

Bi-Borough Children and Young People's Plan 2023 - 2026



City of Westminster



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

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Looking Forward

At the time of writing, it feels that we have weathered a global pandemic, which has been challenging and enduring for us all. We are now experiencing an acute cost of living crisis which has placed additional burdens on our society and people.

It reminds us of the important role we have as councils in providing high-quality services to best support families at a time of need. This feels like the right time to set out our priorities across children's services for the next three years in this Children and Young People's Plan 2023-2026.

We are proud of our high-quality Children's Services because this is what families deserve and expect. Staff continually striving to do better, to be better, to test new approaches whether that is working with young offenders, with schools, families in need of support, or young people with Special Educational Needs and Disabilities.

This Plan sets out our ambition and in its inception emphasises the importance both councils place on listening to residents. This is more than traditional consultation, it is a move towards co-production of plans and services with residents, services and even council decisions. This is why the future scenario workshops with young people which underpin this Plan are so encouraging to see.

Over the next three years, government reforms will change the way the social care system works, will bring further changes to how we support children and young people with SEND, and how our schools are organised and led.

These are further challenges but we are confident that Bi-Borough Children's Services is in a good position to not only deliver but help lead some of these key changes.

Our partnerships with health, police, schools, community and voluntary organisations will be important if children and young people are to continue to grow up, learn, live and achieve their potential in our two boroughs. Collaboration and shared endeavour with our partners is important to us and the collaborative approach taken by both councils to continue to deliver children's services jointly should provide further confidence that we can achieve our aspiration to be the best Children's Services in the Country.

Cllr Tim Roca
Lead Member, Young People,
Learning and Leisure
City of Westminster

Cllr Catherine Faulks
Lead Member for Family and Children's
Services Royal Borough of Kensington
and Chelsea

Message from Sarah Newman, Executive Director of Bi-Borough Children's Services

Young people in our two boroughs are creative, compassionate and rightly ambitious for their futures. I see this on a daily basis, in our schools, in youth clubs, in family hubs and on our streets. Their creativity shines through in their music and art whether hanging in the Saatchi Gallery or elsewhere in our fantastic creative spaces. I celebrate their achievements in our great schools and settings and their determination to shape their own fantastic futures.

I am also inspired by the strength, fortitude and resolve of our children and young people through and post-pandemic. Their resilience and ability to adapt to a new way of living and learning in the most exacting of circumstances were truly humbling. But it is also clear that some young people have been more affected than others, some learning and friendship-forging experiences missed. While these can't be recaptured, we must do all we can to enable our young people most affected to thrive.

This new Children and Young People's Plan 2023-2026 looks forward and sets out those important priority outcomes we want to see for children and young people. These priorities come from what we have heard from talking to young people about the future. We have captured the thoughts of some of these

young people and embedded them in the Plan. I encourage you to scan the QR codes below to hear them.

As I look ahead, just as we emerge from the pandemic it is evident that there are other new challenges which young people, their families and those who provide services and support are facing. We are already experiencing a cost-of-living crisis, which we understand may worsen, exacerbated by an ongoing war in Europe. It is clear that this is likely to hit our more disadvantaged families hardest. Locally, our population has fallen affecting services, schools and potentially the amount of money councils get from government to fund key support services.

We will work tirelessly with children and families over the next three years to address and triumph over these and other challenges. We cannot do this alone and our statutory partners, our community and voluntary organisations will all have a critical role to play if we are to be successful. I am also committed more than ever to continue to listen to the voices of young people, to do what is necessary to enable them to thrive and take all the opportunities available to them in these two brilliant boroughs.

Sarah Newman
Executive Director of Children's Services
City of Westminster and Royal Borough
of Kensington and Chelsea

Purpose of the Plan

Our Bi-Borough Children and Young People’s Plan (CYPP) is the overarching strategy for Children’s Services and sets out what Westminster and Kensington and Chelsea councils want to achieve *with, and for, Children and Young People* over the next three years.

The Plan includes a number of high-level priority outcomes based on engagement with young people, residents and key decision makers, alongside a needs analysis to give a sense of where young people are struggling and where they are thriving. Delivery of these priority outcomes will be through service and thematic delivery plans and strategies.

The Plan sits directly under Kensington and Chelsea’s ‘Our Council Plan’ and Westminster’s ‘Our Strategy for a Fairer Westminster’ and covers a three-year period serving as the framework that we use to track and improve outcomes for children and young people across the two boroughs, with a focus on the most vulnerable.

Issues of *Equity, Diversity and Inclusion* were reflected strongly during our engagement and co-production activities. These issues, concerns and aspirations are reflected in each of the seven priority outcomes set out in the Plan.

How will we be accountable for delivering the Plan?

Young people have given their time, thoughts and voices to help develop this Plan. We are accountable to them as well as council leaders for how successful we will be in achieving its aims. In addition to producing an annual update of progress, we will report directly back to those groups of young people we engaged with when developing the Plan. We will also consider other ways of involving young people more directly in assessing whether or not it has achieved its aims and whether these continue to be relevant.

How does the Plan relate to other thematic plans and strategies?



Our Vision and How we will achieve this:

Our vision is to deliver *outstanding services that enable all children and young people to reach their full potential including those who are most vulnerable.*

Our Priority Outcomes for the next three years

Our collective ambition through this Plan is to ensure that:

1. All Children have the best start in life, needs are identified and supported early and they are school ready at five.
2. Children and young people have access to high quality education and training opportunities, have good attendance at school and achieve their full potential.
3. Children and young people feel safe, and are protected from serious youth violence, harm, harmful practices, abuse and neglect at home, online and in the community.
4. All young people, and particularly those who are vulnerable can realise their ambitions and take advantage of opportunities and life skills which prepare them for adulthood.
5. All our young people feel listened to, empowered to take action and have opportunities to co-produce/co-design services that affect them.
6. All Children and Young People are happy and healthy, with access to a diverse range of activities and opportunities to support their physical, mental health and emotional wellbeing within the post pandemic context, environmental challenges and rising cost of living pressures.
7. Children and young people affected by the Grenfell tragedy continue to be supported. The council, NHS and commissioned voluntary sector providers learn from their experience of the past five years and work together to ensure support is effective for children and their families.

