

Dartford and Gravesham District Governor Briefing

Summer 2017

Welcome

Agenda

Welcome

Suzanne Mayes – Interim Governor Services Manager

Early Help and Preventative Services – Information for Governors

- Tim O'Brien, Interim Director

The Kent Governor Association (KGA)

Janice Brooke – Dartford KGA Representative

Virtual Governance

What do we need to consider?

Suzanne Mayes – Interim Governor Services Manager

In The News- General updates and discussion points

Suzanne Mayes – Interim Governor Services Manager

Polite Reminders !

- **Housekeeping**
- **Paper free !**
- **Have you signed the register?**
- **List at least three actions that you will complete following this discussion.**
- **Please complete the online evaluations (direct to you via email)**

Early Help and Preventative Services

Tim O'Brien

Interim Director for Early Help and Preventative
Services

Kent Early Help Definition

Early Help means intervening as soon as possible to tackle emerging problems. It is about ensuring that every child and young person from pre –birth to 25, and their family, who needs early help services will receive them in a timely and responsive way, so that they are safeguarded, their health, educational, social and emotional needs are met and outcomes are good.



Four Workstrands

- Whole system partnership approach across the range of EHPS
- Develop effective family focused practice approaches
- Support good health and emotional well-being
- Promote educational and vocational achievement.

Four Principles

- Involve children, young people and families
- Improve life chances, build family resilience and use the strengths of families
- Practice is informed by professional judgement and the working relationship with the child and family
- Work is outcome focused, informed by evidence, performance and evaluation.

EARLY HELP - RANGE OF SERVICES

Universal

All children and families have core needs such as parenting, health and education. Children are supported by their family and in universal services to meet all their needs.

Additional

Children and families with additional needs who would benefit from or who require extra help to improve education, parenting and/or behaviour or to meet specific health or emotional needs or to improve material situation. Child's needs can be met by universal services working together or with the addition of some targeted services

Intensive

Vulnerable children and their families with multiple or complex needs. Life chances would be impaired without coordinated support. A multi-agency plan is developed with the family. A wide range of services, including SCS or Early Help Units, might be involved

Specialist

Children and/or family members are likely to suffer significant harm serious and lasting impairment without the intervention of specialist services, sometimes in a statutory role such as youth justice services.

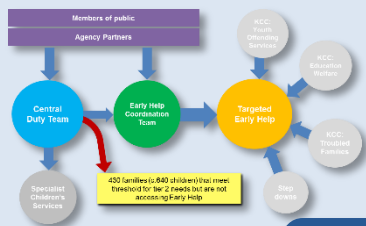
Early Help and Preventative Service Delivery Model

Intervening as soon as possible in a timely and responsive way to ensure good outcomes

Early Help Units



Triage



Open Access

Youth Hubs

Children's Centres

Youth Justice and PRU, Inclusion and Attendance



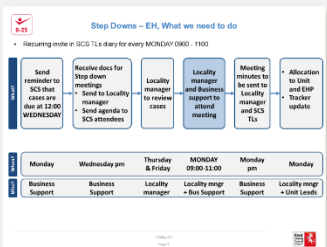
Integrated systems and structures

Performance and Quantitative Data
Staff competence and the employment deal

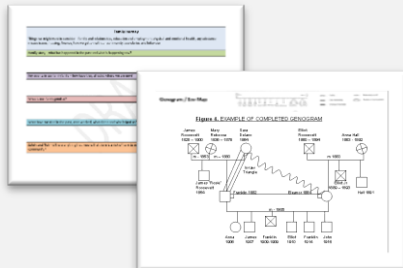
Audits and Qualitative Information
Partnership and service user feedback

