

Annual Self Assessment

April 2022/March 2023



Greener



Safer



Fairer



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

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1.1 Message from the Senior Leadership Team

“It has been an enriching and challenging year post-pandemic. We recognise the incredible work done by our social work teams and the support that they provide to enable children and young people in our borough to thrive”.

Our staff are continually striving to do better, to be better and to test new approaches whether that is working with vulnerable young people to prevent serious youth violence and criminal exploitation, with schools, families in need of support, young people with Special Educational Needs and Disabilities or our latest pilot ‘Black Fathers Unheard’. You can see some of the highlights in the Innovation section on page 9.

The past year has been one of real change for our families and communities. Achieving positive outcomes for children is a Council-wide priority and reinforced as part of our Council Plan 2023 - 2027 ‘Becoming the Best Council for a Borough that is Greener, Safer, Fairer’. Go to page 14 to read how we champion equity, diversity, inclusion and equity in our workforce, in our social work and how this impacts our communities. In the past year, Ofsted have separately inspected our arrangements to protect children from extra-familial harm (also called contextual safeguarding). Outcomes continue to reflect strong practice and leadership.

Becoming the best Council means involving children and young people and families from start to finish in decisions about their lives and ensuring we are there for our most vulnerable children and young people. The voices of our young people play a central role in shaping our services, such as in our new Children and Young People’s Plan where over 130 young people shared their thoughts to create our new three-year priorities head to page 4 and for our new Looked After Children and Care Leavers Strategy head to page 7. Over the next three years, government reforms are aiming to change the way the social care system works. In Kensington and Chelsea, we endorse the review’s focus on making sure children grow up in loving, stable, and safe families; with the same foundations being provided for those living in their own families and those growing up in care and we are in a strong position to build on our strong practice base to deliver these. You can find the areas that we need to pay specific attention to on page 18.

Sarah Newman, Executive Director of Bi-borough Children’s Services

Glen Peache, Director of Family Services

Ian Heggs, Director of Education

Annabel Saunders, Director of Operations and Programmes

1.2 Note from a Young Person

Last year, I had the opportunity to go to Gambia with other care-experienced young people in the borough. While we were there, we taught other children, donated clothes, and immersed ourselves in the culture. It was a rewarding and humbling experience, and it really opened my eyes to the culture and experiences of young people in another country. I am really interested in going back as it sparked my interest in travelling to new places and opened my eyes to the wider world.

I am really interested in boxing and now have the opportunity to do this at the Thursday Group. I train at the group weekly with Treasure Boxing Club and have also started training at my local club. You might have seen my showcasing my boxing skills at the Stepping Up Awards in February 2023. I was reasonably fit before, but the Council gave me an opportunity to improve my fitness to an outstanding level, and I have recently joined the gym. Boxing and exercise have really helped with my mental health and well-being. I have been presented with several opportunities to do things that I may have not done otherwise with the future union group (our Looked After Children and Care Leavers participation group). I want to start my own business and am learning entrepreneurial and graphic design skills with Kweku at the Thursday Group. We have also done things such as go-karting, paintballing, and have also been on trips such as to Thorpe Park and the theatre.

I have also been given money-making opportunities when I have worked on young people interview panels for the Council. It has been useful because it helps me to buy the things that I want/need and gives me work experience. I feel involved in the selection of social workers and managers in RBKC and feel that my voice is being heard.

In education, I have been assisted by the Council by being provided with tutors which helps me to feel more confident before my exams (which are not long away) and it also makes me believe that I will do well in my exams. I have been exploring several career paths and I have been supported by the Council as they have given me a career advisor. I am interested in doing an apprenticeship and have applied to college.

Austin, a Looked After Child

2.1 Our Vision and Priorities: the new Bi-borough Children and Young People's Plan

Building effective relationships and creating meaningful interventions are the most important part of effecting real change for children and their families. This approach is underpinned by our systemic practice model which has evolved and matured over the last 10 years. This is, and will continue to be, important in the context of a new national social care strategy focused on reforming social care across the country. This new strategy is built around six pillars:

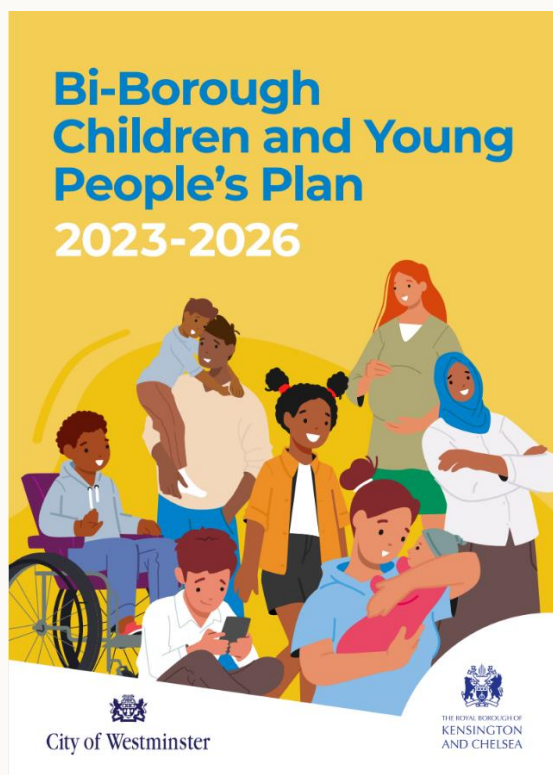
1. Family Help provides the right support at the right time so that families stay together.
2. A decisive multi-agency child protection system.
3. Unlocking the potential of family networks.
4. Putting love, relationships and a stable home at the heart of being a child in care.
5. A valued, supported and highly skilled social worker for every child who needs one.
6. A system that continuously learns and improves and makes better use of evidence and data.

Consistent with this, we believe that strong families are at the heart of strong communities. Our ethos is to intervene at the earliest opportunity and lowest level of intervention, to effect positive outcomes and create lasting change: ***“Professionals can swiftly identify vulnerable children and ensure that they and their families receive early and effective support to mitigate risks. Social workers have a highly developed approach to supporting change for children and their families. Workers are passionate about improving children’s safety and creating opportunities for them”*** (Ofsted, June 2022).

Staff are strong advocates for our children. We aim to keep as many children as possible safe and happy within their families where it is safe to do so because this is what is best for them. For children who cannot live with their birth

parents, permanence and stability are achieved highly effectively and in a timely manner. Our locality social work model results in families and children maintaining consistency with social workers throughout the journey of involvement with us.

In January 2023 we launched an ambitious new Children and Young People's Plan which sets out the priorities for Children's Services over the next three years and how we will work to achieve better outcomes for children and young people.



More than 130 children and young people aged 11-25 participated in a series of workshops; these groups included our Children in Care Council, RBKC Youth Council, Westminster Youth Council, and a variety of youth clubs and holiday and food activity provisions. Issues of equality, diversity and inclusion emerged as a key theme throughout the engagement with young people, as well as the environment, learning skills for the future and transitions to adulthood. These are reflected at the heart of the plan and have shaped our key priorities for Children's Service over the next three years. The success of the plan will be measured by a Youth Forum, convened at the end of each year, to bring young people together to scrutinise and review progress. Children's Services will also publish data quarterly to ensure services and support for young people are being delivered effectively. [Listen to the voices that shaped this plan.](#)

2.2 Delivering the Vision

Our vision is to deliver excellent 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:

Priority One

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

- Priority Two

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

- Priority Three

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.

- Priority Four

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.

- Priority Five

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

- Priority Six

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 well-being within the post-pandemic context, environmental challenges and the rising cost of living pressures.

- Priority Seven

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.

The 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

3. What our Children and Young People say

We want all our young people to feel listened to, feel empowered to act and have opportunities to co-produce/co-design services that affect them. There is now much more of a focus on the quality of this engagement, we have become better listeners and more creative in facilitating conversations as we did in our imagined futures workshops to develop the new Children and Young People's Plan and through investing in participation and co-creating strategies such as the Looked After Children and Care Leavers Strategy. Examples of the direct feedback we received include:

- From a young person involved in our Young Assessor's programme: ***"My favourite part was the ability to partake in changes within the borough and know that my voice made a difference"***.
- A young person said that they felt ***"a sense of community"*** in the Kensington and Chelsea youth clubs they visited.
- A young person said about their social worker ***"it made me feel better having someone outside of the family to talk to."***
- A young person said ***"[My] previous social workers and parents sometimes they don't want to listen to my ideas, but [my current social worker] listens to my ideas."***
- ***"We need a curriculum for life so that we have the skills we need for adulthood."***
- ***"There should be more engagement with children and youths at school to find out what support they need to succeed."***
- ***"I think that communities from different races and ethnicities are getting to accept each other, and racism is declining, which gives young people a future that is empty of any discrimination."***
- ***"No matter where you're from, your background, youth groups provide a space where your voice can be heard."***

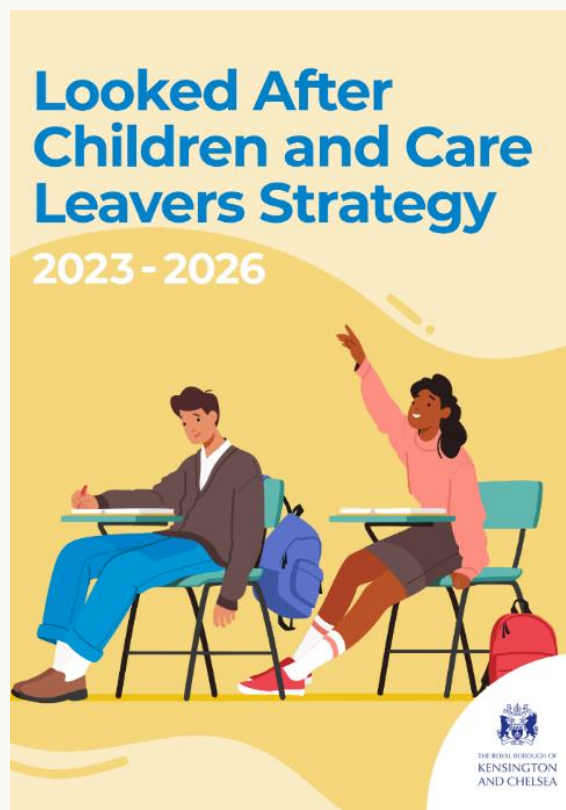


The Voice of the Child: RBKC Family Services Staff Conference

Ensuring that our children and young people have a voice underpins all we do this is the reason why the theme of our Family Services Staff Conference was **'The Voice of the Child'**. We are committed to supporting children and young people to have a voice in decisions that affect their lives and to put services in place to support and match their needs. To explore more fully how this can be achieved and the importance of us having a good grasp and understanding of the lived experience of the child, our keynote speaker was Rebekah Pierre, a care-experienced social worker and author who gave us some useful insights on how best to achieve this and some personal reflections on the impact on when this is done well and not so. The event was co-hosted by two Care Leavers one of whom performed a rap that reflected powerfully on his life experiences.

Our refreshed Looked After Children and Care Leavers Strategy

Our Looked After Children and Care Leavers strategy has been revised to reflect our ambitions and commitments for the next three years. The strategy sets out our commitment to being an effective, ambitious, and trustworthy corporate parent for any child or young person who is in our care irrespective of their age, gender, sexuality, ethnicity, faith, or disability. The Strategy was shaped through our engagement with Looked After Children, Care Leavers, elected Members, practitioners, and service leaders, and takes account of the good practice we have seen in Kensington and Chelsea but also in other areas of the country. The strategy is informed by the analysis of a wide range of data and will help shape future service development. It will also inform the Annual Service Improvement Plan (SIP) for Looked After Children and Care Leavers and the priorities of the Corporate Parenting Forum which act as the implementation mechanism for this strategy.