Principles that guide our decisions and underpin how we will deliver these priorities are as follows:

- Children and young people are at the heart of what we do.
- We believe in children growing up in their own families, and work to make this happen while keeping them safe.
- We deliver the right service at the right time for sustainable change.
- We promote independence and achievement, enabling families to be ambitious.
- We understand that good relationships are crucial and promote this through our systemic practice model and a trauma-informed approach.
- We listen to front-line staff.
- We are committed to Bi-Borough working.
- We accept and work with risk more creatively.

Three Years On: Key Achievements

2020

Inspectors found that Children and Young People benefit from high quality provisions across education, health and social care and that joint working between these services had strengthened. The parent-carer forum 'Make it Happen' provides a focal point for parents to work with professionals to co-produce services in the local area (WCC)



For every £1 spent, approximately £1.89 was saved due to the embedding of system practice (Children's Social Care Innovation Programme Report 2020)



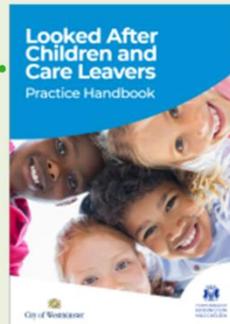
Families and staff helped to co-design our new 0-5 pathway and a new targeted offer

We ensured that all our vulnerable children, young people and families had a laptop and access to the internet



Mental Health Youth Workers co-located in Westminster's Youth Hubs

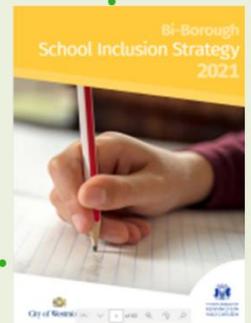
SEND News Crew was launched & All for Youth newsletter



2021

We were selected to establish a Regional Family Hub Network.

National Referral Mechanism: A devolved decision-making pilot for young victims of exploitation



2022

We have supported 3,420 children and young people in WCC (29,376 sessions attended) and 2,618 in RBKC (21,283 sessions attended) to access free food, activities and Free School Meals vouchers over the holidays

We have strengthened the 'voice of the child' as part of celebrating co-production programme (RBKC)

The new integrated health visiting service and targeted offer was implemented

Ofsted report that new arrivals e.g. Afghan Families and UACS* needs are well supported, including accommodation, education, physical and mental health, culture and friendship

*Unaccompanied Asylum Seeking Children



The parent-carer forum, 'Full of Life' has well-established relationships with leaders in the area and plays an active role to shape and influence policy that leads to positive outcomes for children and young people with SEND (RBKC,2022)



Excellent support from social workers and partner agencies

Vulnerable children were noted to be swiftly identified



Bi-Borough Focused visit 2020

Co-production and Young People's Voice: How did we involve Children and Young People and their parents/carers

Children and young people are at the heart of what we do. The Plan provided further opportunities to listen to their voices and shape the Plan and its focus.

Our Engagement consisted of:

- Designing and delivering **13** Future workshops with young people across both boroughs, engaging with over **130** children and young people aged 11– 25. These groups include Children in Care Councils, Young Westminster Foundation Ambassadors, Young K&C, RBKC Youth Council, WCC Youth Council, as well as youth clubs and Holiday and Activities and Food provisions.
- Reviewing engagement with young people and parents across children's services and wider since the previous Plan. These cover **more than 2500 responses** on a range of issues affecting children and families.

- Initiating bespoke CYPP engagement with residents in both boroughs through the Citizen's Panel in RBKC where we had **247 responses** and **50** in WCC through the reference panel.
- These were complemented by **3** staff engagement sessions and sessions with School Governors, Education Partnership Boards, and the Local Safeguarding Children Partnership.

Future Scenarios Workshops

Children and young people don't always feel comfortable speaking out during consultations, especially if they've had traumatic experiences in the past. We used discussions around different possible futures as a tool in creating a safe and supported space for generating ideas and solutions which was hugely engaging, creative, and fun for children and young people. We based our workshops on future scenarios of the borough, through a lens of Activism, and Equity, Diversity and Inclusion.



Speaking out for Change

This 'Activism' future world in 2035 is based on the increased need for children and young people to feel engaged, safe, listened to and to be given opportunities to improve their lives.

- Young people and their communities are inspired to stand up and rally for change. (Greta Thunberg, Black Lives Matter Movement, etc...)
- Young people, families and their communities come together to speak out- mobilising and creating change for themselves.
- Young people are confident and know their rights, and know how they can communicate with organisations.
- Organisations respond to the demand for change, and they understand what communities want and need. Services change so they better fit the needs of young people.



Figure 1: An excerpt from one of our future scenario- based workshops with young people

The point of using these future scenarios was to *ignite young people's imaginations about the future, what they would like to see and how to make this possible*. Whilst young people were able to express their thoughts and concerns about the modern day, they also explored what steps we can take to ensure a brighter future.

For specific groups such as children and young people with Special Educational Needs and Disabilities, we adapted our sessions to meet their needs. An example of this is the use of Talking Mats, an image-based one-to-one exercise. Children and young people are presented with simple images that represent different areas of their life and show how they feel about these different images by organising them under other images which represent their feelings. Thumbs up and thumbs down were used in group exercises.