Management Support & EH Toolkit

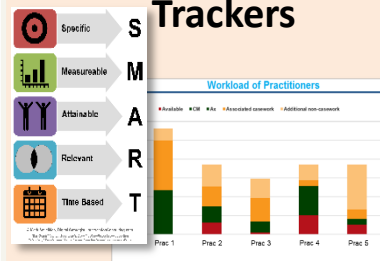
Unit Meetings and Step Down Panel



Kent Family Support Framework



Outcome focus - Dashboards and Trackers



Strengths based family practice



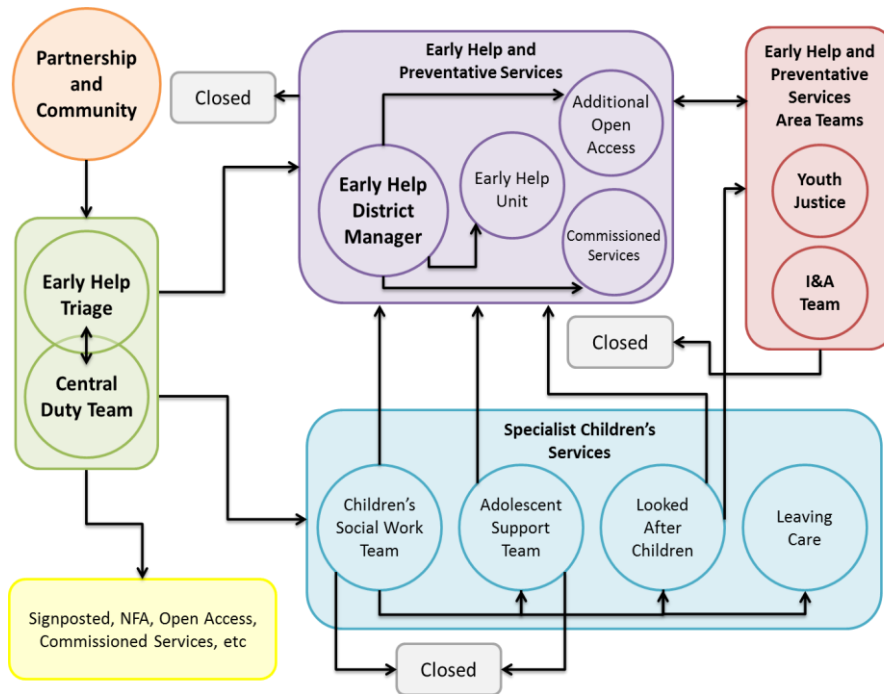
Ensuring the right response for the level of need and risk

- Universal provision, educational progress and attainment are at the heart of the very best safeguarding and future wellbeing for children.

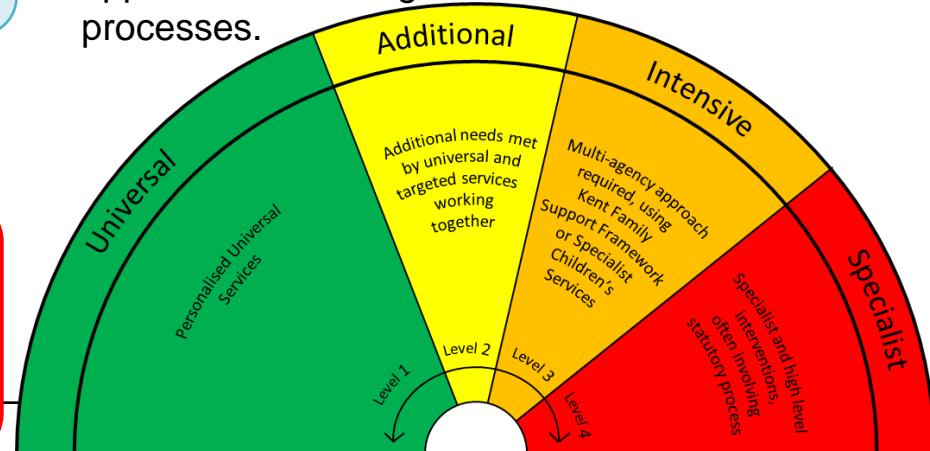
Significant support can be given within universal provision. The safeguarding leads within schools and settings should be the first point of contact when there is a concern about a child

We must not overload the system but ensure that demand is managed

There must be clarity about risk assessments, the front door, referral pathways and threshold application including effective transition processes.



Work is underway to integrate further the SCS and Early Help referral pathways, structures and systems to embed one single point of access