4. Change at the Council- A Legacy from Grenfell

Kensington and Chelsea will always be inextricably linked with the Grenfell tragedy, which has forever marked the borough, our communities and the Council. We continue to work with our partners to provide dedicated support to bereaved and survivors and those most affected in the local community. We continue to provide enhanced school-based and community-based provision to improve emotional well-being and mental health. 778 children and young people have been supported in an educational setting across 17 schools. The North Kensington Inclusion Advocacy pilot has been running for a year supporting 51 children.

Between August and December 2022, we heard from over 600 bereaved, survivors and residents via a range of channels, including an online and paper survey, drop-in sessions, facilitated discussions and one-to-one and group meetings. Residents told us how the Council should use the learning from Grenfell to change for the better and what 'becoming the best Council' in light of Grenfell meant to them. Although some respondents told us that they felt that important changes have been made at the Council and that the organisation is doing things differently, it was clear that people feel there is a long way to go. By a clear majority of the respondents, the most important were 'listening to residents' voices' (79%) and 'improving safety' (75%).

The lessons from Grenfell are at the heart of our Council Plan (2023-2027). This plan sets out how we will meet this challenge and how the organisation will address the issues raised above, particularly around listening, safety, making it easier to access services and talk to the Council. Given the scale and importance of the challenge to build a meaningful legacy from Grenfell, we will be developing a more detailed action plan alongside the Council Plan which will have more detail on the changes we are making in light of Grenfell. This plan will be developed with residents through 2023.

5. Needs Analysis and Managing Rising Complexity

Emerging from the pandemic there have been a number of challenges facing families and the services that support them. Cost of living pressures, a drop in attendance at school for some children, and a rise in concern for young people's mental health are issues affecting increasing numbers of children and families. We know that larger families, single-parent families and families from Black, Asian and minority ethnic backgrounds are most affected. Across our social care service, we have seen an increase in children becoming subject to protection plans compared to pre-pandemic levels and teenagers becoming looked after. Social workers are reporting increased complexity in the issues families are facing, including food and fuel poverty, mental health issues and domestic abuse. These issues are not unrelated and require coordinated support across education settings, health agencies and our social care provision.

- **The number of referrals in the year ending 31st March 2023 (1855) was down on the number completed in the prior reporting year (2257), but the percentage of referrals leading to assessment increased from 58% to 68%.**
- **Year on year we have seen a 30% decrease in Child Protection plans: however, the number of Child Protection plans is still up by 56% compared to the 31st of March 2021 when the number on plan hit a historic low.**
 - At 31st March 23, we had 42 children on Child Protection Plans (compared with 60 at 31st March 2022 and 27 at 31st March 2021)
 - As 31st March 23, we had 268 completed section 7s, which is in line with the number completed in the prior reporting year (266).
- **At the end of the 2022-23 reporting year, we had completed 67 Initial Child Protection Conferences. 100% of Initial Child Protection Conferences were in timescale.**
- **When comparing against last year, we have seen a 14% drop in the number of Children in Need (CIN) between 31st March 22 to 31st March 23.**
 - In March 2023, we were supporting 399 CINs.
 - In March 2022, we were supporting 463 CINs.
- **Unaccompanied Asylum-Seeking Child numbers have fallen from 40 at 31st March 22 to 34 at 31st March 23.**
- **Over the 2022-23 reporting year, 28.3% of re-referrals to children's social care were within 12 months of the previous referral.**
- **The percentage of families receiving Early Help Services at 31st March 2023 was up by 21% against those open to Early Help on the 31st of March 2022.**
- **As of 31st March 23, we have 105 Looked After Children in RBKC.**
 - 85% of our Looked After Children are Black, Asian and minority ethnic.
 - 70% of our Looked After Children were aged 14+
 - 32% of our Looked After Children were Unaccompanied Asylum-Seeking Children (UASC)
 - 54% of our Looked After Children aged under 16 are in long term placements of 2.5+ years. Please note that this relates to small cohort in RBKC (7 children from a cohort of 13).
- **At 31st March 2023 we had 180 Care Leavers: 106 were formerly UASC.**
- **Over the reporting year ending 31st March 23, 92.2% of Care Leavers (age 17 – 21) were in suitable accommodation on their Birthday.**
- **Over the same period, 71.9% of Care Leavers were in Education, Employment or Training on their Birthday.**

6. How we work: A skilled, caring and compassionate workforce

Working with families in this challenging context requires an experienced and skilled workforce, with a relentless focus on building positive relationships with children and families. Systemic theory provides the overarching practice methodology for all staff working with children and families. We have recently organised a series of Systemic events **“Our systemic Journey- past, present and future”** where the whole service had an opportunity to reflect on our journey, reconnect with our commitment to a systemic practice model and create a vision for systemic practice to further develop and grow.

Despite a national shortage in social workers, our reliance on agency staff remains low (which is currently at 6% March 2023) and we have maintained staff turnover at 16.7% compared to a national turnover rate of 27.3%. This year we will see the first graduates from the new Social Work Apprenticeship Scheme and there is appetite for more of this as an approach to **‘grow our own’**. We also continue to work with the Frontline Academy, Step Up to Social Work, the West London Teaching Partnership, and our local universities to provide high-quality student placements and subsequently recruit the best calibre staff – who as Newly Qualified Social Workers (NQSWS) benefit from a robust professional development programme as part of their Assessed and Supported Year in Employment (AYSE).

How do our staff feel about working in Kensington and Chelsea? In the latest comprehensive staff survey in October 2022, 87% of family services staff said that they are treated fairly and with respect by the people they work with; 62% said that the Council cares about their wellbeing; 81% would recommend the Council as a great place to work, and 90% reported that working at the council makes them want to do the best work they can. There is always more for us to do to support our staff, but this gives us confidence that the open, supportive and collaborative work environment we have created is working well.

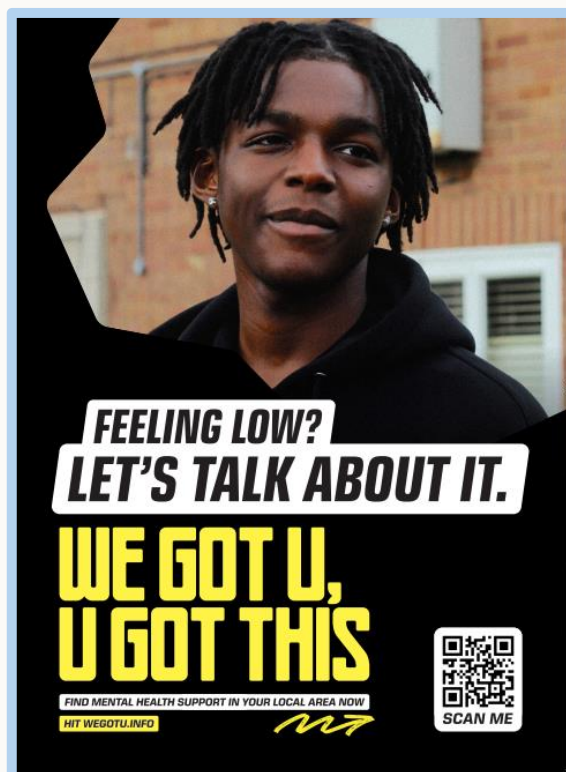
7. Doing things differently - Innovation in our targeted Social Work

To work effectively amid the pressures of rising demand and complexity across Children’s Social care locally, we know that we must work collaboratively and creatively. We have a compassionate and committed workforce, a practice model rooted in relationships and a drive for continuous improvement. The strength of our leadership was commended by Ofsted, who noted that **“Leaders and practitioners continually drive innovation and development of practice, recognising the evolving nature of extrafamilial risks. They continuously seek to improve the impact of the support they provide.”** We do that by relentlessly focusing on practice, hearing the voice of children and young people and being curious about different approaches which improve the experience of children and families.

Some highlights of innovation work **and why it has been important** this year are:

We Got U, U Got This

This year we have moved away from traditional approaches to awareness raising to work with a marketing agency, Nerd’s Collective, to design a dynamic youth-led mental health campaign to address issues of awareness and access. The purpose of this campaign is to empower children and young people so that they feel confident accessing services to support their mental well-being, particularly in utilising our early intervention services such as Mind and Kooth. This campaign is made up of various elements, including a new landing page for mental health services, co-produced videos to explain services on offer and a phased in-person engagement across various youth settings. We have employed a local young video officer who is leading a team of young people to co-produce videos and social media materials with the mental health service. Young people will continue to lead the online and offline campaign over Summer 2023.



Systemic Assessment as an alternative to the Asset Plus

In 2019 Kensington and Chelsea engaged in a pilot with the DfE to design and implement a child-first systemic assessment as an alternative to Youth Justice Board (YJB) Asset Plus (a national framework for assessing offending behaviour). The pilot included a systemic assessment designed to be completed with the young person and their family, a five-day systemic training programme for practitioners and increased access to clinical practice. The pilot was evaluated in 2021 and reported a reduction in recidivism. Practitioners described improved relationships with young people and their families through the completion of the assessment together. Young People and their families fed back that they felt involved in identifying needs and determining achievable outcomes. In October 2022, YJB announced that although Asset Plus will remain for referral orders, court disposals, and custodial and out-of-borough transfers, there will be a new assessment for all out-of-court disposals. Since that date we have continued to work closely with the YJB to influence the design of the new assessment, whilst they have been unable to adopt the systemic assessment in its entirety there is clear evidence of where it has been incorporated. We have recently been invited to help write their practice guidance for practitioners.

“We were very impressed with your approach and have introduced elements of it into the new tool, we want to enable practitioners to think about the structures and systems in place around children”, “We recognise your expertise in this area and would appreciate your involvement in writing the practice guidance for practitioners” (Youth Justice Board)

Black Fathers Unheard

Innovation for us is also about harnessing expertise and we have a strong track record of working in partnership with all kinds of institutions and organisations to find solutions to local issues. In the UK, 70% of young offenders come from lone-parent families, and studies have shown strong correlations between absent fathers and Serious Youth Violence. This also reflects our local experience.

Run in partnership with Essex University’s Department of Sociology, this new pilot explores practices fathers to promote social inclusion and give men a voice to steer the future development of our services. Findings will be published in October 2023.

Domestic Abuse Perpetrator Intervention Fund: Taking a Culturally Integrated Family Approach to tackling domestic abuse.

We understand the impact of the economic crisis on parent-child relationships and the Early Intervention Foundation and What Works Centre have been clear about the need for more evidence of programmes that support children experiencing domestic abuse that work. We have been working with nine other London Local Authorities to deliver an intersectional family and community approach to tackling domestic abuse with a particular focus on our diverse populations. The primary aim of the project is to reduce violence and increase safety for victims, using a culturally integrated whole-family approach, ensuring that individuals’ protected characteristics and needs are considered whilst also holding perpetrators accountable. Outputs will include a Victim Safety Support Service through our borough Independent Domestic Violence Advisors, 1:1 intervention for medium-high risk men, with family sessions, Female Awareness Domestic Abuse sessions designed for women identified as perpetrating, as well as outreach sessions working with LGBTQI+ organisations using non-violent resistance, Cognitive Behavioural Therapy (CBT) and feminist theory, reducing violence and entrenched dependency.

Turnaround Programme: preventing youth offending earlier.

Given our ongoing commitment to early intervention, we have chosen to work as part of the Turnaround Scheme, to support children and their families who are on the cusp of the youth justice system. Over the next 2 years we will be working with children who are interviewed under caution following arrest, those receiving a first-time youth caution, those discharged or acquitted at court and those in receipt of Community Protection Orders (CPO), Civil Orders and/or Acceptable Behaviour Contracts (ABCs) for anti-social behaviour. What makes this innovative is the way in which we will be taking an Early Help and whole family approach, ensuring the primacy of additional needs and family support. We have employed a part-time early help practitioner to develop and support the programme, this worker is based within the YOT but will link with Early Help services. We have a Turnaround panel to discuss the referrals which come in and to discuss the eligibility of the case, background information as well as their willingness to participate in the programme.