Co-Production and Young People's Voice: What we have heard

There were common themes arising across all of our engagements, as well as some distinct concerns and priorities that were particularly for certain groups. Common themes among the groups we interviewed were concerns around the cost-of-living crisis and growing inequality, preparation for adulthood, safety, Equity, Diversity and Inclusion, provision of youth services and the youth voice.

The young people in youth clubs in the North of the boroughs spoke passionately about racism and 'postcode wars', and what could be done to address this in our communities. Youth Councils and Young Ambassadors were concerned about the Climate emergency and the ability of young people to influence this agenda. A group of girls emphasised the need for girls to feel safer in public and

raised mental and physical health as key priorities. The quality of housing and access to support to find employment and training were key concerns for Care Leavers. Children and young people with SEND emphasised the need for place-based cultural and learning opportunities. The detailed summary report of our engagement can be found in Appendix A.

Transitions to adulthood and inequalities (racism and sexism) were the most commonly held priority themes among the groups, followed by youth services and youth engagement and voice.

Listen to the voices that shaped this Plan (please note this is a placeholder, the Plan is with the Communications team for formal design and the embedded voicenotes will be added before publishing in December 2022)



Future Workshop Feedback by Children and Young People aged 11-25



Table of all engagement and co-design sessions

Forum	Emerging Priorities for the group
RBKC Youth Council 5 boys 04.05.22	The environment and climate change were spoken about the most by this group. They also spoke about the transition to adulthood, the impact of social media and technology, and racism.
WCC Youth Council 5 boys, 4 girls 02.04.22	This group spoke about how social media can be a tool to engage communities in activism. Key concerns for this group were transition to adulthood, education, technology, inclusion and equity and the youth voice.
Young Westminster Ambassadors 8 boys, 6 girls 05.05.22	Youth voice and community engagement, and preparation for adulthood were the main themes of this discussion. They also spoke about racism, sexism, digital technology and the economy.
Athena Girls Group (RBKC) 6 girls 17.08.22	This group raised health and access to food and necessity products as concerns, linked to the cost-of-living crisis and growing division. Healthcare was raised as an issue, often related to equality (racism and sexism). Safety was raised by this group a lot, linked to racial equality.

Fit for Life Youth Club (workshop 1) 17 boys, 2 girls 06.07.22	This group particularly raised concerns regarding job opportunities, future stability and sources of income. Cost of living and poverty was raised as a significant concern with a lot of focus on heating, hot water access and housing. Feeling safe in the wider community especially when it comes to racial profiling by the police, is another key area. Gender inequality and racism were mentioned a lot.
Fit for Life Youth Club (workshop 2) 22 boys, 5 girls 13.07.22	Inequalities such as racism, sexism and ageism were highlighted. Cost of living especially 'keeping young people off the streets', preventing homelessness was brought up.
RBKC Future Union (Looked After Children and Care Leavers) 2 boys, 1 girl 28.04.22	Inequality was the main talking point for this group, and youth engagement and access to activities, opportunities and experiences were seen as the key to a successful transition to adulthood.
WCC Tuesday Group (Looked After Children and Care Leavers) 13 boys, 2 girls 10.05.22	Transitions to adulthood and the cost-of-living crisis were the main concerns for this group, with young people wanting more support in applying and interviewing for courses and jobs.
Queen Elizabeth II Special School	Youth services including extracurricular activities and clubs like swimming, music activities, and workshops were mentioned. Placed-based points relating to outdoor spaces like parks, playgrounds, cafes, etc were also brought up.
SEND Tresham Centre WCC (workshop 1)	More place and community-based points were raised relating to more playgrounds, more artwork in parks, volunteering opportunities, and helping the local community. Also, clubs for children that commission art/drawing activities, ballet, cooking, sports, and learn to swim club.
SEND Tresham Centre WCC (workshop 2) 8 boys, 2 girls 23.08.22	Mental health and wellbeing services were a priority for this group, as well as support to transition into work and independence.
St Augustine's School SEN group	Predominately placed and community-based points were raised like gardens that can be upkept by schools and the community, street parties for communities, community projects, places to garden and plant flowers.
RBKC Supported Interns 01.07.22	Key concerns for this group were preparation for adulthood with emphasis on jobs, courses, skills, and qualifications. Also increasing provision in youth services/ activity offer.

Wider Engagement with Residents

A survey was shared with the RBKC's Citizen's Panel, Westminster's Resident Research Panel, and other residents in Westminster. The survey asked a series of questions about supporting children and young people in the borough, including priorities, concerns and views on provision of facilities. In Kensington and Chelsea, 248 residents responded to the survey, of which 91 described themselves as having parental responsibilities, 44 had care responsibilities, and 15 worked with children and young people. In Westminster, 66 residents responded to the survey, of which 32 described themselves as having parental duties, five were relatives, and eight worked with children and young people.

Among other questions, respondents were asked to rank their top priorities for the Children and Young People's Plan. *In both boroughs, respondents ranked Mental Health as the top priority for the Plan, closely followed by Education.*

Mental Health (63%) was the most popular concern for respondents in Kensington and Chelsea, followed by 'young people may not get opportunities to prepare them for work' (61%), 'some young people may struggle to get a job' (58%) and 'some young people's life

chances may be adversely affected because of their race or background' (47%). In Westminster, a third of respondents ranked 'I worry that some people may not have enough to eat' as their top concern (33%), followed by 'some young people may struggle to get a job' (27%).