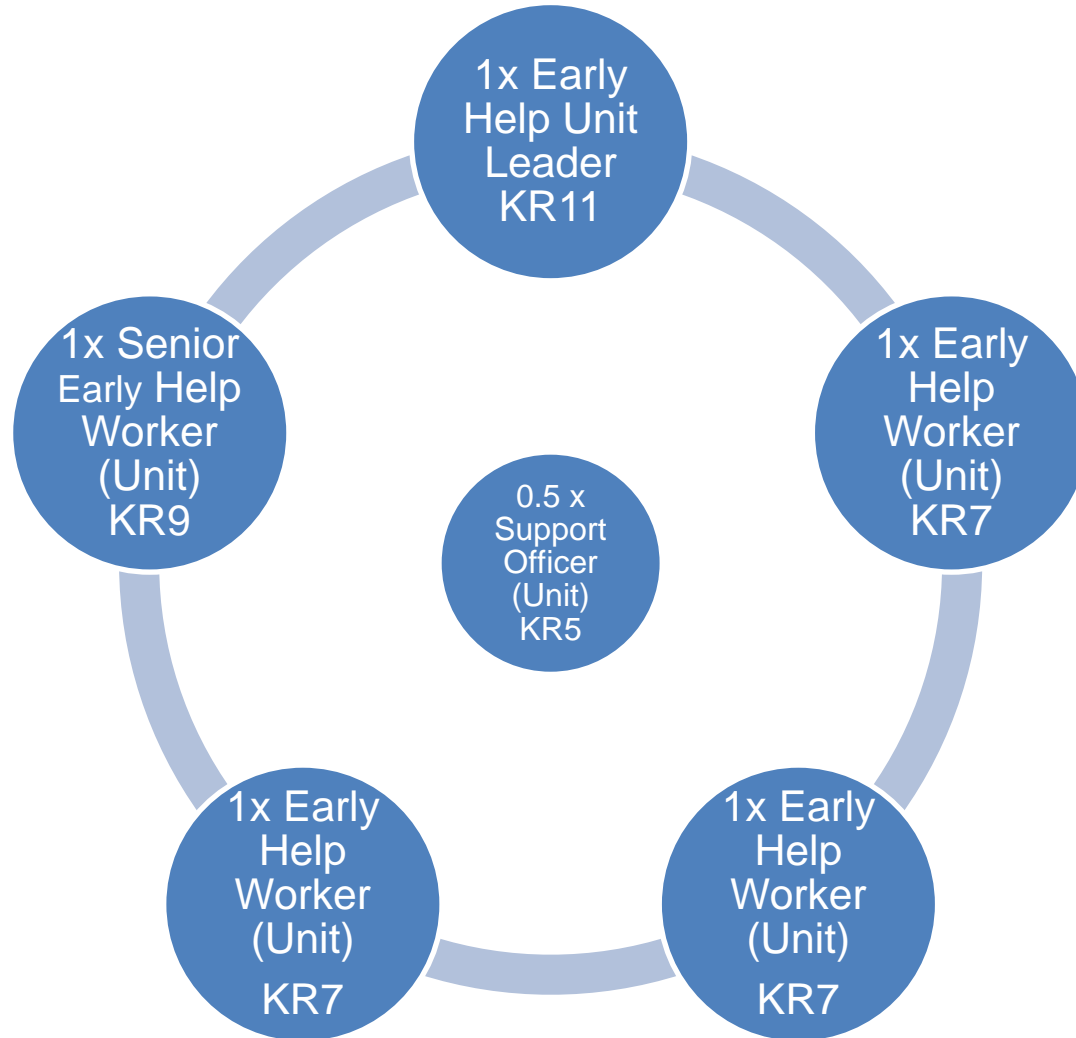
Units

Total Number of 0-25 Staff in each Early Help Unit

44 Units divided by District according to need.

This means

- 44x Early Help Unit Leader,
- 44x Senior Early Help Worker (Unit)
- 132x Early Help Worker (Unit) in total across the county, supported by
- 22x Support Officer (Unit).



DISTRICT	NUMBER OF UNITS
Dartford	3
Gravesham	4
Sevenoaks	2
Maidstone	4
Tonbridge and Malling	3
Tunbridge Wells	2
Canterbury	3
Swale	5
Thanet	6
Shepway	5
Ashford	3
Dover	4

What happens when a case reaches Early Help Units?

- The Units work on a duty rota basis. Once an Early Help Notification reaches the Unit, it is allocated by the Unit Lead to an Early Help Worker.
- The Early Help worker will make contact with the referrer and the family within 48 hours of allocation.
- They will then meet with the family to complete an assessment and family plan within 20 working days.

What happens when a case reaches Early Help Units?

- A Unit Meeting is held in each Unit weekly – this is where cases are discussed and support given to staff. Each case is discussed within the Units at least once a month.
- Complex cases can be discussed with Social Care at the weekly case discussion meetings for further advice and support.
- Open Access support (Childrens Centre and Youth Hubs) is also offered to families when appropriate.

Early Help School Link Workers

- Each school has an allocated early help worker who acts as a link.
- If you have any queries about whether a case is suitable for an Early Help Notification or about whether commissioned services would be appropriate, this is the person you can talk to.
- At present secondary schools are being link worked by Nigel Crocker, a Senior Early Help Worker from Open Access.