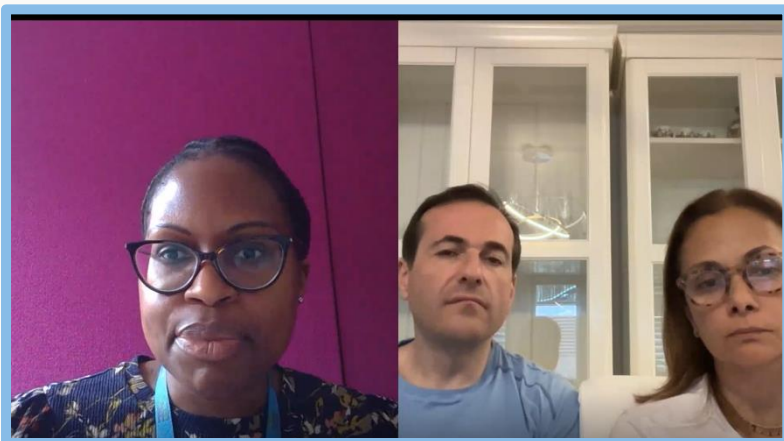
Your Choice: intensive CBT-informed programme for young people at risk

In last year's focused visit looking at children at risk of extra-familial harm, inspectors noted the whole system approach to contextual safeguarding. Work goes on with schools, voluntary sector services, the police, housing, our community safety team and our economic development service. One of our collaborative pieces of work in this area has been participation in the London Your Choice regional programme to deliver an intensive Cognitive Behaviour Therapy informed programme of intervention to young people where there are contextual safeguarding concerns. The programme provides a four-day training programme for practitioners to deliver a highly intensive programme of three weekly sessions including a goal-orientated activity over three months. To date, 10 practitioners from a range of children's social care settings were trained to work with a minimum of 10 young people. Young people engaged with three sessions/contacts per week for 12- 18 weeks.

Non-Violent Resistance Parent/Carer Programme

As part of our systemic practice toolkit, we have developed Non-Violent Resistance (NVR) services and approaches to addressing violent, destructive, and harmful behaviours in children and adolescents by working with parents/carers and family. NVR helps parents to overcome a sense of helplessness with their child's behaviours and to develop a support network that will stop violent and destructive behaviours both in and out of the home. We are also developing an NVR support group for foster carers to support with placements with older children presenting with violent or aggressive behaviour. The project creates opportunities for parents or carers to complete the 12-week NVR programme which is facilitated by trained practitioners. By supporting parents and carers to reduce and deescalate

conflict and build a stable and supportive relationships with their children. We are using NVR to reduce the risk of children and young people being involved in violence and mitigate other youth offending risk factors such as children coming into care, exclusions, placement breakdown and homelessness. We are in discussions with CAMHS to deliver a joint group and also to make our NVR offer universal.



Press Ctrl and click [here](#) to watch a testimony by one of the families that took part in the NVR programme.

8. Cross Council Partnership supporting Children and Young People

Children's Services does not operate in a vacuum, many of the problems we are seeking to resolve with our families need the support of other departments/agencies and voluntary and community organisations across the borough. This means that we have a strong cross-council offer of support for children, young people and families in Kensington and Chelsea which supplements our traditional social care services.

Cost-of-Living Support to families in need

Addressing the Cost-of-Living Crisis on Kensington and Chelsea's most affected families has been a key priority for this Council this year. The Council has allocated £250,000 to schools to use to help disadvantaged families and to extend the reach of FSMs ensure that no child goes hungry and is able to achieve their best at school. The current allocation of £577,432 has supported more than 4738 pupils during the holidays. To support nursery pupils the Council provided £92,931 to nurseries to provide a meal offer for targeted 2-year-olds as well as all 3- and 4-year-olds in maintained and Private, voluntary and independent nursery settings offering the early years entitlements.



Supporting evacuees, refugees and migrant families



In August 2021, 144 families with over 400 children and 246 adults were evacuated from Afghanistan and placed in three 'Bridging Hotels' in RBKC. Upon their arrival, our social work, housing and health partners came together at short notice to ensure their housing, health and education needs were met. Together they went above and beyond to support mental health and emotional well-being needs, language and employability and cultural integration in the UK. As the Hotel Outreach Teams and Afghan Social Care Teams prepare for the closure of the hotel, we can reflect on the journey over the past 16 months; how teams across the Local Authority came together quickly, established their role as leaders, co-ordinating a partnership response with the health sector, faith networks and voluntary sector, and delivered daily support to Afghan evacuees that

were sensitive and timely. These teams have worked tirelessly to ensure that during a time of unimaginable upheaval, the families have had the most caring and positive experience of life in the UK from the first moment they arrived in the borough right through to their next stage of life in the UK. Control and Click [here](#) to learn about the Council-run cricket sessions and [here](#) for the game that brought Afghan evacuees and councillors together.

Contingency Hotels

The Borough is currently hosting 7 'contingency hotels' commissioned by the Home Office to house newly arriving asylum seekers. There are over 600 asylum seekers placed within these settings, with just under 100 of those being children. Learning from the best practice approach to supporting new arrivals from Afghanistan, via a multidisciplinary team with strong links to both internal and external partners, we have piloted a similar approach to offering signposting and support to those within this accommodation. These are challenging circumstances as we know families are spending months and sometimes over a year in this type of accommodation whilst awaiting a decision from the Home Office. The No Recourse to Public Funds (NRPF) and Refugee Services team has been established in response and sits within Housing Needs whilst retaining strong links to both Children and Family Services and Adult Social Care. The team also collaborate with colleagues in the Voluntary and Community sector, Public Health, Environmental

Health and the NHS on a regular basis. The team’s aim is to build relationships within the hotels, identifying needs early and preventing escalation; ensuring that everyone placed in the Borough has the best start to life in the UK. All school-aged children are placed in a school as soon as we are able to do so, and all under 5s have developmental checks and are encouraged to access VCS support through our Family Hubs.

Homes for Ukraine

Children’s Services led the cross-council work supporting Ukrainian refugees arriving in the UK from April last year. Enabling them to move into safe and welcoming homes in Kensington and Chelsea and working with the VCS to provide a wraparound offer of support helping integrate them into life in the borough. Support has been delivered through our family hubs, working closely with our libraries and our community leisure program. We are currently supporting more than 150 children who have fled the war in Ukraine with their families and occasionally alone –this includes finding school and nursery places, working closely in partnership with a local Ukrainian supplementary school, translating our Youth Offer into Ukrainian and ensuring books and other resources in Ukrainian are available.

Extensive Arts and Culture offer to Support Children and Young People: Creative Collaborative

In addition to our HAF offer, Kensington and Chelsea has a fantastic variety of arts and cultural activities on offer in the borough, which support children with additional needs or who are from a disadvantaged background. The artistic talents of young Kensington and Chelsea residents are being showcased in local libraries. The Council-wide initiative is led by City Lions, our partners in Westminster. Each year, the Collective has four different themes that we ask young people to respond to. Themes are determined by young people, as issues or topics they feel are important or relevant to their lives. In 2022, the themes in Kensington and Chelsea were Love and Unity, Climate Change, Your Future and Equality. You can see the amazing work submitted so far this year in the virtual gallery here. Examples of other activity and the libraries offer in RBKC last year include: six ‘Library Labs’ workshops focusing on Science Technology Engineering and Maths (‘STEM’) were held for children to experiment, play, and explore new STEM toys and books, an inclusive and diverse offer of reading material and other resources, including material available in a range of community languages, material which is dyslexia friendly and reluctant reader collections; the School Library Service (SLS) is currently conducting a Diversity and Inclusion (D&I) pilot at Barlby Primary School in North Kensington.

News Crew (SEND)

We’ve been looking at ways we can involve young people in delivering service as part of a wider drive to increase co-design and co-production with young people. Our SEND ‘News Crew’ (local young people with SEND who volunteer their time) produce the “All for Youth” newsletter, which is aimed at other children and young people with SEND. The newsletter captures monthly highlights selected by the News Crew, for example, the latest edition focused on King Charles III Coronation celebrations with quotes and photographs. The newsletter also includes details of local leisure activities and information on how to access these activities, and tips and advice for young people by other young people on topics such as planning for college and addressing concerns young people might have. Published monthly since June 2020 it is a great platform for young people with SEND to demonstrate their creativity, share their thoughts, views and ideas with their peers as well as gain valuable skills and work experience.

A copy of the latest issue of All for Youth can be found here: [All for Youth Newsletter | Royal Borough of Kensington and Chelsea \(rbkc.gov.uk\)](https://www.rbkc.gov.uk/all-for-youth)



9. Equality, Diversity Inclusion and Equity- Building Momentum

Our families and our workforce tell us how important it is to be treated fairly, to have their cultures and backgrounds respected and viewed as positive attributes when solving problems or looking for enriching experiences. For Kensington and Chelsea as a Council discussions around how we embrace and enliven Equality, diversity inclusion and Equity are live and purposeful discussions embedded in our daily work. They are also core values underpinning children's services, which we continue to work hard to progress and celebrate within our workforce and through our practice.

In our workforce:

- This year, we have developed an Inclusive Recruitment strategy to increase the recruitment of staff who reflect the community we serve.
- RBKC has developed its own Leadership Training for Black and Disabled staff as a part of the broader workforce strategy.
- Our Black and Asian Leadership Initiative (BALI) supports and coaches our Black, Asian and minority ethnic staff members to move into leadership and management roles.
- A Staff Conference was held with a keynote external speaker on the subject of 'Let's talk about race and racism'.
- Meetings with Black, Asian and minority ethnic managers and the Director of Family Services to discuss cultural competence are ongoing.
- The Director of Family Services has participated in a reverse mentoring programme
- The Family Services Management Group meeting has a quarterly focus on EDI (The last one focusing on research into LGBTQ+ care experiences)
- In developing the Looked after Children and Care Leavers Handbook, there has been a renewed focus on EDI &E
- Increased Staff representation, and champions for EDI&E networks

In our social work:

- All board members in the Youth Crime Prevention Partnership and the Youth Offending Team (YOT) have undertaken training on Anti-racist practice, cultural competency, and multi-dimensional racism. We plan to roll this out across other teams.
- The Youth Crime Partnership Plan refresh has prioritised addressing disproportionality in the criminal justice system.
- We have also commissioned bespoke Adultification training for staff in response to Child Q.
- The YOT has an active Disproportionality Action Plan which includes work to address disproportionality in Stop and Searches and school exclusions.
- This year, the service has redeveloped a casework audit tool that focuses on work to address ED&EI and Social Graces.
- We continue to use the Systemic training practice model (years 1 & 2 and a smaller cohort progressing to years 3 & 4) and focus on attending to the 'social graces'.

Effect in our communities:

- Children and young people's voices on equality, diversity inclusion and Equity were heard and informed in the new Children and Young People's Plan.
- Staff in our service represent cultural diversity and are more reflective of our communities.
- Our extended Holiday Activity and Food offer means Children and Young People have access to opportunities and eat well regardless of their background.

10. Audits: A Window into Practice

A key question we ask ourselves is: how do we know whether our practice is good or not? Sources for understanding the quality of our practice include key performance indicators, staff supervision, audit activity and feedback from service users. Senior managers make good use of data, audits and feedback to give them a good understanding of the quality of service. Indeed, we have re-purposed our audit activity as reflective practice reviews recognising the potential for professional development.

What are we doing well?