When asked how we might best develop engagement in the Council's delivery of Children's services, 'offering creative apprenticeships' ranked highest in Kensington and Chelsea, followed by 'Young people's representation in the Council's decision-making forums.' In Westminster, 'Young people's representation in the Council's decision-making forums' was the highest-ranking, followed by 'involving young people in designing publications and leaflets.' On Kensington and Chelsea's 'online conversation' platform, a new engagement tool we have been involved in testing, we asked residents to share their ideas on how we can broaden opportunities for children and young people. Whilst we have not received enough responses to fully analyse this method of engagement, the specific feedback that we have received reflected what young people told us.

Wider Consultation with Partners, Key Decision Makers and Practitioners

We have also discussed the new Plan and its potential scope with partners at sessions with the Local Children's Safeguarding Partnership, chairs of school governors, both Education Partnership Boards and senior leaders in Children's Services. Lead Members in both boroughs have also been involved in discussions about shaping the Plan and our engagement approach. Scrutiny and Select Committees were sighted on Plan's development at an early stage. Practitioners will be important in delivering the Plan and we held three staff workshops

focusing on what the emerging issues might be over the next three years and how staff felt young people they work with would be affected.

Staff and senior leaders identified the cost of living, the ongoing impact of the pandemic, technological changes, health and wellbeing, changes in ways of working, demographic changes, and safeguarding as critical issues. Funding and resources to undertake work and recruitment and retention of experienced and expert staff in critical areas was also felt in need of focused attention.

National and Local Context

Working with Children and Young People on their vision for the future is *the most effective way to sustain organisations and build the institutions of the future*.

In understanding, learning from and working with young people to forge culture, to change narratives, and to challenge norms, organisations will slowly begin to change today, so that they are still around tomorrow.

Youth Voice

Research in youth trends shows that both nationally and locally, youth voice is extremely important. More than ever Children and Young People want to influence social and political decisions that affect them, as demonstrated by young people's advocacy in tackling issues such as climate change and the Black Lives Matter Movement. The local government needs to do more to amplify youth voices – particularly for minority groups and young people of colour. Young People of Colour were three times more likely to say they felt heard by brands and businesses, than by the government (National Youth Trends, 2021).

Mental Health

In the last three years, the likelihood of young people having a mental health problem has increased, nationally, by 50% (The Children's Society, 2022). Last year, in the UK, only a quarter of young people with a diagnosable mental health problem were referred to specialist Children and Young Peoples Mental Health Services (CYPMHS) (Mind, 2020). Locally we have been strengthening our Early Support services to reduce the pressure on the NHS and to promote and destigmatise existing provision. This includes good coverage of Mental Health Support Teams in Schools (delivered by MIND), and the Council has invested in MIND Mental Health Youth Workers who are also in Youth Hubs and clubs in Westminster and Kensington and Chelsea to ensure young people can access mental health support in a range of settings. In addition, the Council is

working with local young people, partners and providers to promote the existing range of provision so there is increased awareness and signposting of the support available.

Cultural Institutions and Youth Services/ facilities

Surveys looking at cultural institutions in Bi-

Borough show that these do not appeal to children and young people and they rarely use them. In Westminster, over half of the young people interviewed reported that they 'never' make use of art galleries (63%), museums (51%) and music venues (54%) (YWF, 2020/21). Children and Young People would rather spend their free time making use of youth services and council facilities, such as parks or sports and leisure facilities. When young people were asked what the best thing about living in RBKC was, the most common answer was "Range of activities for young people to do" (61%) followed by "range of parks and open spaces" (42%) and "range of sports and leisure facilities" (41%) (RBKC Youth Council, 2021). In Westminster, the most commonly used local services are local parks which had been used by 92% of interviewees in the last 12 months (YWF, 2020/21).

Digital

Many children and young people are spending increasing amounts of time online, leading experts to describe life at present as 'digital by default'. Londoners reported that over half of young people had experienced someone they did not know trying to add them or speak to them online and a quarter had faced someone saying mean things or bullying them online (YWF, 2020/21). Additionally, social media is having a damaging effect on Children and Young People's dissatisfaction with body image, with 1 in 3 girls saying that Instagram makes them feel worse about themselves (Smith, Adam, 2021). This reflects a wider pattern of dissatisfaction with body image. The Children's Society found that a greater proportion of girls have been unhappy with appearance than with any other area of life

across years (The Children's Society, 2021). Despite this, 93% of young people do not feel that they need additional support in relation to managing concerns or pressures on social media (YWF, 2020/21).

Schools and Work

A persistent minority of children and young people reported low scores in happiness in school (Department for Education, 2022). School and appearance were the domains that children were most commonly unhappy with at present, and over the last 10 years (The Children's Society, 2021). Covid may have increased the levels of unhappiness in education, with most young people who reported an impact of Covid on schools or universities expressed concerns about the uncertainty over exams and qualifications (58%), the quality of education being affected (46%) and a move to home-schooling (18%) (ONS, 2020). Furthermore, Covid has significantly impacted young people's employment status, the way they work and what they want from their future careers. The three most popular things people looked for in a job coming out of lockdown were salary (44%), a good work/life balance (36%) and good people to work with (33%) (Beatfreaks, 2021).

Vulnerable groups – SEND, Looked After Children and Care Leavers and Early Years

Children and Young People with Special Educational Needs and Disabilities (SEND), Looked After Children (LAC) and Care Leavers (CL) and Children in Early Years settings are some of the most vulnerable children in our communities and likely to be most severely impacted by the pandemic. The long-term effects are still unknown, yet it is clear that the pandemic has often meant a reduction in the support available to these children, presenting health and safeguarding risks, as well as putting them further behind their peers had they not been able to access educational settings.