Open Access

Open Access

Formative experiences
shared with others



Early Identification
of emerging
difficulties



Targeted work
in universal
setting



Learning
from each
other



Challenges
build
resilience



Building
relationships
and trust

Open Access Delivery Model

Children's Centre
and Youth Hub
0-25 Universal
Offer

Youth Hubs

Children's
Centres

Targeted
Provision



DofE, Outdoor
Education, Youth
Participation



Interface of Open
Access Across the
Thresholds



Integrated systems and
structures

Performance
and
Quantitative
Data

Audits and
Qualitative
Information

Staff
competence
and the
employment
deal

Partnership
and service
user feedback

Management Support &
Early Help Toolkit

Reflective Practice
Groups



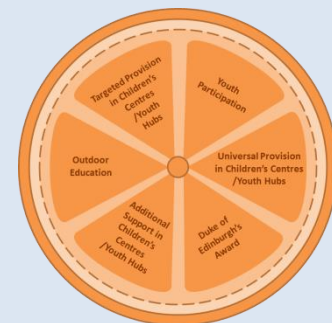
Performance
Indicators and
Scorecards



Strengths
based family
practice



Additional Support
in Open Access



Additional Support

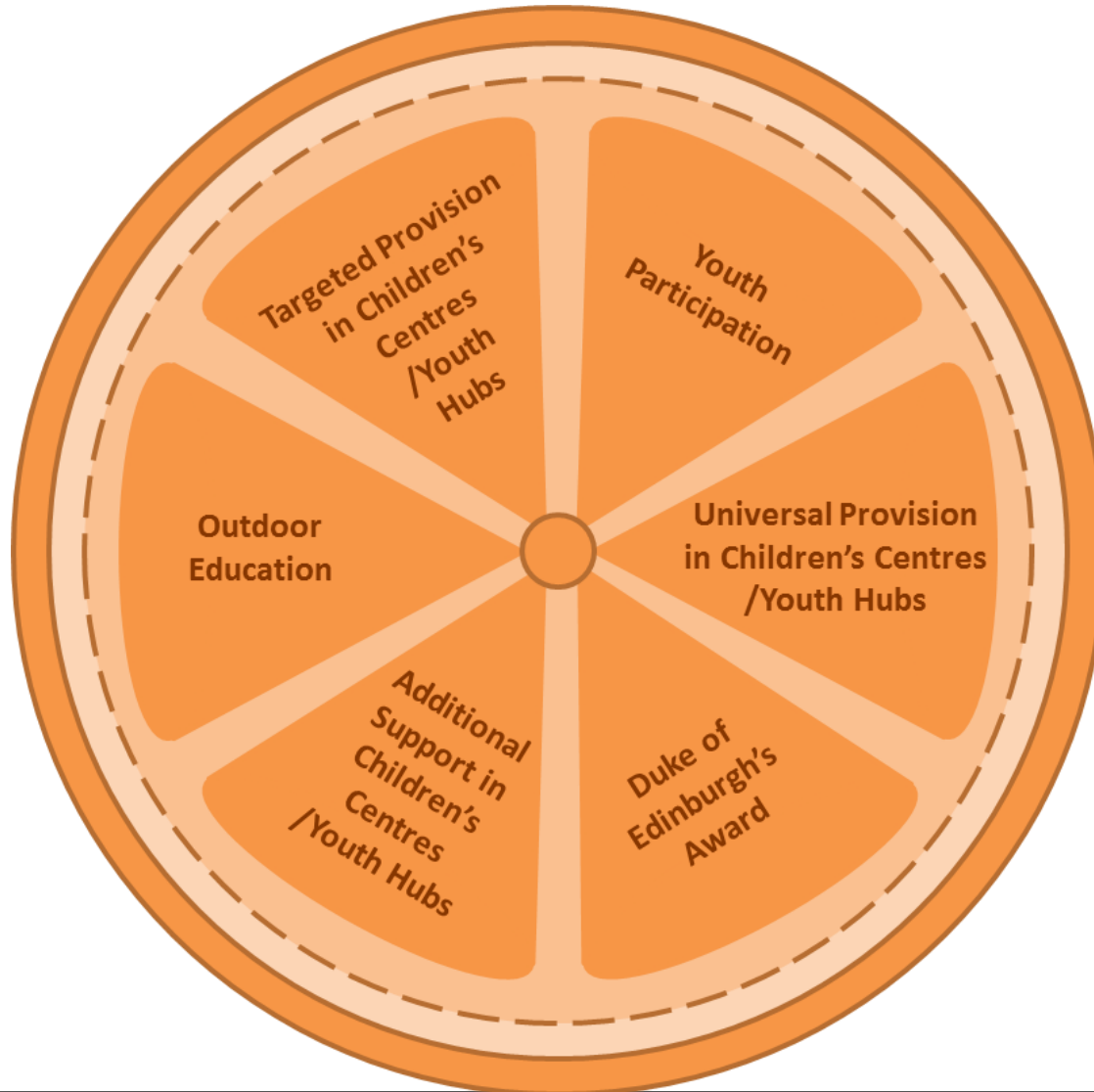
For a young person or family with needs identified at Level 2 who would benefit from some 1:1 support tailored to their specific needs, then this would be classed as **Additional Support**. This support is expected on average to last 6-8 weeks.

Additional Support can be delivered in a range of ways and is provided by Open Access Early Help Workers and Senior Early Help Workers.