- Collaboration and relationship building with families is strong across a number of service areas with evidence of co-creation of plans, shifting of negative scripts about professional help and that workers can use trusting relationships with families to promote and influence change. This is evidenced both by the ability of teams to work with a number of families at a child-in-need level as they are able to maintain consent from families to intervene in a helpful way to improve family functioning.
- Audits highlight strength in working with young offenders, children with permanency plans, families with no recourse to public funds, and other specialist areas of work. Within the service, there is evidence of good communication and collaboration between different service areas providing families with a sense of cohesive support around them.
- Workers and practitioners are persistent and try different ideas, techniques and approaches to try and identify what works for individual children, young people and families. This persistence is identified in audits as being critical to the good relationships which workers have with young people; workers are able to demonstrate to young people an ability to follow through and to be there in moments of crisis in a helpful way.
- Voice of the child is evident in case recording. Case files reflect the strong sense workers develop of children's lived experience either via therapeutic letter style recordings or via recorded analysis of direct work taking place in visits.

Areas for Development

- Audits highlight that there could be more opportunities to bring together the multi-agency network around a family at critical moments such as closure. This would support families to understand who will be responsible for support after children's social care closes and equally ensure that agencies feel confident about supporting the family going forward.
- In some of our work, issues arise with drift or delays by other partner agencies such as Housing, Education or CAMHS. Workers do not always feel confident with escalating within partner agencies if this drift or delay has a significant impact on risks within the family or on children's long-term outcomes.

How are audits informing practice?

- We have seen improvements in working with the voice of the child and reflecting their lived experience in case file recording. This was a result of audit activity identifying this as an area for improvement which led to a number of practice-based learning activities to develop skills in this area, including the January 2023 staff conference. Auditors are seeing more direct work with children and more reflection of the child's voice within case files in the form of a letter style of recording of home visits, analysis and plans.
- Audits also reinforce our systemic practice model and provide another opportunity for social workers and practitioners to consider how they use this model with the different families they work with. We have seen in practice how the audit process has enabled practitioners to reflect on the different tools they have available – Social GRACES, critical moments, multiple points of view – as well as encourage the use of the clinicians at critical moments or when things feel stuck.
- Supervisors and practitioners are receiving regular feedback from the audits and discussing these points in supervision, using them to further develop practice with individual families. This ensures the audit conversation has a resonance beyond the initial discussion. We have incorporated our learning from audit

activity to inform MOSAIC systems development, to encourage the ongoing effective management oversight of activity as well as increasing opportunities to include the child’s voice within the case file recording.

Feedback from families

A father was positive about the work he was doing as part of the child protection plan: ***“The referral to For Baby’s Sake. I am able to be 100% open with them and that Service are non-judgemental. I have time to think (reflect). I am following the programme.”***

Another mother told us that her social worker is ***“a listener, helpful, understanding urgency, compassionate understanding, easy going and down to earth.”***

A mother said ***“RBKC Youth Offending Team [YOT] has been fantastic. [My son] had lost trust with professionals but the YOT worker somehow got her to trust him. [She] was brilliant, I have had lots of experience with YOT workers in other local authorities and none of them have been as helpful as [she is]. From the moment RBKC picked up the file, I noticed that things started changing for the better”.***

Families' experience of our interventions and support services:

Example of a successful Hague application and the feedback that the Local Authority received:

“... their attentiveness, and, in the case of the RBKC, their deep and demonstrated professional concern for the well-being of Baby A bolsters the Court’s conclusion that any risk to Baby A will be mitigated ...”

Our US lawyer, who is highly experienced in such cases as said the following: “You and your Social Work team are stars—judges in the USA never write like this about parties in Hague litigation in our experience.”



11. Areas of Focus for 2023 - 2024

We are constantly the quality of our services for our children and families. The world is rapidly changing for our children and young people, and we must be open and flexible to deliver the best services, identifying where we can further improve our offer and embed best practice. We are performing well across a range of key areas. However, we need to pay specific attention to the areas below:

Recruit, retain and attract a high-calibre social workforce

We are committed to improving social work recruitment and retention and ensure that social workers feel supported and valued. We are committed to ensuring that social workers have access to high-quality training and continuous support throughout their careers, and their well-being remains a priority for us. We are in the process of updating our Workforce Development Strategy (2023-2026) and have identified four priorities for us to focus on over the next three years:

- Stabilise the Social Worker workforce, attracting and retaining high calibre practitioners at all levels including Newly Qualified Social Workers and experienced Social Workers. This will enrich the workforce profile and create long-lasting relationships which are at the heart of effective practice and safeguarding.
- Continuous Professional Development, Career Progression, ensuring that frontline practitioners in both the Social Work and Early Help teams have access to learning opportunities to maintain and improve their practice, skills and knowledge and offering career development and pathway opportunities for our Social Work staff and Early Help practitioners within family services.
- Ensure that the workforce is supported and valued, we want to create the right environment and conditions that are supportive throughout their career and their well-being.
- An inclusive and diverse workforce, we want our social worker workforce at all levels to represent the communities they serve. All social workers, regardless of their background will be supported to make the same progress as their peers, be represented at leadership levels, and have access to appropriate opportunities for learning and development. That way, children and families can also be treated fairly and receive effective support regardless of their background and characteristics.

Implement the Looked After Children and Care Leavers Strategy

We will focus on placements sufficiency and availability of in-house fostering accommodation to meet the demographic and needs of an aging cohort of Looked After Children.

Continually drive innovation and review learning from our innovation work and embed new and effective ways of working:

Recent improvements to our audit process have resulted in high- quality and meaningful reflection on practice. During our focused visit in the summer, we recognised the value of our audits and the opportunity for deeper reflective learning that they provide. In the next 12 months, we will maximise the learning and will embed this learning into our practice.

Continue to listen to the voice of the child, innovate and improve services.

This will allow children and their families receive highly individualised help and support to sustain changes and improve outcomes: We will continue to involve children and young people in decision-making through bespoke consultations on the development of new strategies, plans and service developments. As part of the Youth Service review engage with young people at risk or affected by serious youth violence to understand the value of the current youth service offer.

Refresh our Early Help Strategy (2024-2027):

In the next 12 months we will review the progress of the previous strategy and will identify future priorities with partners through the Early Help Partnership and Family Hubs structures.

Continuing to support children and young people affected by the Grenfell tragedy.

We will be developing a more detailed action plan alongside the Council Plan setting out the changes and improvements we are committed to making. This plan will be developed with residents through 2023.

Reduce the school attainment gap

We will work with our partners in schools, Special Educational Needs and Disabilities Service, the Vulnerable Children's Collaborative and Virtual School to reduce the school attainment gap for our most vulnerable children and support young people into employment, education or training.

Work in partnership to reduce Youth Offending

We will work with our partners and our communities to reduce incidents of youth violence and youth offending, address extra-familial harm, offering specific change programmes with young people and offering family support.

Enhance our response to Domestic Violence and develop an integrated service offer.

Embed additional mental health practitioners within Family Services

We will recruit clinical practitioners to provide direct mental health support within social care for children and young people who are presenting with complex needs. This would ensure that children and young people are able to access timelier support and practitioners have access to clinicians who can diagnose, prescribe, offer therapy and better link in to available packages of support.

12. 2023/2024 Action Plan

	Objectives April 2023/ March 2024	Activity that will take place	How we will measure our success
	Recruitment and Retention: recruit and attract a high-calibre social workforce	<ul style="list-style-type: none"> • Implement the new Workforce Development Strategy • Work with team managers to implement a more structured approach to workforce planning taking account of anticipated turnover and expected recruitment through fast-track programmes, student placements and apprenticeships. • Work with managers to gain an understanding of why staff are leaving the borough, including analysis of exit interviews. • Focus groups with staff to increase staff engagement to gain a better understanding of the data and work to develop solutions to recruitment and retention. (e.g., more experienced staff mentoring and support to staff who are 2+ years qualified and beyond ASYE) • Gain an understanding of what attracts staff to work in RBKC and build on this to influence recruitment campaigns. • Develop career pathways for staff who are non-qualified Social Workers and would like to train as Social Workers • Work alongside universities in the recruitment of students as well as creating opportunities for delivering workshops. 	<ul style="list-style-type: none"> • Social workers feel supported and valued evidenced by staff surveys. • Staff are clear about pathways for career progression and distinct pathways into specialisms. • Staff feedback around access to high-quality training and well-being • More opportunities for staff to enhance and develop new skills. • Reduced use of agency staff.
	Implement the Looked After Children and Care Leavers Strategy with a particular focus on placement sufficiency and availability of in-house fostering accommodation to meet the demographic and needs of an ageing cohort of Looked After Children.	<ul style="list-style-type: none"> • Endeavour to recruit 15 foster carers across Shared Services • Explore discussions with Housing Services with a view to being able to offer 3 carers larger properties (April 2024) • Run consistent fostering campaigns throughout the year. • Wraparound service around foster carers and training around working with young people with complex needs. • Devising an accredited course for experienced foster carers and retention of our carers by exploring a payment grade tier (skill-based payments) 	<ul style="list-style-type: none"> • Increased placement stability • An improved working relationship with Housing • Increased visibility in the local community (digital ads) • Number of ads hit that led to assessments (conversion of enquiries) • Ability to access specialist in-house foster carers. • Forms and templates are more inclusive

		<ul style="list-style-type: none"> • Revise our initial assessment template to be more accessible and inclusive (e.g., forms which are accessible to potential carers from the LGBTQI+ community) • Advertise foster carer opportunities via staff Intranet for NHS and Police Staff • Review the need to provide out-of-hours services during weekend periods when the likelihood of placements breakdown is higher. • Increase numbers of Parent and Child and Baby placements 	
	<ul style="list-style-type: none"> • Continually drive innovation and review learning from our innovation work and embed new and effective ways of working. 	<ul style="list-style-type: none"> • Implement the findings from the local evaluation of practice. • As part of Your Choice, we will train 10 practitioners to deliver the programme, engage up to 30 young people (over lifetime of programme) to participate in the programme; engage up to 30 young people to participate in the control group to inform evaluation and will contribute to external evaluation to measure the impact of CBT in supporting young people to make informed achievable choices and sustainable change. • Continue to develop and enhance the NVR programme of work and utilise the support of parents who have participated in this work to promote to engage other families. • Ensure that findings from external evaluations are embedded (e.g., Your Choice findings by the Anna Freud Centre) 	<ul style="list-style-type: none"> • Service improvements are informed by a local evaluation of practice and supported by independent research and evaluations. • Your Choice training has been provided and milestones met.
	<p>Continue to listen to the voice of the child, innovate and improve services so that children and their families receive highly individualised help and support to sustain changes and improve outcomes.</p>	<ul style="list-style-type: none"> • As part of the Youth Service review engage with young people at risk or affected by serious youth violence to understand the value of the current youth service offer. • Quarterly audit feedback, Complaints and Compliments • Bespoke consultations on the development of new strategies, plans and service development • Ensure wider representation of young people with protected characteristics in the co-production and co-design of current and newly commissioned services. 	<ul style="list-style-type: none"> • Increased opportunities for children and families to influence decision-making and evaluate the impact • Number of Children and young people involved in decision-making • Consultations with young people take place and action is taken by lead members, senior managers, and staff