Youth Crime and Violence against Women and Girls

Violence against Women and Girls is one of the key concerns among young girls and women. In WCC, 58% of females do not feel

safe at night and in RBKC 45% of females do not feel safe at night (YWF, 2020/21) (Jobson, 2022). When asked about the feeling of safety in WCC, 71% of respondents were concerned about sexual harassment or assault (YWF, 2020/21). These fears are not unfounded – in WCC, over two-thirds of girls in school years 10 and 11 say they have experienced unwanted staring over the last year (68%), while around a third have experienced jokes or taunts of a sexual nature (30%) (YWF, 2020/21). In RBKC, 59% of women have experienced street harassment (Jobson, 2022). The levels of domestic abuse in the Bi-Borough are below the London average but vary widely throughout each borough concentrating in the South of Westminster and the North of Kensington and Chelsea. (London Assembly, 2022)



Westminster

Ethnicity in Westminster Schools



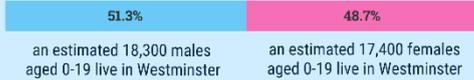
35,700

0-19 year olds live in Westminster. That's 17.5% of the borough's population

24.8%
of children in Westminster live in poverty

35.7%
of children in Westminster schools are eligible for Free School Meals

55%
of children in Westminster schools speak English as an Additional Language (EAL)



Kensington and Chelsea

Ethnicity in Kensington and Chelsea Schools



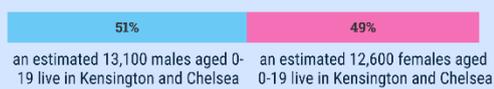
25,700

0-19 year olds live in Kensington and Chelsea. That's 18% of the borough's population

21.4%
of children in Kensington and Chelsea live in poverty

32.5%
of children in Kensington and Chelsea schools are eligible for Free School Meals

49.5%
of children in Kensington and Chelsea schools speak English as an Additional Language (EAL)



Health

78.1%
of two-year olds have had an MMR vaccination

32%
of five-year olds have dental decay

41%
of ten to eleven year olds are overweight or obese

2770
estimated number of 5-19 year olds with mental health problems

Learning

35%
of Westminster children attend a state-funded school in the bi-borough

12.5%
of children in Westminster schools have Special Educational Needs support

99%
of Westminster's Early Years registered providers inspected by Ofsted are rated 'good' or 'outstanding'

93%
of Westminster schools are rated 'good' or 'outstanding' by Ofsted

65.9%
of children had a good level of development at the end of reception

82.6%
of children in Westminster schools achieve grade 9-4 in English and Maths at Key Stage 4

4.2%
of children in Westminster schools have an Education, Health and Care Plan

60.1%
of children in Westminster schools with SEN support achieve grade 9-4 in English and Maths at Key Stage 4

Health

77.9%
of two-year olds have had an MMR vaccination

24%
of five-year olds have dental decay

37%
of ten to eleven year olds are overweight or obese

1960
estimated number of 5-19 year olds with mental health problems

Learning

28%
of Kensington and Chelsea's children attend a state-funded school in the bi-borough

12%
of children in Kensington and Chelsea schools have Special Educational Needs support

100%
of Kensington and Chelsea's Early Years registered providers inspected by Ofsted are rated 'good' or 'outstanding'

82%
of children in Kensington and Chelsea schools achieve grade 9-4 in English and Maths at Key Stage 4

66.2%
of children had a good level of development at the end of reception (similar to London average)

59.7%
of children in Kensington and Chelsea schools with SEN support achieve grade 9-4 in English and Maths at Key Stage 4

5.5%
of children in Kensington and Chelsea schools have an Education, Health and Care Plan

Social Care

173
children in care, 42 of whom are Unaccompanied Asylum Seeking Children

319
care leavers

81%
of care leavers are in Education, Employment or Training

97%
of care leavers are in suitable accommodation

Disproportionality

3.4%
of Black, Asian or Minority Ethnic pupils in Westminster schools were excluded in the school year 2020-2021, compared to 2.4% of white pupils

75%
of entrants to the Youth Justice System identify as Black, Asian or Mixed or Other, compared with 42% of children and young people in the borough.

Social Care

91
children in care, 34 of whom are Unaccompanied Asylum Seeking Children

180
care leavers

65%
of care leavers are in Education, Employment or Training

85%
of care leavers are in suitable accommodation

Disproportionality

3.5%
of Black, Asian or Minority Ethnic pupils in Kensington and Chelsea schools were excluded in the school year 2020-2021, compared to 2.9% of white pupils

87%
of entrants to the Youth Justice System identify as Black, Asian or Mixed or Other, compared with 58% of children and young people in the borough.

Most vulnerable

3.3%
exclusion rate in the school year 2020-2021

2.45%
of 16-18 year olds are not in education, employment or training

69 per 100,000
annual comparative rate of first time entrants to the Criminal Justice System (national rate of 143 per 100,000)

67%
of young offenders are engaged in education, employment or training.

Most vulnerable

3.4%
exclusion rate in the school year 2020-2021

2.99%
of 16-18 year olds are not in education, employment or training

139 per 100,000
annual comparative rate of first time entrants to the Criminal Justice System (national rate of 143 per 100,000)

83%
of young offenders are engaged in education, employment or training.

Key



Our New Priorities for the next three years

Priority Outcome 1



All Children have the best start in life, needs are identified and supported early and they are school ready at five.

What have we heard?

Parents of young children told us that they want support from different services to be unified and widely accessible. They would like a strong support network of other expecting parents and families with new babies and earlier support for children with disabilities.

We also heard about the importance of continuing to develop youth services and services for families such as community hubs and that provision in these and other creative places should be delivered by diverse groups.