- Request from Early Help Notification (EHN) or work following Unit involvement
- Support to access services ('Universal' and/or 'Targeted')
- Work with a family as part of a plan when another professional (school/health) is acting as lead
- Work with Specialist Children's Services (SCS) as part of a Plan
- Work at additional level with a family following closure by SCS

To request Additional Support in your District, Children's Centre and Youth Hub Delivery Managers can take and complete an Additional Support request form on your behalf

Open Access Orange



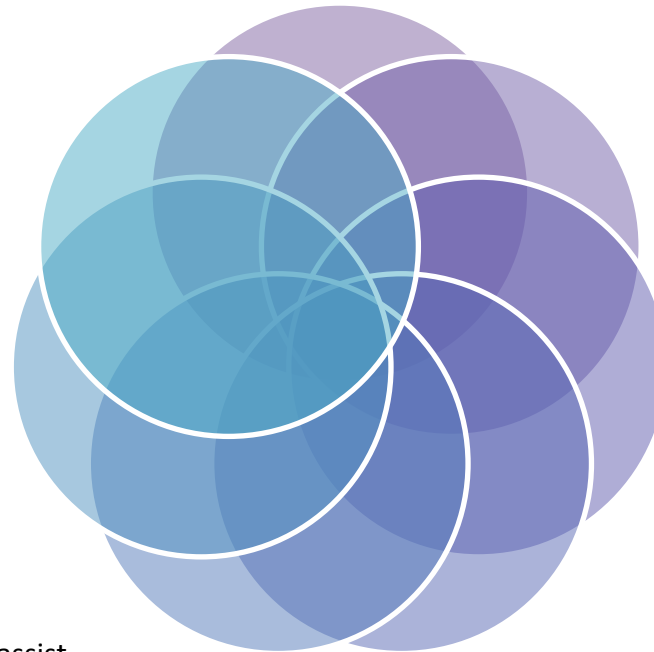
New Practice Model for Additional Support in Open Access

This work is undertaken by SEHW and EHW in Open Access, is based on a **light touch assessment and plan**. This provides a consistent framework for the delivery of Additional Support and builds upon current good practice

Monthly Reflective Practice group . Reflective Practice Groups which are designed to provide the worker with an arena to explore their Additional Support Work and improves and promotes good practice.

Workers consider creative solutions and work with families to build resilience and strength to achieve positive outcomes.

EStart reports and scorecards assist ensuring that, work is outcome focused and drift is minimised. All practice is timely and responsive.



Support tailored to individual and specific needs with an assessment and plan. This will be 1:1 intervention and may include facilitating attendance at targeted provision. This work can take place in Children's Centre's, Youth Hubs, community settings, or the family home and is expected to last an average of 6-8 weeks.

Work uses a Signs of Safety approach and builds on the **strengths of the family**

Business Support supports the allocation of work and input on to Estart

Kent Parenting Offer

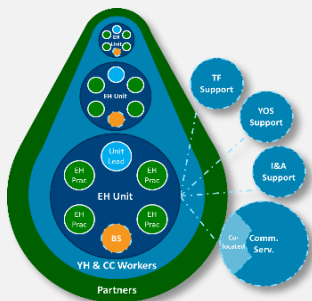
Understanding Yourself, Understanding Your Child

- KCC designed group work intervention for parents
- 8 week 'core' programme
- Flexible and adaptable for all ages
- Accessed via EH-usually through an EHN/additional support form
- District based and administered
- Offered as part of a wider package of support within Early Help
- Consistent with Signs of Safety methodology - a strengths based approach

Youth Justice

Youth Justice Delivery Model

Unit Structure



Working across the Partnership



Specialisms within Youth Justice



Signs of Safety and Destinace



Unit Meetings



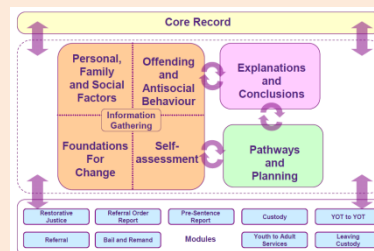
Performance and Outcomes



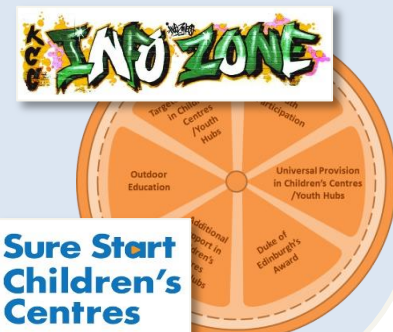
Staff competence and the employment deal