		<ul style="list-style-type: none"> • Ensure a feedback loop process is in place for all consultations and engagement activity • 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. 	
	Refresh our Early Help Strategy (2024-2027)	<ul style="list-style-type: none"> • Review the progress of the previous strategy; map links to other relevant strategies and identify future priorities with partners through the Early Help Partnership and Family Hubs structures. • Triangulation of priorities with views of children, young people and parents. • Identify headline measures to track the progress of the 2024-27 Strategy 	<ul style="list-style-type: none"> • Strategy is confirmed and signed off by Early Help Partnership in 2023 • Action/Work Plan in place to ensure Strategy is embedded.
	Continue to support children and young people affected by the Grenfell tragedy	<ul style="list-style-type: none"> • Continue to develop services that helped to support the needs of the wider affected community. • Consultation and engagement exercise to inform future services. 	<ul style="list-style-type: none"> • new arrangements are shaped by the views of children and families
	Work with our partners in the Special Educational Needs and Disabilities Service, the Vulnerable Children’s Collaborative, schools and Virtual Schools to reduce the school attainment gap for our most vulnerable children and support young people into employment, education or training.	<ul style="list-style-type: none"> • Establish a Designated Social Care Officer (DSCO) for SEND who will act as a single central reference point for new/agency and existing staff alongside capacity to provide ongoing training, provide practical written guidance and help us to establish SEND champions within social care. • The DSCO role would support the training and quality assurance of social care professionals around SEND, and act as a key point in ensuring an effective transition to Adults Social care. 	<ul style="list-style-type: none"> • Improvement in frontline practice and outcomes for vulnerable young people • increased capacity to develop social care and transition policy and guidance. • Evidence of enhanced collaboration and interventions • the attainment gap for disadvantaged groups at all Key Stages is one of the lowest in the country • Number of young people referred to employment • Evidence of robust challenge and support between agencies
	Work with our partners and our communities to reduce incidents of youth violence and youth offending, address extra familial harm and offering specific change programmes with young people and family support.	<ul style="list-style-type: none"> • Encourage the use of Adolescent risk meetings. • Development of the Community Safety Offer (recruitment of 2 new staff members) 	<ul style="list-style-type: none"> • Reduction in the number of CYP who are known to be at risk of CSE and criminal exploitation. • Evidence of robust challenge and support between agencies

		<ul style="list-style-type: none"> •Address disproportionality of young people in the youth offending 	<ul style="list-style-type: none"> •Service User feedback indicating that CYP feel safe and supported.
	Enhance our response to Domestic Violence and develop an integrated service offer	<ul style="list-style-type: none"> •Continue to commission the co-located IDVA across the localities, UMIST and Early Help teams, to support and assist with the safeguarding of survivors of Domestic Abuse. •Work with RISE and 9 other London LAs to deliver an intersectional family and community approach to tackling domestic abuse (refer up to 30 families per year) •Our Clinical Practice team will be running Domestic Violence Surgeries. 	<ul style="list-style-type: none"> •Reduction in violence and abusive behaviour • Increased safety and well-being of partners and children • Increased self-awareness by perpetrators of attitudes and cultural beliefs.
	Additional mental health practitioners embedded within Family Services	<ul style="list-style-type: none"> •Recruit clinical practitioners to provide direct mental health support within social care for children and young people (CYP) who are presenting with complex needs. •This would ensure that CYP are able to access timelier support and practitioners have access to clinicians who can diagnose, prescribe, offer therapy and better link into available packages of support 	<ul style="list-style-type: none"> •Data on young people’s mental health

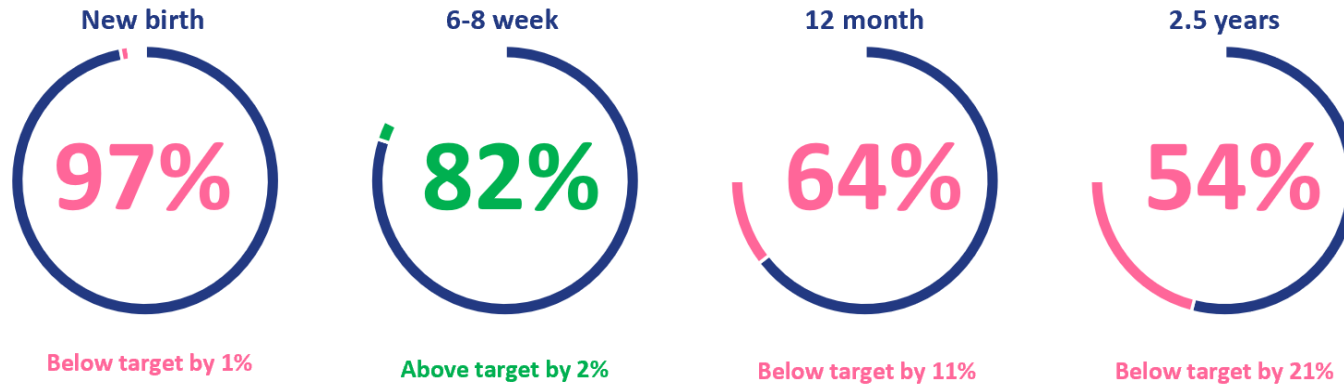
Kensington and Chelsea Children's Services

2022 - 23 Year End Report



- All children have the best start in life, needs are identified, supported early and they are school ready at five [Slide 3](#)
- Children and young people have access to high-quality education and training opportunities, have good attendance at school and achieve their full potential [Slide 4](#)
- 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 [Slide 5 – 6](#)
- All young people, particularly those who are vulnerable can realise their ambitions and take advantage of opportunities and life skills which prepare them for adulthood [Slide 7](#)
- All our young people feel listened to, empowered to take action and have opportunities to co-produce/co-design services that affect them [Slide 8](#)
- 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 [Slide 9](#)
- 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 [Slide 10](#)
- Annual workforce return [Slide 11](#)
- Key priorities achievements and updates [Slide 12 - 13](#)

HEALTH AND DEVELOPMENT REVIEWS



DENTAL HEALTH



The mean average number of teeth decayed, missing or filled (DMFT) per 5-year-old in RBKC is in line with the London average, but higher than national figures. Latest figures are from 2018/19 fingertips data

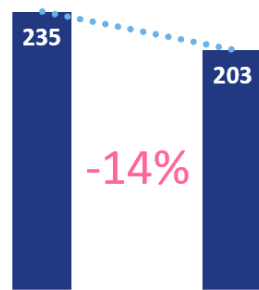
2YO IN FUNDED EARLY EDUCATION

84%

compared to 72% nationally

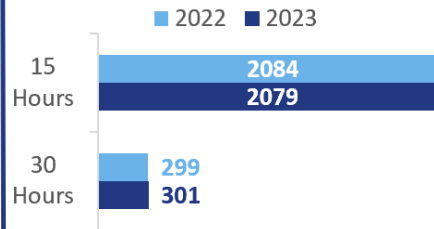
Kensington & Chelsea ranked 1st for inner London authorities (Summer Survey 2022)
Remained the same as previous survey in Autumn 2021

2- TO 4-YEAR-OLDS ELIGIBLE FOR EARLY YEARS PUPIL PREMIUM



2022 2023
National and Inner London figures for 2023 are not yet available

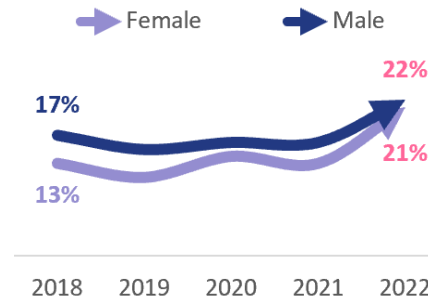
3 & 4 YO IN 15 - 30-HOUR PLACES



Percentage change 2022 to 2023

Region	15 hours	30 hours
RBKC	-0.2%	+0.7%
London 2022	-2%	+5%
National 2022	No change	+6%

RECEPTION YEAR OBESITY



The rise in Obesity in recent figures is due to the use of Population BMI cut points instead of Clinical BMI cut points, which are lower, to capture children with unhealthy BMI and those at risk of moving to an unhealthy BMI.

GLD SCORE 2021 - 22

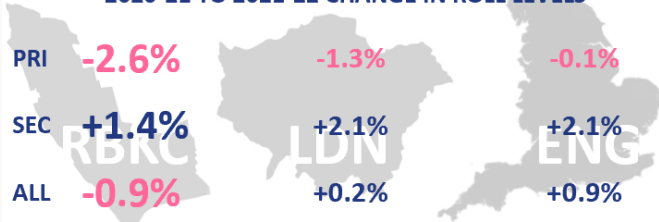


65.2% England
67.5% Inner-London

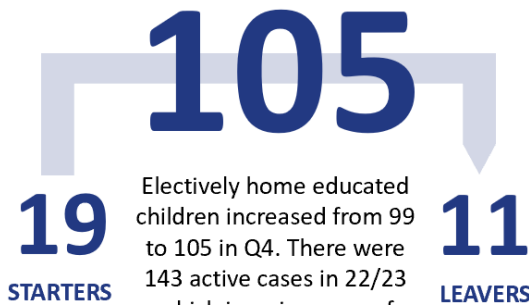
SCHOOL ROLLS

School rolls decreased for primary and increased for secondary schools in 21-22. Overall, this means a reduction. The surplus % in primary settings increased from **-13.4% in Autumn 2021 to -15.7% in Autumn 2022**

2020-21 TO 2021-22 CHANGE IN ROLL LEVELS

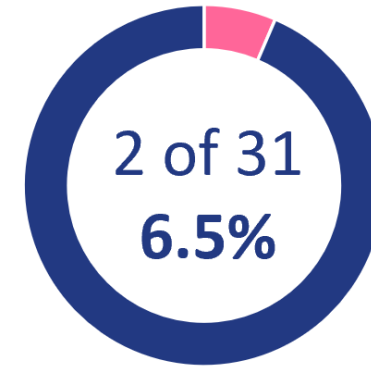


ELECTIVE HOME EDUCATION



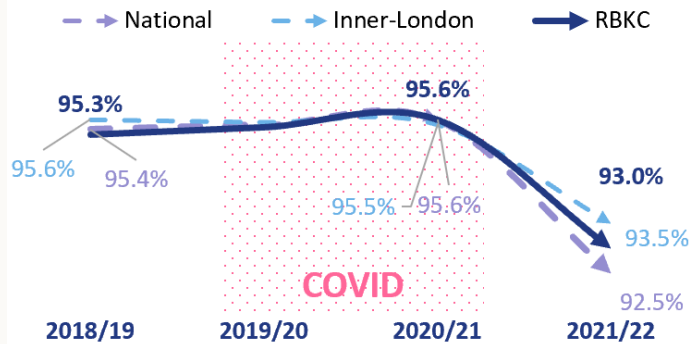
Electively home educated children increased from 99 to 105 in Q4. There were 143 active cases in 22/23 which is an increase of 36.2% compared to 21/22.

SCHOOLS FORECASTING DEFICIT



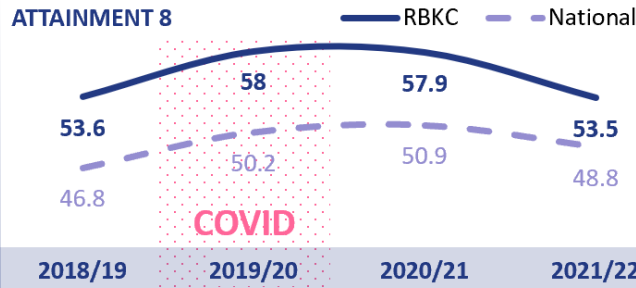
There remains the same number of LA maintained schools forecasting a budget deficit compared to Q3 2021/22.