"I learnt a lot through one of the Freedom programme, but also felt connected, heard, supported. The course helped towards finding my voice and setting boundaries. I definitely feel well more equipped to understand what relationships are healthy or not."

Parent, Freedom Programme



What we will do:

- ✓ We will continue to work closely with health, social care, education and wider partners to implement and embed our Pre-Birth to Five integrated pathway so to ensure that the overall support system works for expectant parents and families with young children.
- ✓ We will continue to offer advice, guidance and support to our early years settings, schools and childminders to ensure that the early years workforce is supported sufficiently and that they can develop skills which will enable them to support children positively consistently.
- ✓ We will enable SENCOs and early years practitioners to implement targeted strategies to support children's needs effectively and make referrals to specialist services in a timely manner. This means that early identification of needs will take place consistently across all early years settings and schools.
- ✓ We will continue to promote the Free Early Education Entitlement offers and raise awareness of the Tax-Free Childcare offer amongst local families. This will give access to high quality early years experiences to more children under the age of five, which will ensure that they are school ready at five.
- ✓ We will work with health partners on issues we know disproportionately affect children in the borough such as obesity, immunisations and oral health and continue to support local maternity and parent champions who are often best placed to offer advice and guidance to fellow residents.
- ✓ We will enhance the offer for children under the age of five across our libraries with a particular focus on their pre-literacy skills including speech, language and communication development. This will enable families and children to access a variety of high-quality sessions which will equip them to acquire the necessary skills before starting school.

How will we know?



Family Hubs are further developed and there is evidence of a wider reach aided by voluntary and community partnerships



Initial Dental Assessment



Health partners are embedded in Children's Centres and services are streamlined and targeted



Obesity Level



Links to other strategies

Inclusion Strategy

Pre-birth to Five Strategy

Childcare Strategy

Early Help Strategy

SEND Strategy

Early Help Strategy

SEND Strategy



Priority Outcome 2



Children and young people have access to high-quality education and training opportunities, have good attendance at school and achieve their full potential.

What have we heard?

Children and young people felt that more could be done in schools to ensure that every child achieves their potential, and that this will require changes to teaching styles and curriculums.

Young people identified schools as being the places where well-being and mental health should be improved and a place where services should be more readily available.

"There should be more engagement with children and youths at school to find out what support they need to succeed."

Young Person, 17,
Athena Youth Group



What we will do:

- ✓ We will build on our strong partnership with our highly rated schools to enable young people to achieve and thrive, supporting innovation and additional out-of-school provision.
- ✓ We will work together with families and young people on behaviour and attendance issues aiming to keep them in mainstream education and aspirations for them. Where young people are in alternative provision we will ensure support and provision is high quality and that there are open pathways back into mainstream schooling.
- ✓ We will show leadership in delivering national reforms set out in the Education White and Green Papers which benefit young people in our schools.
- ✓ We will support schools by working with school leaders and governing bodies to ensure that Equity, diversity, and inclusion are at the heart of schools and other education settings.
- ✓ We will strengthen mental health support in schools and maximise the impact of Mental Health Support Teams (MHST).
- ✓ We will strengthen links with Libraries and Archives services which have a strong role to play in increasing the range of young people's education experience, for example we will build on fantastic outreach initiatives such as the 1066 project and opportunity for young people to explore careers in Science, Technology, Engineering, Arts and Maths.

How will we know?



Number of Ofsted good/outstanding schools



The attainment gap for disadvantaged groups at all Key Stages is one of the lowest in the country



Overall performance in primary school SATs and Secondary School GCSEs is above national averages



Attendance rates in Primary and Secondary Schools are improving post-pandemic.

Links to other strategies

Libraries and Archives Annual Plan

EWMH Strategic Plan

Schools Standards

Inclusion Strategy



Children and young people feel safe, and are protected from serious youth violence, harm, harmful practices, abuse and neglect at home, online and in the community.

What have we heard?

Young people told us that they are concerned about online safety, social media pressures. Some young people shared their concerns for their safety when travelling outside their own postcode area, how this impacts on other aspects of their lives including taking up employment and training opportunities.

Young people spoke emotionally about their experiences and fears of 'stop and searches' and stories of young people let down by public services that have recently been in the media. Residents agreed and felt that the council should focus on safety and perceptions of safety.

"I'm scared by the recent stories about black youths being strip searched and I'm scared that this could happen to me when I am out and about or at school, even though I know I haven't done anything wrong."

Young Person, 12,
Athena Youth Group



What we will do:

- ✓ We will build on strong Family Services in both boroughs to prevent and address extra-familial harm recently endorsed by Ofsted.
- ✓ We will offer a range of targeted support to young people at risk of serious youth violence to help develop their potential. Our gangs unit in WCC and similar outreach services in RBKC will identify, and work with young people who are criminally exploited to build trust and offer them pathways into training and employment.
- ✓ Working with partners we will continue to raise awareness of Violence Against Women and Girls (VAWG). With education partners, we will promote a whole school approach to tackling VAWG and sexual harassment and take a public health approach to reducing harm from substance misuse. We will continue to deliver health education partnership work in schools covering Relationships, Sex and Health Education.
- ✓ We will continue to work with Police on Operation Encompass to ensure that schools are notified of Domestic Violence incidents and can support students. We will ensure our social workers are trained in Safe and Together to better partner with the non-abusing parent and hold perpetrators accountable for their behaviour and the impact it has on their children.
- ✓ We will work with partners in the Police to review local stop and search and intimate search activity involving children and young people to ensure that this is being done safely and above all with the welfare of children and young people in mind.
- ✓ We will continue to work with partners and key agencies to continue to develop innovative and targeted interventions such as the 'Helping Hands Programme' and 'Non-Violence Resistance' (NVR) that are evidence-based.