Partnership and service user feedback

Asset Plus Framework



Integration with Districts



Commissioned Services

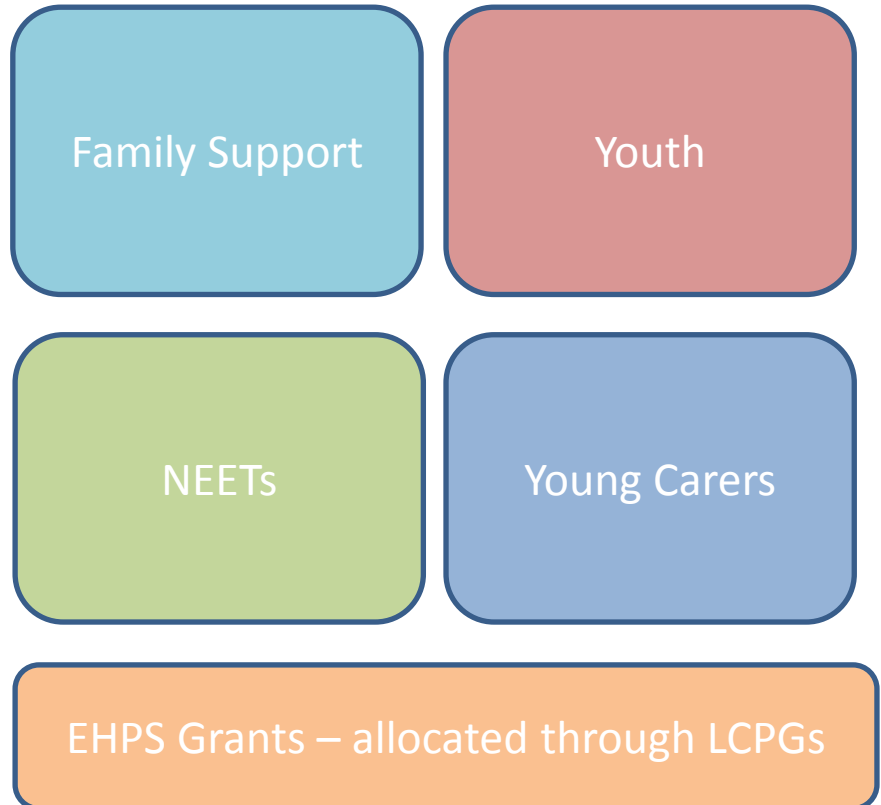
Changes to Early Help and Preventative Commissioned Services

New Service as from 1st December 2016

Old Services

- Intensive Family Support
- Family Mediation
- Domestic Abuse
- Adolescent Support Service
- Youth
- Participation (NEETs)
- Young Carers*
- FIP and FIP Light
- **Historic Early Help Grants***

(*changed 01/04/2016)



Family Support

- An extension to the provision found in units
- Combining the work that was done by previous services into a whole family approach
- Meeting Troubled Families Outcomes
- Focusing on additional and intensive need
- Referrals will be made by District Managers as part of their district/unit allocation through the EHN process
- Commissioned services will not be taking step-downs these will be managed by the units
- Providers
 - Lot 1 North and West: Project Salus
 - Lot 2 South and East: Porchlight

Youth

- A reduction from 46 providers down to 12 District Providers
- Part of the Open access provision for Early Help
- Open access Youth work with a partnership with the Early Help youth offer
- High level of District involvement in specifications, requirements and delivery

District	Provider
East	
Thanet	Pie Factory Music
Canterbury	The Canterbury Academy
Swale	Amicus Horizons
South	
Dover	Pie Factory Music
Shepway	Salus
Ashford	Sk8side CIC
West	
Maidstone	Salus
Tonbridge & Malling	West Kent YMCA
Tunbridge Wells	West Kent YMCA
North	
Dartford	Play Place CIC
Gravesham	The Gr@nd
Sevenoaks	West Kent Extra

NEETs

- NEET service for those young people who have been NEET for 12 weeks or more, or who have multiple instances of NEET but have no other Early Help Intervention.
- Referrals made by District Managers to the Service from IYSS monthly list
- Provider: County wide provision – CxK
- 10 District based NEET advisers (4 in the North and West and 6 in the South and East)

Young Carers

- KCC has a statutory requirement to provide a Young Carers Service
- Contract now includes an element of training and development for Schools and KCC staff in recognising and working with young carers.
- Providers: Imago – contact commencement 1st May 2016

EHPS Grants – allocated through LCPGs

- Grants are awarded for the delivery of small, local projects which contribute to the **improvement of outcomes** for local children and families as set out in the **Children and Young People's Framework**
- Grants will be allocated in each district based on local understanding of local needs and priorities. Partners will come together to influence the use of resources at district level to meet these needs.
- Total County pot of £540,000 open to all non statutory organisations to bid against
- Advertised through KentCan, Inside Track and Kent.gov
- Fully compliant with the KCC VCS grants policy.