ATTENDANCE

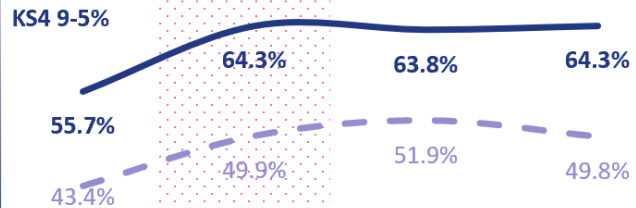


Year-end figures show Primary and Secondary schools follow the national/inner-London declining trend post-pandemic

ATTAINMENT 8



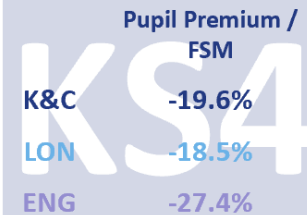
KS4 9-5%



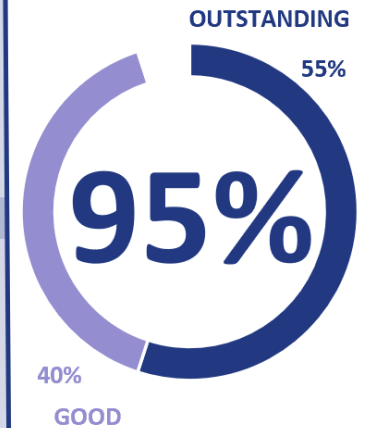
Pupil Premium / FSM

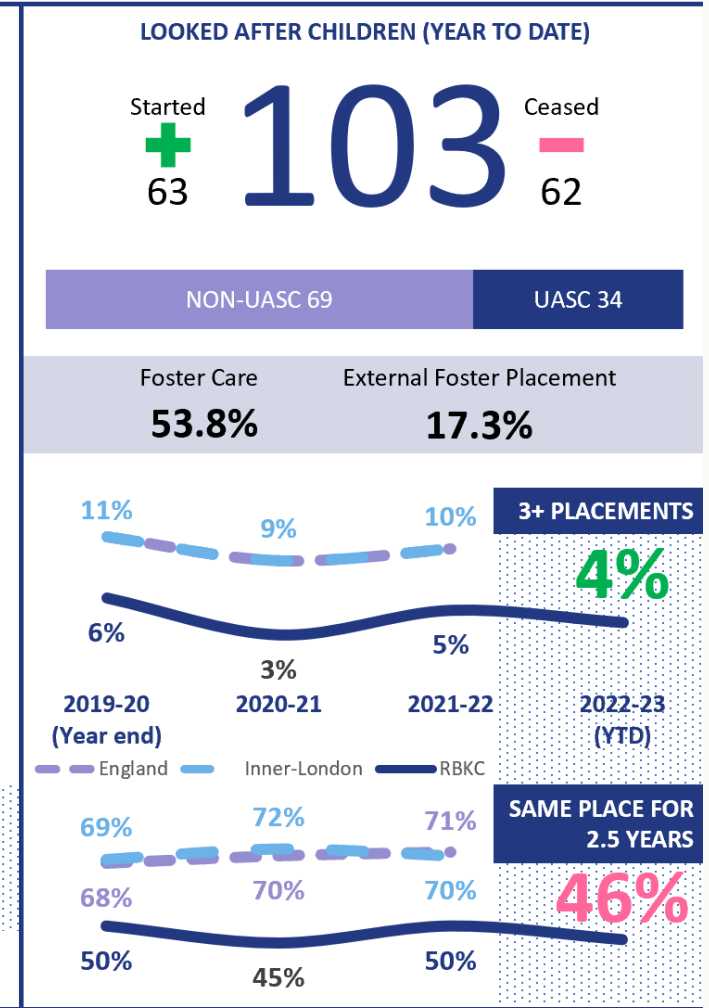
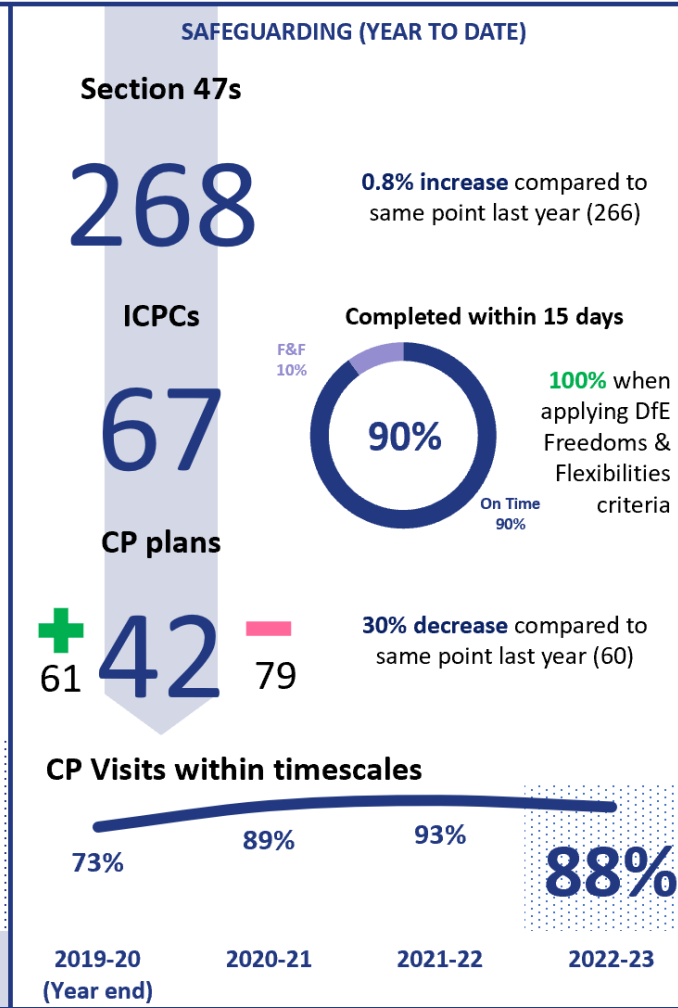
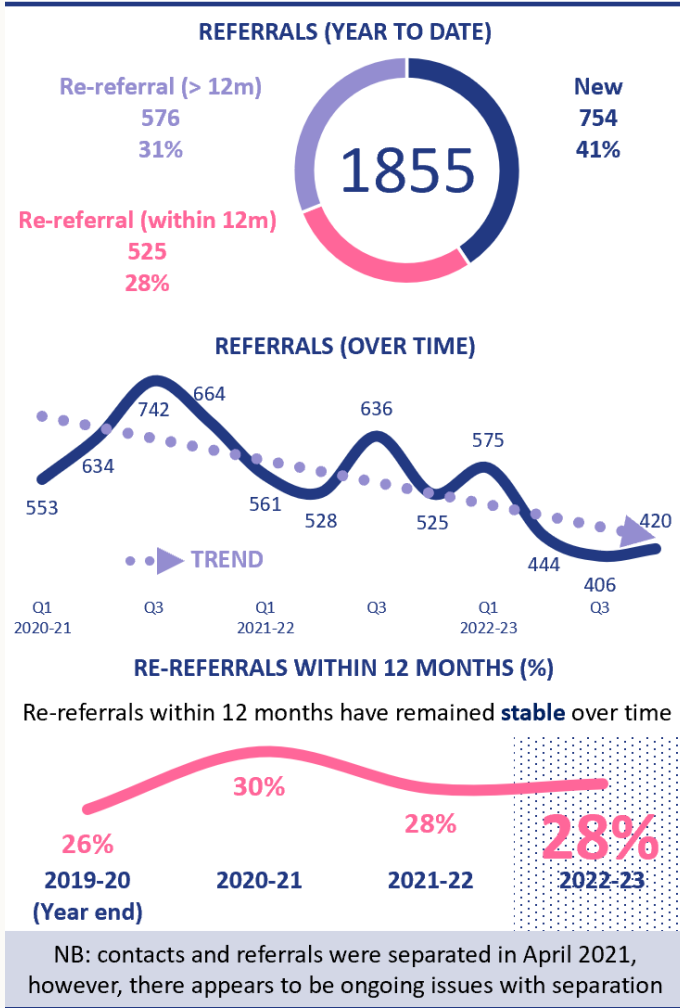


ATTAINMENT GAPS 21/22



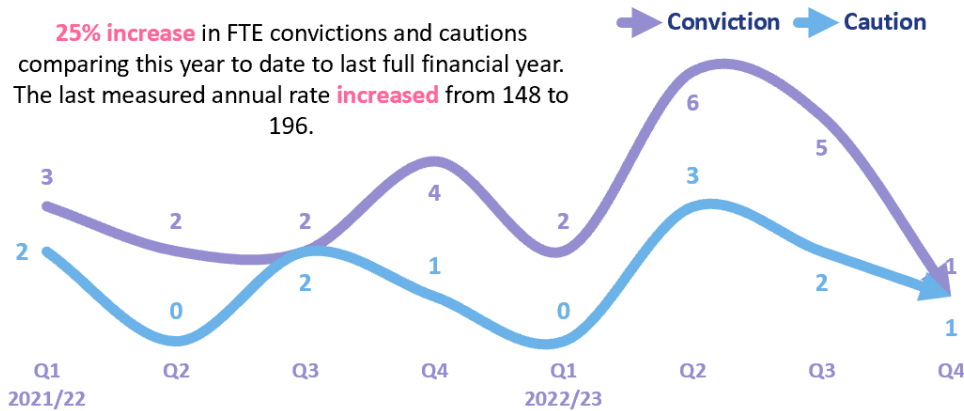
SCHOOL OFSTED RATINGS





FIRST TIME ENTRANTS TO THE YOUTH JUSTICE SYSTEM

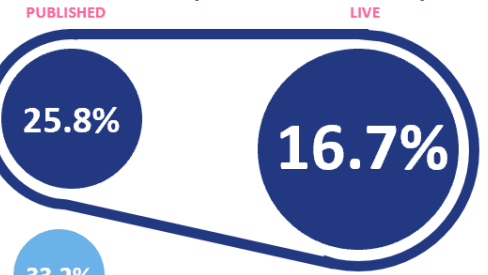
25% increase in FTE convictions and cautions comparing this year to date to last full financial year. The last measured annual rate **increased** from 148 to 196.



RBKC: 196
LDN: 169
ENG: 148

Latest period is September 2022

RE-OFFENDING (WITHIN 12 MONTHS)



LDN 33.2%

ENG 31.2%

Since figures were published in March 2021, live tracker re-offending has **fallen** in Kensington & Chelsea and is currently **below** published comparators

SERIOUS YOUTH VIOLENCE

Offenders
 Offences

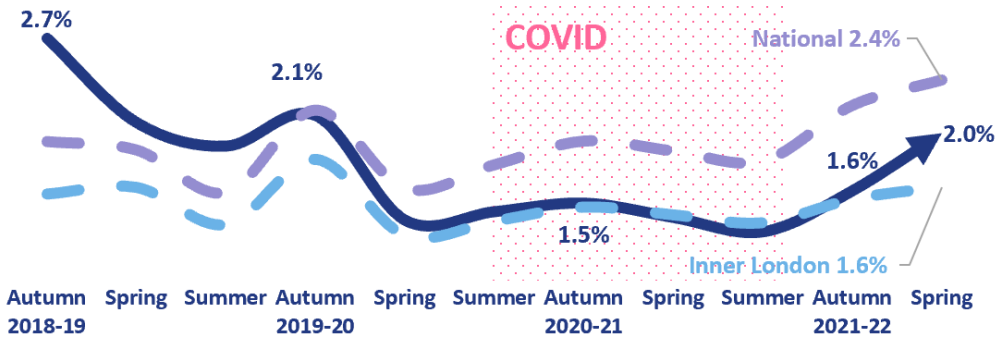


SYV has been **relatively low** in the year to date with no incidents in Q4, while the number of offences committed per person slowly reduces

