterLink.

8.8 It was encouraging to find that only two of the five suppliers contacted (GLL and Croma) use zero hour type contracts/work arrangements – one of whom are committed to have all core staff on fixed hour contracts by middle of 2019 - particularly given the prevalence of such contracts in some of the sectors such as catering. All suppliers contacted appear to have robust scheduling systems in place for staff on fixed hours and any on zero hours contracts. Where zero-hour contracts were in place, no exclusivity clauses were included enabling staff to undertake work for other employers.

8.9 As part of the Council's responsibility to consider wider social, economic and environmental benefits that can be created from public contracts and aligned to the Camden 2025 priorities, we are also considering how we can continue and further the social value we can achieve through our procurement processes. We are looking to develop a Social Value framework which will include social value outcomes for a variety of services.

8.10 **LGBT Equality**

A diversity declaration campaign is now planned for roll-out next year with the planning, consultation and technical system adaptations due to take place across the

autumn. One of the planned adaptations is to the gender identity data that we capture. We will include new non-binary and self-descriptive fields, recommended by Stonewall guidance.

8.11 Disability Equality

In September/October, as part of the HR policy review, we will be holding focus groups with staff with a declared disability and managers of staff with a disability, to gather insights about their experiences and barriers. This will inform our refreshed guidance on managing disability in the workplace. The focus groups will also look at the recruitment experiences of the staff to further improve our drive to create a barrier-free process from attraction to on-boarding.

8.12 Race Equality

A detailed analysis of our recruitment, career development and case management systems and processes is underway as part of our drive to understand and eliminate the barriers to progression faced by staff from BAME backgrounds. In parallel, we are conducting some qualitative research to understand how our staff from BAME backgrounds at different levels in the organisation, across a range of services, experience development and progression. This will include approximately 20 in-depth, one – one interviews conducted by an external, objective research company.

8.13 Black History Month

Black History Month began last Friday. This year's theme is Windrush and bridging the cultural identity gap between the Windrush generation and their young descendants. The main event is to be hosted by the Black Workers Group (BWG), featuring speakers and poets from the Afro-Caribbean community and will conclude in an evening with entertainment. There will also be separate events with Afro-Caribbean writers visiting schools and libraries to engage with children to share stories and experiences of what Windrush means to them.

8.14 Modern Slavery

The Modern Slavery Act 2015 contains a number of statutory duties with which the Council is required to comply – including publishing a Transparency Statement regarding their procurement strategy, setting out what it has done to ensure that slavery and human trafficking is not taking place in the Council or its supply chain.

8.15 The Council's standard terms and conditions of contract now include clauses to reduce the risk of slavery and penalise human trafficking and these are also required to be passed down the supply chain to all subcontractors.

9. Coroner's service

9.1 I will continue to work on behalf of our residents to update and improve the coronial service in Inner North London (INL). As Camden is the lead borough I have continued to hold discussions on this with the relevant Leader's, Mayors and Cabinet Members

of our Consortium boroughs (Islington, Hackney and Tower Hamlets). They have all provided their support to my proposals to transform the coronial service, to better help respond to the needs of our diverse communities.

9.2 I have led the campaign for the coronial service to be brought into the 21st century. I am passionate about ensuring there is greater support and compassion for bereaved families from our diverse communities. In the last year the Senior Coroner for INL was taken to Judicial Review for what was being called the “Cab Rank Rule” she had imposed, and this was judged illegal. Since this judgment she has designed and agreed a “protocol for prioritisation” and the community feel more represented. My continuing aim is for an out of hour’s service for the coronial service across the country and I want INL, led by Camden, to create a sustainable service that is leading the way. I envisage this as an on call service to facilitate the release of bodies when no further investigation such as a post-mortem is required. I continue to give this my focus and attention, as the community still believes this is the most important addition to the service to make it fair, proportionate and diverse for all faiths.

9.3 I know that all parties want a service that works for the diverse communities and I will continue to lead this until there is a positive outcome for these communities. I value the help and support given by the other consortium boroughs, the Metropolitan Police and the Community and hope our strong partnership continues for the good of the people of INL.

10. Conclusion

10.1 We must continue to adapt and reconfigure our services in the face of further cuts to the Council’s funding by the central government. We aim to deliver a high quality of service for young people and community groups by working with our stakeholders and key partners.

10.2 These frontline services are the essence of a good public service - responding to the complex needs of young people and their families. It is a pleasure to see young people participating in a wider range of educational and recreational activities to advance their learning. I am really pleased to see young people with learning difficulties and disabilities accessing youth services. I hope that we can build on these achievements.

10.3 Tackling all forms of inequity is important to me. It is also a Camden tradition. We are making progress in addressing the gender pay gap. We recognise the contributions made by all our diverse communities. This make Camden a unique and special place to live, work or visit. Camden has a real sense of togetherness. It is at its best when there is a call to action as during the Chalcots Estate evacuation. However, Brexit has created a hostile environment for our migrants and our European citizens; they need our support and reassurance.

10.4 Additional cuts imposed by central government will make it increasingly difficult to maintain the same level of services to the satisfaction of our services users. We must all face up to this challenge.

10.5 Finally, I would like to take this opportunity to thank all our officers for their support, commitment and dedication to public services.

Councillor Abdul Hai, *Cabinet Member for Young People and Cohesion*