Early Help Contacts

0-25 Area Head of Service	Area Leads	District Partnership Manager	District	0-25 District Manager	Children's Centre	Youth Hub
<p>North Kent - Nick Moor</p> <p>County Role: Central Referral Unit, Intensive Support, Child and Adolescent Mental Health Service – Lots 1 and 2, Safeguarding</p> <p>nick.moor@kent.gov.uk 03000410863</p>	<p>Youth Justice Paula Desai paula.desai@kent.gov.uk 03000410535</p> <p>Inclusion and Attendance David Boyd david.boyd@kent.gov.uk 03000418532</p> <p>Practice Development Leader Mark Ford mark.ford@kent.gov.uk 03000411746</p>	<p>Jackie Marks jackie.marks@kent.gov.uk 07795 036667</p> <p>Colin Green Colin.green@kent.gov.uk 07944 621421</p>	<p>Dartford</p>	<p>Tim O'Brien tim.o'brien@kent.gov.uk 03000413099</p>	<p>Faye Newman faye.newman@kent.gov.uk 03000417922</p>	<p>Zoe Harris Zoe.Harris@kent.gov.uk 03000414112</p>
			<p>Gravesham</p>	<p>Jo Hook jo.hook@kent.gov.uk 03000416266</p>	<p>Becca Spencer becca.Spencer@kent.gov.uk 03000418272</p>	<p>Jodie Hamilton Jodie.Hamilton@kent.gov.uk 03000414749</p>
			<p>Sevenoaks</p>	<p>Christine Kiely christine.kiely@kent.gov.uk 03000414270</p>	<p>Clare Ginn Clare.Ginn@kent.gov.uk 03000414336</p>	<p>Sarah Gaunt Sarah.Gaunt@kent.gov.uk 03000418155</p>
<p>West Kent – Nick Fenton</p> <p>County Role: Children's Centres, Free For Two, Public Health: Child and Adolescent Mental Health Service, Public Health Outcomes, Young Carers</p> <p>nick.fenton@kent.gov.uk 03000416084</p>	<p>Youth Justice Paul Walker paul.walker@kent.gov.uk 03000411768</p> <p>Inclusion and Attendance Cathy Edwards Catherine.Edwards@kent.gov.uk 03000411958</p> <p>Practice Development Leader Susan Ashmore susan.ashmore@kent.gov.uk 03000 410318</p>	<p>Glenn Page glenn.page@kent.gov.uk 07919 043932</p> <p>Chris Beale christopher.beale@kent.gov.uk 07765 955714</p>	<p>Maidstone</p>	<p>Hema Birdi hema.birdi@kent.gov.uk 03000411407</p>	<p>Kareen McKeown Kareen.McKeown@kent.gov.uk 03000414811</p>	<p>Vacant – Acting Up Arrangements in Place</p>
			<p>Tonbridge & Malling</p>	<p>Karen Coffey karen.coffey@kent.gov.uk 03000412523</p>	<p>Bethany Hodges Bethany.Hodges@kent.gov.uk 03000415215</p>	<p>Ellen Shaw Ellen.Shaw@kent.gov.uk 03000419507</p>
			<p>Tunbridge Wells</p>	<p>Dan Bride dan.bride@kent.gov.uk 03000411732</p>	<p>Simon Fry Simon.fry@kent.gov.uk 03000411360</p>	<p>Sara Fletcher Sara.Fletcher@kent.gov.uk 03000411745</p>

0-25 Area Head of Service	Area Leads	District Partnership Manager	District	0-25 District Manager	Children's Centre	Youth Hub
South Kent - Louise Fisher County Role: Youth Justice, Signs of Safety, Front Door Demand Management Project louise.fisher@kent.gov.uk 03000414791	Youth Justice Katie Knight Katie.knight@kent.gov.uk 03000412269 Inclusion and Attendance Heidi McGee Heidi.McGee@kent.gov.uk 03000418689 Practice Development Leader Rebecca Roche rebecca.roche@kent.gov.uk 03000 419501	Paul Kennedy Paul.Kennedy@kent.gov.uk 03000 411257 Jayne Hagues Jayne.Hagues@kent.gov.uk 03000 414946	Ashford Helen Anderson helen.anderson@kent.gov.uk 03000410657	Ann Woodberry Ann.Woodberry@kent.gov.uk 03000418831	Jim Winter Jim.Winter@kent.gov.uk 03000414441	
			Shepway Julia Easton julia.easton@kent.gov.uk 03000419073	Karen Roberts Karen.roberts@kent.gov.uk 03000401656	Anne Morahan Anne.Morahan@kent.gov.uk 03000418696	
			Dover Bryony Khadaroo bryony.khadaroo@kent.gov.uk 01303256857	Leanne Watson Leanne.Watson@kent.gov.uk 03000414521	Erin Bell Erin.Bell@kent.gov.uk 03000418019	
East Kent - Nigel Baker County Role: Additional Support, NEET, Child Sexual Exploitation, Missing Children, Youth Offer nigel.baker@kent.gov.uk 03000415803	Youth Justice Pat Rouse pat.rouse@kent.gov.uk 03000411075 Barry Weeks barry.weeks@kent.gov.uk 03000 412502 Inclusion and Attendance Melanie Higgins melanie.higgins@kent.gov.uk 03000418641 Practice Development Leader Mark Walsh mark.walsh@kent.gov.uk 03000419385 Hayley Bodiam hayley.bodiam@kent.gov.uk 03000 414776	Amtul Uzma Amtul.uzma@kent.gov.uk 03000 417188 07834 417485 Jenny Bullows jenny.bullows@kent.gov.uk 07545 104886 Janine Collins janine.collins@kent.gov.uk 03000417053	Canterbury Rob Jobe rob.jobe@kent.gov.uk 03000414624	Alison Bounds Alison.Bounds@kent.gov.uk 03000417516	Dawn Ledingham dawn.ledingham@kent.gov.uk 03000411056	
			Swale Joanne Terry joanne.terry@kent.gov.uk 03000414836	Mags Windeatt mags.windeatt@kent.gov.uk 03000 421988	Ben Rose Ben.Rose@kent.gov.uk 07717651469	
			Thanet Sharon McLaughlin sharon.mclaughlin@kent.gov.uk 07824707374	Vicky O'Riordan Vicky.O'riordan@kent.gov.uk 03000415694	Justin Wanstall Justin.Wanstall@kent.gov.uk 03000419516	