How will we know?



Reduction in the number of CYP who are known to be at risk of CSE and criminal exploitation



Number of YP open to the gangs unit referred to employment service.



Evidence of enhanced collaboration and interventions



Evidence of robust challenge and support between agencies



Service User feedback indicating that CYP feel safe and supported.

Links to other strategies

Youth Violence and Exploitation Strategy

Modern Slavery Strategy

Youth Justice Plans

Drugs Strategy.



Priority Outcome 4



All young people, and particularly those who are vulnerable can realise their ambitions and take advantage of opportunities and life skills which prepare them for adulthood.

What have we heard?

Young people are concerned about money and employment opportunities, particularly coming out of the pandemic. They want increased work experience, apprenticeships and career opportunities which are accessible in particular to young people from disadvantaged backgrounds.

Young people want a more up-to-date curriculum reflective of modern culture and society including teaching of wider cultures, equipping young people with skills for life, and teaching skills that can prepare young people for future careers.

"Employers and further education centres no longer look for typical triple science, maths subject. Employers want to see a variety."



Young Person, 15,
Westminster Youth Council

What we will do:

- ✓ We will continue to promote the Kickstart Scheme, supported internships, apprenticeships, work experience in the two Councils and with our partners, and work with employers to create employment pathways.
- ✓ We will use our networks with local employers and businesses to promote opportunities to our young people.
- ✓ We will strengthen the offer of training and support around independence skills to ensure that Care Leavers, children with Special Educational Needs and Disabilities, young carers and long-term NEET young people feel confident and ready for the transition to adulthood.
- ✓ We will promote the diverse cultural backgrounds of young people in Bi-Borough and tailor provision and opportunities accordingly.
- ✓ We will champion young people's artistic endeavour building on successes such as the Creative Collaborative but also enabling access to and participation in cultural experiences across the city.
- ✓ Young people are often at the forefront of new technologies and over the next three years, working with businesses we will look for ways of harnessing and growing their talents in this area.

How will we know?




Feedback from employers


NEET data


Numbers accessing supported internships


Exclusion rates


Number of Kickstart placements filled


Satisfaction survey data


Apprenticeships and work experience


Numbers of young people feeling less anxious about the future


Percentage of care leavers engaged in education, training or work

Links to other strategies

Westminster Guardians Strategy

SEND Strategy

SEND Strategy

Inclusion Strategy

LAC and Care Leavers Strategy

Youth Services Review



Priority Outcome 5

 All our young people feel listened to, empowered to take action and have opportunities to co-produce/co-design services that affect them.

What have we heard?

Young people have told us that they want to have control over their life decisions and futures. Young people have opinions both positive and negative about services they receive from organisations like the council, they want to express and influence these to improve services and support they and others receive.

We know that Looked after children and care leavers are experts by experience on housing provision and its quality, young people with SEND are similarly equipped to know the extent of their ambitions around work, how they want to live and what support they do and don't need. Young people want to influence directly.

"No matter where you're from, your background, youth groups provide a space where your voice can be heard."



Young Person, 14,
Lancaster Youth Hub

What we will do:

-  We will ensure that those young people who have formal representative roles have a voice in all our change projects and programmes
-  Set up a young people's climate emergency reference group to co-produce actions and local solutions alongside the Councils' environment and climate change leads.
-  Share information on service performance in an accessible way not just to children and young people with SEND and Looked after Children and Care Leavers.
-  Continue to work with key partners to strengthen the voice of young people so that they are central to decision making, especially the role of the Youth Council and Young Ambassadors.
-  We will ensure wider representation of young people with protected characteristics in co-production and co-design of current and newly commissioned services.
-  Develop and implement an effective Children's engagement and co-production strategy, ensuring a feedback loop process is in place for all consultations and engagement activity.
-  The Council will work with organisations that have developed trusted relationships with young people in the community. We will set up a Youth forum (CYPP Young advisers) to be convened by the Council at the end of each year to bring young people together to review our progress against the seven priority outcomes.
-  Highlight the contribution of children and young people to their communities through events/awards such as a new Bi-Borough Children and Young People's Plan Awards.

How will we know?



Annual LAC surveys



Increased opportunities for children and families to influence decision making and evaluate the impact



Number of Children and young people involved in decision-making.



Co-design and co-production activities



Consultations with and young people take place and action is taken by lead members, senior managers and staff.

Links to other strategies

Our Strategy for a Fairer Westminster

Our Council Plan

Westminster Communities Plan

Community Engagement Strategy



Priority Outcome 6

All Children and Young People are happy and healthy, with access to a diverse range of activities and opportunities to support their physical, mental health and emotional wellbeing within the post-pandemic context, environmental challenges, and rising cost of living pressures.

What have we heard?

When young people talked about health, it was in relation to inequality and poverty and current cost of living pressures. They are concerned about poor mental health and aren't always aware of what support is available or how to access it.

We heard that music, spending time with friends and family, and exercising among other things, helped with their emotional wellbeing. We also heard about the importance of inclusive youth services and training for staff who work with young people with SEND. Young people shared their environmental concerns both global and local.

"There should be better support groups available for young people experiencing mental health problems."



Young Person, 17, North Kensington Youth Group

What we will do:

- ✓ We will continue to develop cost of living crisis support for families this includes support in schools with digital devices, increasing funding for food and activities over holiday periods and strengthening our breakfast club offer.
- ✓ We will improve how we socialise with young people the range of Emotional Wellbeing and Mental Health (EWMH) support available in the community and keep the extent and scope of provision under review.
- ✓ We recognise the importance of a broad range of youth services and will be reviewing the youth offer in Kensington in 2023 and working with Young Westminster Foundation to maximise reach of youth services in Westminster.
- ✓ We will work with partners to develop high-quality after-school provision that is diverse and enriching, supporting children to be creative and innovative. Our Libraries will continue to offer after-school homework clubs.
- ✓ We will continue to focus on net zero carbon targets and use investment in greening school buildings as a catalyst for other environmental initiatives.