OFFENCE PER OFFENDER



FIXED TERM EXCLUSIONS

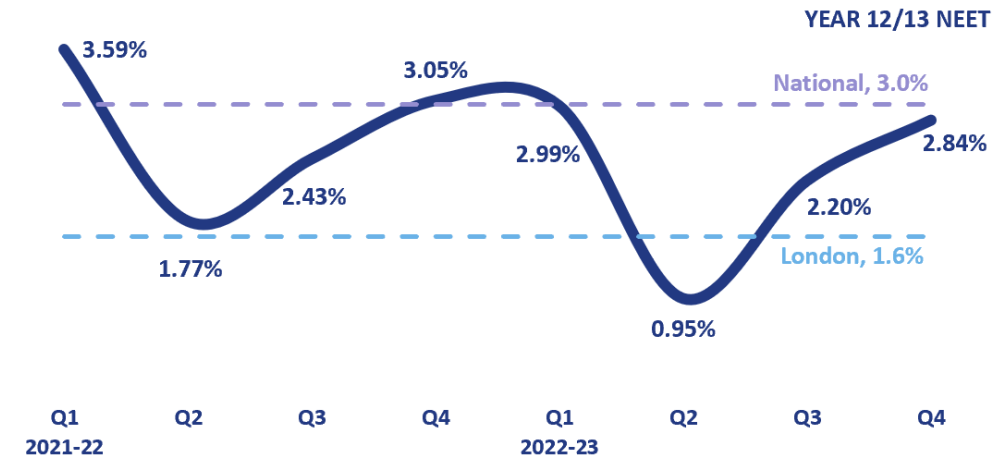
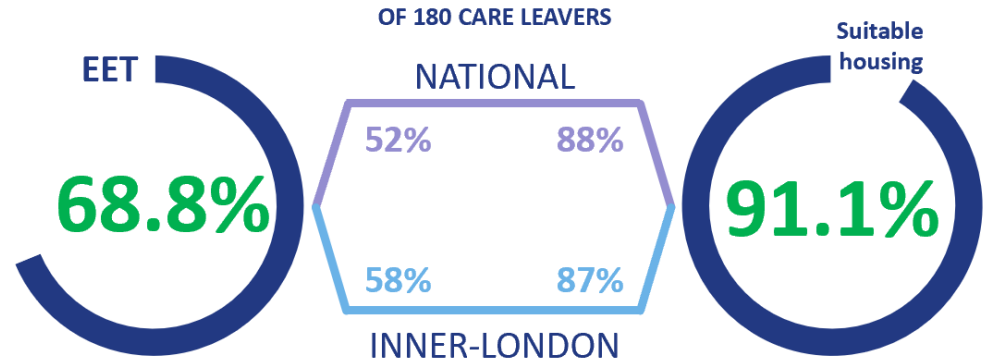
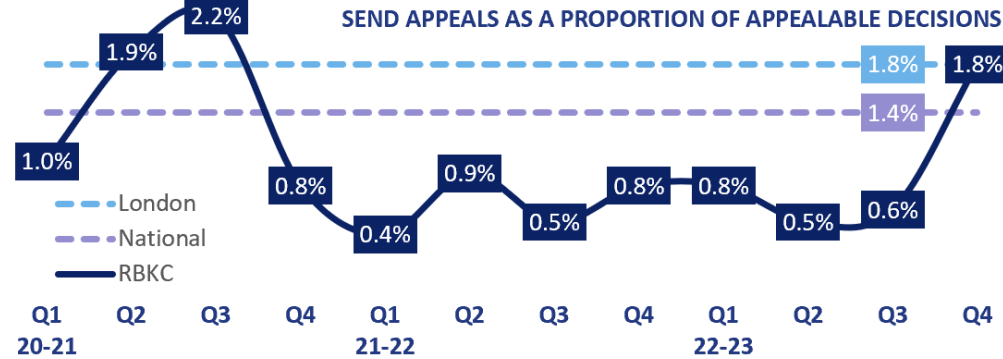


Spring 2021-22 term has seen an **increase** in fixed term exclusions post-pandemic. We are **above** Inner-London levels but **below** national levels.

EHCP ISSUED IN 20 WEEKS (EXCLUDING EXCEPTIONS)

All 17 Plans in Q4 were issued within 20 weeks, **much higher than the national average of 58%**

100%



NEET levels tend to fluctuate throughout the year. Levels are currently **above** London but **below** National recently published figures (Mar-2023)

An 8-year-old said "I like my social worker as she looks like us, speaks our language and is helping us get a bigger house."

A Looked After Young person said, "I have been supported by the Council as they have given me a career advisor."

A mother said her social worker is "a listener, helpful, understanding urgency, compassionate understanding, easy going and down to earth."

A parent said her practitioner was : "[So] different she just made all the people listen- CAMHS, the school- they had just ignored his [son's] suffering and now she has got his class changed, extra time at tests, CAMHS sessions lined up- it's a miracle!"

Early Years, "The best thing she helped me with was get over my fear to be happy again. All of us need a little help from time to time and when someone steps in to lend a hand, often they don't realise how much their help meant."

The infographic features five speech bubbles with testimonials. The first three are connected to a green tree icon with blue silhouettes of a man, a woman, and a family. The last two are connected to a red house icon with blue silhouettes of a woman, a woman with a baby, and a man.

PHYSICAL HEALTH

MMR VACCINATIONS

65%

74%

85%

5 year olds receiving 2 doses of MMR has **increased** since Q2 (previously 59%) but is currently **below** London and England levels

*MMR data from public health is 1 quarter in arrears as published figures are not available until the end of the following quarter

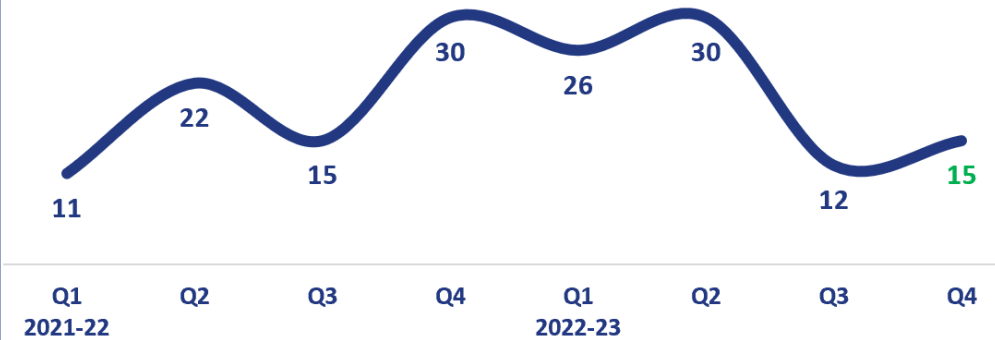
YEAR 6 OBESITY



2018 2019 2020 2021 2022

The recent Obesity figures include the use of Population BMI cut points instead of Clinical BMI cut points, which are lower, to capture children with unhealthy BMI and those at risk of moving to an unhealthy BMI .

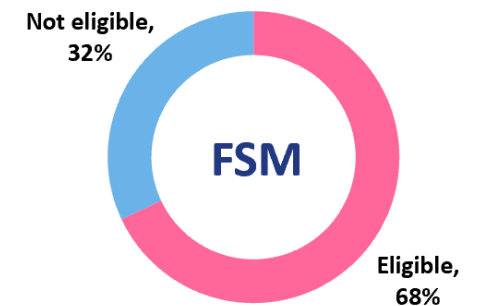
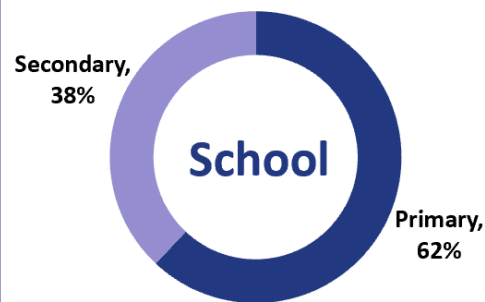
CHILD MENTAL HEALTH – SOCIAL WORKER ASSESSMENTS



Q4 assessments with Child MH factors have **increased** since Q3 2022/23, but remain below Q1 and Q2 levels.

HOLIDAY ACCESS FUND

Winter 2022 offer



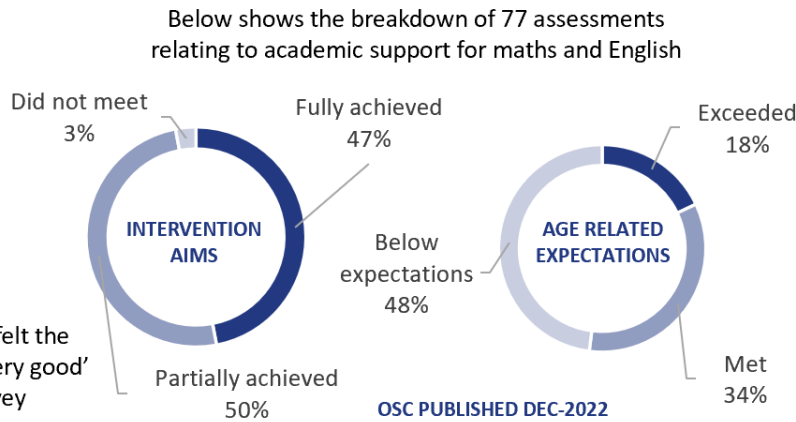
DEDICATED SERVICE – EDUCATION SUPPORT

CYP SUPPORTED

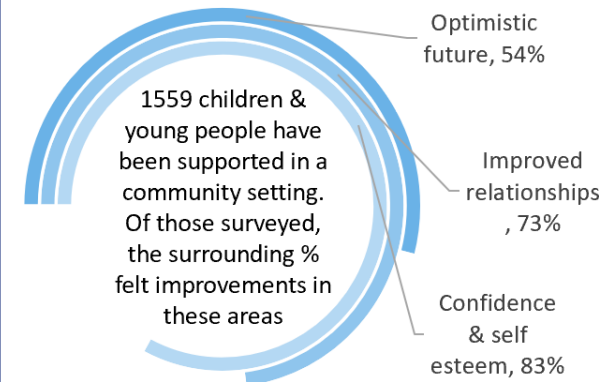
173

Good or Very Good, 66%

Of the 173 CYP supported, 66% felt the support provided was 'good' or 'very good' according to the annual survey



HEALTH & WELLBEING SUPPORT FOR CHILDREN AND YOUNG PEOPLE



778 children & young people have been supported in an educational setting across 17 schools. Of those surveyed,

70%

felt improvements across all these areas

COVERS 21-22 ACADEMIC YEAR

NORTH KENSINGTON INCLUSION PILOT



12 of 51 have significantly reduced risk of exclusion by completing the programme. The remaining 39 are receiving ongoing support.