KGA

Kent Governors' Association

Dartford KGA Representative

Janice Brooke – janicebrooked28@btinternet.com

Gravesham KGA Representative

Keith Blakemore – Keith.Blakemore@bexley.gov.uk

KGA

Following the last Assembly and the presentation by Sally Lees, links have been strengthened with the Kent Association of Headteachers through her as Chair.

Governors will also be represented on the board of new Education Services company at the invitation of Patrick Leeson.

VIRTUAL GOVERNANCE

- **2013 Roles, Procedure & Allowances regulations were introduced for LA Maintained Schools**
- **Permitted Virtual Governance**
- **Aligned LA Maintained with Academies – Academies already had this freedom (check funding agreement/Articles of Association)**
- **http://www.legislation.gov.uk/ukxi/2013/1624/pdfs/ukxi_20131624_en.pdf**
- **https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/270783/school_governance_regulations_2013_departmental_advice.pdf**

Extracts from Legislation / Guidance

- the governing body may approve alternative arrangements for governors to participate or vote at meetings of the governing body including but not limited to by telephone or video conference.
- 28. The requirement to be present at the meeting means that proxy voting or voting in advance of a meeting is not permitted. It is important that governors are present to hear and engage in the debate before casting their vote.
- 29. However, the regulations now give boards the power to make arrangements for their members to be present at board and committee meetings ‘virtually’, for example by telephone or video conference, and therefore to participate in discussion and decision making remotely.

ACTIVITY

Discuss in your table groups:

- Any agreement that your board currently has in place regarding virtual governance
- Work through the items on the sheet
- Be prepared to feedback to/discuss with the whole group

In the News, Discussion & Networking

- **NGA- name change, same initials. National Governance Association**
- **EFA has become the EFSA, the Education , Funding and Skills agency**
- **Ofsted HMCI, Amanda Spielman, first speech since taking office.**
- **Budgets**
 - **Maintained school , FGB approve 3 year budget by 31st May**
 - **Academies have to do a new Budget Forecast Return: Outturn by 19th May with the 3 year budget forecast return for year 17 / 18 to be approved and returned by the 28th July**

In the News, Discussion & Networking

- Pupil absence in schools in England: 2015 to 2016 released
- https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/602320/SFR14_2017_Text.pdf
- New Trust Board Chairs Identity Verification form
- Maintained schools – Parent governor election process
- National Chairs of Governance Leadership development course- last one!
- <https://hampshire.firmstep.com/default.aspx/RenderForm/?F.Name=AEyRQxShp8p&HideToolbar=1>
- National Clerks development course – last one !
- <https://hampshire.firmstep.com/default.aspx/RenderForm/?F.Name=AEyRQxShp8p&HideToolbar=1>

In the News, Discussion & Networking

- **Changes to constitutional arrangements for maintained school governing bodies from 1st September 2017**
- **http://www.legislation.gov.uk/ukxi/2017/487/pdfs/ukxi_20170487_en.pdf**
- **Maintained school Governing Bodies power to remove elected parent and staff governors inline with the removal of co opted governors.**
- **From 1st September 2017 any elected parent or staff governor removed is disqualified for serving as a school governor for 5 years.**

In the News, Discussion & Networking

Clerking Competency Framework

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/609971/Clerking_competency_framework.pdf

Focuses on the Knowledge, skills and effective behaviours under 4 competencies.

- **Competency 1: Understanding governance**
- **Competency 2: Administration**
- **Competency 3: Advice and guidance**
- **Competency 4: People and relationships**

Thank you for attending

Are we mad?

**We lose our way when we
lose our why.....**