How will we know?



Feedback from young people on youth services



Delivery of climate emergency targets in both boroughs



Data on young people's mental health



The number of Social Care Assessments with mental health as a factor



Physical health in Public Health's Joint Strategic Needs Assessment (JSNA).

Links to other strategies

EWMH Strategic Plan

Active Westminster Strategy

Youth Review

Climate Action Plans

Our Strategy for a Fairer Westminster

Inclusion Strategy

Digital Inclusion Strategy

Our Council Plan

Economic Development Strategies



Priority Outcome 7



Children and young people affected by the Grenfell tragedy continue to be supported. The council, NHS and commissioned voluntary sector providers learn from their experience of the past five years and work together to ensure support is effective for children and their families

What have we heard?

Through our work in the Dedicated Service, we have heard that parents and children value targeted educational support for children and young people, ensuring that families can choose the type of support that works best for them and that every young person directly impacted by the fire has access to the support they need. In the local community, we have heard that children and young people value services in settings they know provided by trusted organisations that are well connected to communities.

In 2021, 55 per cent of parents/carers felt that their child's emotional health and wellbeing had 'improved' since 2018. Of these parents, 72 per cent said that support services had contributed to this change. Over a quarter (28 per cent) felt their child's emotional health and wellbeing had 'worsened' on average. Children and young people found that the Emotional Health and Wellbeing services they had accessed helped them with their confidence, self-esteem, engagement in creativity, building social skills and trust.

"Coming here made me realise I don't have to hide my feelings and I can speak to my family about them"

Place2Be



What we will do:

- ✓ We know that Grenfell continues to have an impact on the emotional health and wellbeing of children and young people. Through the Grenfell Recovery programme, we will continue to provide bespoke support to bereaved and survivor children, including targeted educational provision, through the Dedicated Service and to the local community through the emotional health and wellbeing services and other projects in place in schools and community settings.
- ✓ We will also further embed and enhance the North Kensington inclusion pathway, with continued engagement with parents, children and schools and will use the learning to further develop advocacy for children facing school exclusion.
- ✓ As we look to the longer term, we will work with bereaved, survivors and residents and with our partners, particularly the NHS, to shape the next phase of support to children and young people. This will take into account the ongoing impact of the tragedy, including the Inquiry, the criminal investigation and decisions about the future of the Tower, as well as the learning and experience gathered over the past five years.
- ✓ We will ensure all new arrangements are shaped by the views of children and families and schools are given the opportunity to play a greater role in shaping and commissioning the school-based offer to meet local needs.
- ✓ We will work to incorporate the learning from Grenfell in the Council's wider work with children and young people. This is part of the Council's commitment to use learning from the tragedy to become the best Council for all our residents. Through the conversations about change at the Council currently underway, we will engage with children and young people to ask them what a longer-term legacy from Grenfell means to them.

How will we know?



Evidence of improved outcomes for the Grenfell cohort



Local people are more involved in shaping and controlling their recovery



Feedback from parents and children and young people helps to enhance ongoing service offer

GRENFELL

Links to other strategies

Our Council Plan

Grenfell Recovery Strategy

EWMH Strategic Plan

How we will measure the success of our Plan

We will set up a Youth forum to be convened at the end of each year to bring young people together to review progress, test actions against what young people have told us and scrutinise the Councils' delivery of the CYPP priority outcomes.

A Quarterly Children and Young People's Plan dashboard for each Borough will set out performance data and this will be published. These will highlight progress towards our objectives.

We will look to embed the Children and Young People's Plan priority outcomes into the work of our partners through the contracts and Service Level Agreements we hold.



Appendix C: Children and Young People's Plan On a Page

Bi-Borough Children and Young People's Plan 2023-2026

Our vision is to deliver outstanding services that enable all children and young people to reach their full potential including those who are most vulnerable.

Guiding Principles

- Children and young people are at the heart of what we do.
- We believe in children growing up in their own families, and work to make this happen while keeping them safe.
- We deliver the right service at the right time for sustainable change.
- We promote independence and achievement, enabling families to be ambitious.
- We understand that good relationships are crucial and promote this through our systemic practice model and a trauma informed approach.
- We listen to front-line staff.
- We are committed to Bi-Borough working.
- We accept and work with risk more creatively.



Children and young people are at the heart of what we do. The plan provided further opportunities to listen to their voices and shape the plan and its focus.

Engagement Process



PRIORITY OUTCOMES

1. All Children have the best start in life, needs are identified and supported early and they are school ready at five.
2. Children and young people have access to high-quality education and training opportunities, have good attendance at school and achieve their full potential.
3. Children and young people feel safe, and are protected from serious youth violence, harm, harmful practices, abuse and neglect at home, online and in the community.
4. All young people, and particularly those who are vulnerable can realise their ambitions and take advantage of opportunities and life skills which prepare them for adulthood.
5. All our young people feel listened to, empowered to take action and have opportunities to co-produce/co-design services that affect them.
6. All Children and Young People are happy and healthy, with access to a diverse range of activities and opportunities to support their physical, mental health and emotional wellbeing within the post-pandemic context, environmental challenges, and rising cost of living pressures.
7. Children and young people affected by the Grenfell tragedy continue to be supported. The council, NHS and commissioned voluntary sector providers learn from their experience of the past five years and work together to ensure support is effective for children and their families