SPECIALIST ADVICE ADVOCACY

So far, the service has supported **29** Children and young people. The service is still collecting data and future measures will look at:

- ✓ Feeling supported around the young person's education
- ✓ Knowledge about their own rights and responsibilities
- ✓ Knowledge of steps to take if being excluded
- ✓ Feeling positive about their future
- ✓ Valuing their education, feeling positive about this

COVERS 21-22 ACADEMIC YEAR

FEEDBACK FROM SERVICE USERS

The weekly sessions have been really helpful for my older daughter and it has improved her confidence at school

I like spending time with friends and playing the games that were in the group. I also feel better going into secondary school and I had a great time

The thing I like about it was that everyone listen about what we all had to say. Also, the thing I liked most was how the worker listened a lot and how they made me more happy to go to school 😊

When I come to KOTG, it gives me a sense of community
- KIDS ON THE GREEN

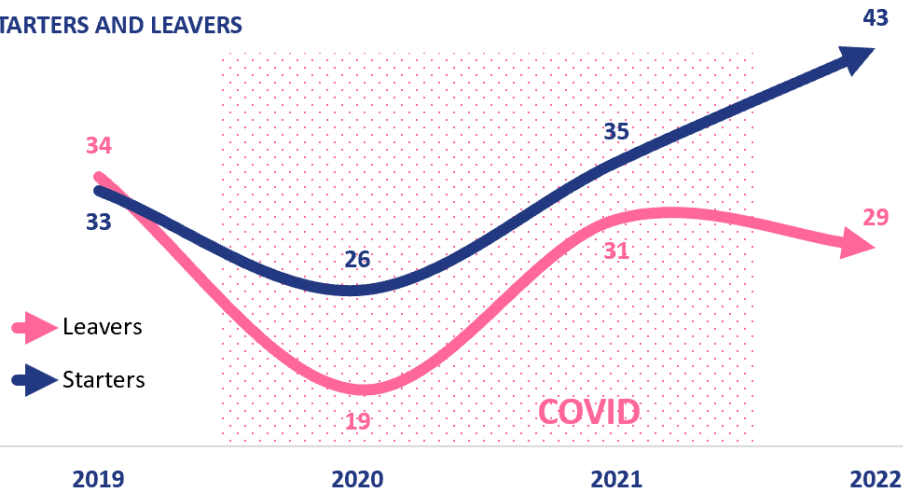
The new skills I learnt was to try new things and be more resilient
- RUGBY PORTOBELLO TRUST

It has been extremely helpful for our family and we are grateful for this

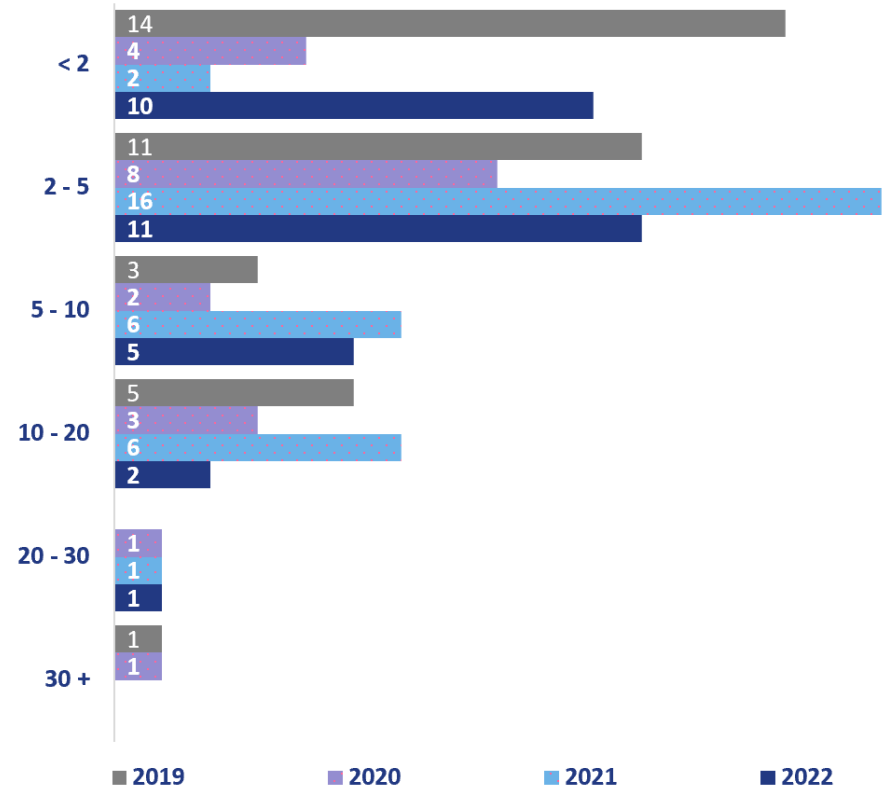
I don't worry as much since challenging my negative thoughts and I'm feeling more positive and happier. Even in the exam I didn't get as anxious.
- PLACE2BE

QUOTES LINK TO THEMED COLOURS

STARTERS AND LEAVERS



LEAVERS YEARS IN SERVICE



QUARTERLY FINANCE UPDATE

£10,811,419

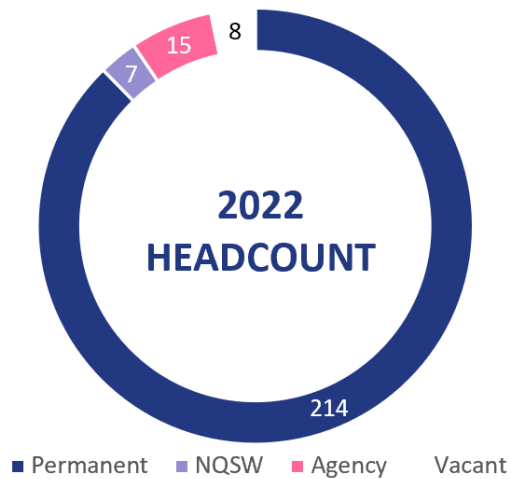
Cost

104%

£10,399,500

Budget

Costs for Q1 – Q4 are currently running 4% over the social care workforce budget



AVERAGE LENGTH OF SERVICE 5 6 7 4

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

LM: To focus on our early years offer and ensure it is promoted to parents and families

- Co-located 0-5 services in our Family Hubs and have just begun intensive targeted offer with health visiting and commenced integrated training with this cohort.
- The Council has invested in a Parent Child Plus programme (weekly visiting for 52 weeks) for 2-year-olds with speech and language delay identified at 2-year check. The impact of the programme for children and families is being evaluated, outcomes recorded so far have shown significantly improved assessments results for both children and parents.
- A small group of local SENCOs have worked together to peer review SEN Information Reports and make recommendations on how they can be improved across the Local Area. Outcomes are shared on the Local Offer.
- Accredited SEND course for EY staff and SENCOs – the ninth cohort has started the training in the Autumn term.
- Integrated leadership teams have commenced joint case discussions and allocation; recruitment issues have slowed development of new targeted service, however 3 of 4 Local Authority staff and 1 of 4 Health Visiting staff are continuing to work on the development of the service.

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

LM: To work with our schools system to support financial sustainability

- Ofsted rated 38 (95%) schools as good/outstanding, and 22 (55%) schools as outstanding and 16 (40%) as good in Kensington and Chelsea.
- The implementation of the Inclusion Strategy is focusing more on the importance of school attendance and engagement in line with the national and local drive to level up attendance to pre covid levels. Progress has been made to simplify the Inclusion Strategy Action Plan to reflect the ambitions of the Inclusion Strategy and the DfE Send and Alternative Provision Green Paper. Once this is finalised it will be share with the Education Partnership Board.
- The Grenfell Education Fund continues to mitigate the negative impact on the lives of children and young people who experienced the Grenfell tragedy and ensures that they do not fall behind in their learning.
- We are in the process of developing links with the major local employers through the Employer's Forum. Linking with the Central London Careers hub and supporting colleagues in School Standards to work with the secondary school careers leads. A training opportunity was recently held for young people in Kensington and Chelsea at the Higher Education and Careers Fair, St Charles Sixth Form.
- Increased access to opportunities through targeted activity including QuickStart and the Construction employment project.

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.

- The youth review consultation went live and will be open from 11 April to 22 May and will help us to understand the needs of young people locally ahead of us recommissioning youth services next year. We are also identifying high risk groups such to run facilitated sessions with as well as working with internal stakeholders i.e. community safety to understand how the offer can be strengthened to support this group from a delivery/professional perspective.
- The Detached and Outreach (DOT) mentoring service currently has 16 young people open to the programme. Mentees are being supported around reduction in coming to police attention, criminal exploitation, engagement into positive activities, engagement with youth worker/trusted adult, and improving school attendance and family relationships.
- Our Targeted Prevention Team (TPT) and DOT continue to support children and young people at risk. We have continued to deliver four projects across Kensington and Chelsea, including after-school programme at Chelsea Youth Hub, 'At risk of NEET' programme at Kensington Aldridge Academy, Holland Park School and Ormiston Latimer Academy, Adolescent Hub Project at Oxford Gardens collaborative activity offer with Families Forward and the Youth Offending Team and Colville Girl's Group at Colville Primary School with Year 6 students around friendships and identity. DOT met with 141 (39 females and 102 males) young people during delivery of detached and outreach sessions.
- Every school has access to an Early Help worker. Furthermore, the North Kensington Inclusion Pilot (NKIP) inclusion programme partly embedded in 8 schools.

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.

LM: To ensure that employment opportunities are promoted across schools and colleges, and to work with the Lead Member for the Local Economy to create and maintain links between businesses and schools

- Young people with SEND who go to school at St Marylebone the Bridge School, St Thomas Moore School, Chelsea Community Hospital School and West London College were asked to feedback on the 'Transition To College Action Plan' in small focus groups. This draft action plan was developed by the Secondary SENCO Forum to improve the experience of young people and their families of transitioning from school into a new post 16 education setting. Young people's priorities were identified and their feedback has been communicated back to SENCOs. We will begin taking these actions forward in the summer.
- We have received funding from the Violence Reduction Unit to fund mentoring programmes which will work in Beachcroft and Latimer AP Academies and the two Bi-Borough managed intervention centres. We are in the process of agreeing a two-year funding package with Ormiston for both alternative provision and behaviour outreach. The funding strategy will ensure that costs to the Local Authority and schools are managed within the current financial context but will also provide Ormiston the security to invest in staffing and quality improvements at in the AP academies and managed intervention centres
- The Bi-Borough School Inclusion Strategy continues to increase the range of outreach interventions available to support young people at risk of exclusion which will complement our existing offer via our Early Help Inclusion teams. Ormiston will be rolling out an in-school pilot in three schools across the Bi-Borough.

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

- We are committed to ensuring that we continue to support children and young people to have a voice in decisions that affect their lives. For example, a young person with SEND on the RBKC Supported Internship joined the interview panel for the SEND Participation and Engagement Officer Secondment post
- The SEND Youth Participation Team is looking for young people to help develop this person-centred training, providing youth led support for professionals when writing Education, Health and Care Needs Assessment advice.
- This April, we launched a youth-led Bi-borough mental health campaign 'We got U , U got this'. This campaign was co-designed with young people from our youth network and aims to empower and reassure young residents so that they feel confident accessing services to support their mental wellbeing, particularly our early intervention services such as Mind and Kooth. The campaign is made up of various elements, including the launch of a new landing page for mental health services, co-produced videos to explain services on offer and a phased in-person engagement across various youth settings. We have employed a local young video officer who has been leading a team of young people to co-produce signposting videos with mental health services.
- Our Youth Council is leading on the engagement for Urban Youth Room Project, an engagement exercise with 2 local schools (Fox Primary and Holland Park) to understand young people's perspectives and experiences of Notting Hill Gate and consolidating the need for space for young people on the High Street.

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.

LM: To explore current youth commissioned services and evaluate their impact on young people

LM: To improve the emotional health and wellbeing of our young people, working with NHS partners

- Upcoming review of services for young people in the borough will ensure a needs-based model for future youth service delivery built around the priorities in the Children and Young People's Plan.
- We continue to supporting children and families in need in the current cost of living crisis through a range of interventions and provision. We are supporting nurseries with funding to provide a meal offer for targeted 2-year-olds as well as all 3- and 4-year-olds in maintained and Private, Voluntary and Independent nursery settings.
- The Grenfell Recovery Programme funds commissioned providers to deliver targeted emotional wellbeing and mental health support for children and young people in schools and community settings in North Kensington. A designed report will be published in May which will include key highlights and case studies. To date 1559 children and young people accessed support in the Community between October 2021 and September 2022, including 511 who took part in the new provision launched in April 2022. Work continues with providers on reporting and monitoring outcomes and impact.

CCE	CP	CSE	DMFT	EHCP
Child criminal exploitation	Child protection	Child sexual exploitation	(Visible signs of) Decayed, missing or filled teeth	Education, health and care plans
ETE / EET	EWMH	EYPP	GLD	ICPC
Education, training or employment	Emotional Wellbeing & Mental Health	Early years pupil premium	Good level of development	Initial care plan conference
LAC	NEET	PRU	SEN	SNAPT
Looked after children	Not in education, employment or training	Pupil referral unit	Special educational needs	Special educational needs assessment team panel
SYV	TPT	UASC		
Serious youth violence	Targeted prevention team	Unaccompanied asylum-seeking child		

