

Headteacher Meetings

March 2018

Agenda Today

- Introduction and Overview to cover:
 - The Education People Update
 - The Kent Commissioning Plan
 - Integration of Children Services
 - The Front Door
- Children and Young People's Mental Health Service
- Focus on High Needs Funding with table discussions to agree a way forward

Priorities for the Year Ahead

Matt Dunkley CBE
Corporate Director

The current context

- Whole integration of new CYPE Directorate under a single Corporate Director
- “The Education People” being established to deliver services to schools through a new vehicle
- Integration is a ‘process not a state’
- Significant budget constraints and savings to be managed
- Growing demand for statutory services which needs to be managed effectively

Our Existing Priorities

Improve student achievement by:

- Ensuring more good and outstanding schools
- Closing the achievement gap for key groups
- Developing “The Education People” with schools as partners
- Creating more apprenticeships for young people
- Ensuring a sufficient supply of high quality school places, including brokering sponsors and developing models for LA supported by local MATs
- Implementing changes to school funding effectively and in the interests of all Kent children

Our Existing Priorities cont'd

To improve outcomes for vulnerable children and families by:

- Addressing recommendations of the Ofsted Inspection of Children's Services
- Improving timely access to and quality of CAMHS
- Managing demand to ensure the right children and families get the right service at the right time
- Integrating services across the directorate to take a whole systems approach to childhood, focussed on prevention and working with families to reduce risks of harm to children
- Developing integrated family facing services which are able to hold risk with families safely but with less statutory intervention
- Making Kent the best Corporate Parent we can be for the children and young people in Kent

The Education People

Company overview

Things to know about the company

- Decision made by KCC Cabinet in March 2017 to establish an Education Services Company
- Wholly owned by KCC
- Local Authority Trading Company (LATCo)
- Limited by Guarantee so surplus is reinvested into the services it provides
- Company board has representatives from our stakeholders as well as independent resource to support the company's activities
- 500+ staff at launch
- circa £25million turnover

Key Reasons for Doing This

- To secure for the longer term the ability to provide the highest quality services that we can to children, young people and families in Kent
- To ensure that schools and other settings will continue to be well-supported by and work closely with their local authority to deliver the best possible outcomes
- To realise the additional opportunities for growth in traded Education Services to better support the delivery of high-quality statutory services.

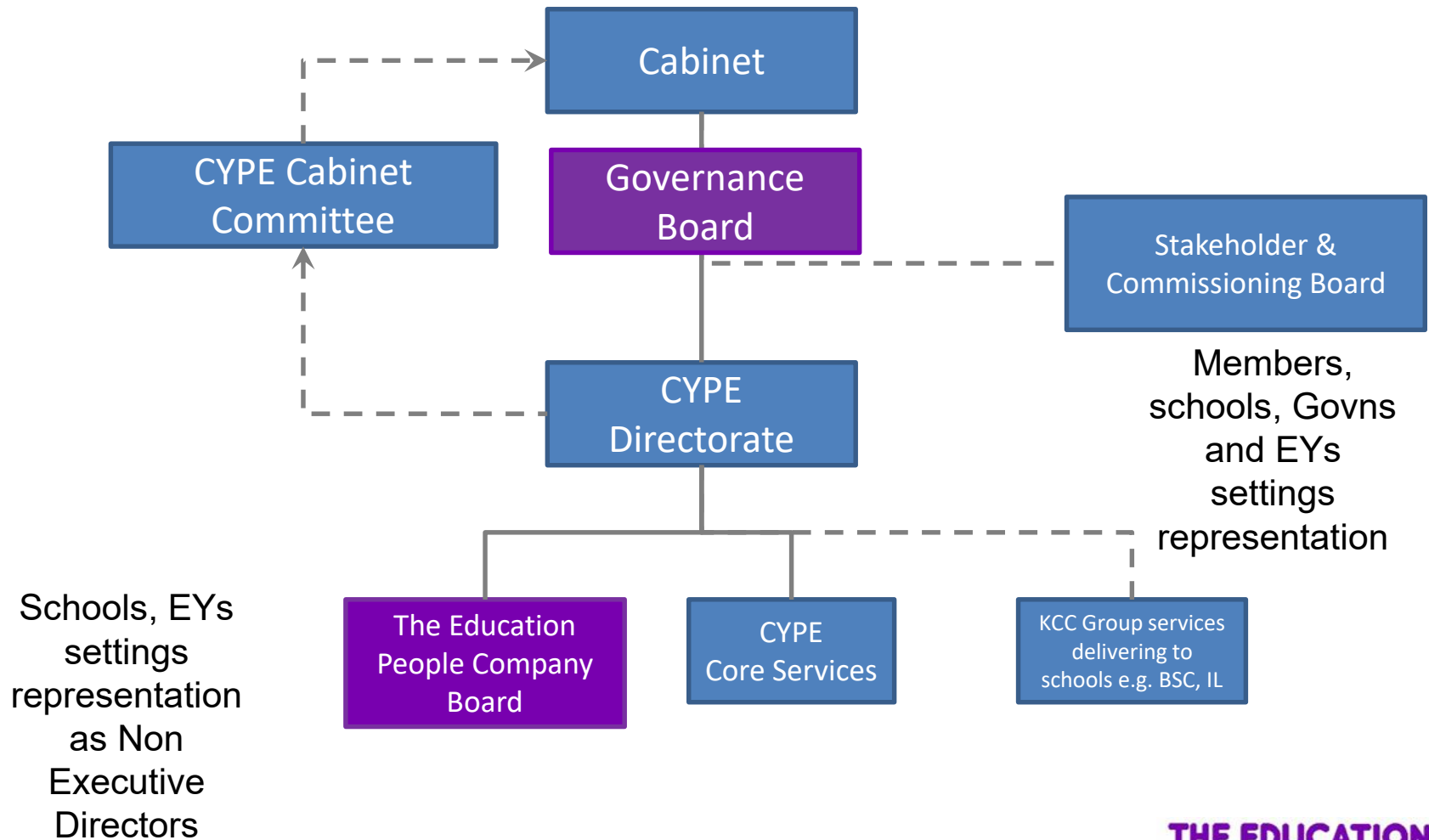
Which services will The Education People provide?

IN the new Company	REMAINING in KCC
School Improvement	Early Help & Preventative Services
Outdoor Education	SEN
Schools Financial Services	Fair Access, Admissions
Early Years and Childcare	Area Education Officers
Education Psychology	Provision, Planning & Operations
Governor Services	Academies Conversion
Skills and Employability	Community, Learning and Skills (CLS)
Education Safeguarding	

The Education People will continue to deliver services on behalf of KCC as well as delivering strategic traded packages.

Our new website will also provide you with information and the means to access all KCC services.

KCC Governance Structure



Company Governance Arrangements

Company Board

Chair: Patrick Leeson

- Three school NEDs - Headteachers from Primary, Secondary and Special schools – Primary NED tbc, Carl Roberts (The Malling School), Neil Birch (The Beacon School)
- One NED from the Early Years Sector – Michelle Jones (Little Acorns Pre-School)
- Independent NED – Tina Herring
- KCC NEDs – Katie Stewart and Steve Whiting
- Company secretary - Gurpreet Singh

What next?

- Contract finalised with KCC for services bought on behalf of schools by KCC
- Key performance indicators agreed
- New website for the company with improved search facilities
- Work to commence with schools on developing new services and products
- September 2018:
 - revised 'go live' date and formal launch of company
 - staff transfer into The Education People via TUPE
 - contract between The Education People and KCC for provision of services begins

Company Values

Moral Purpose

We are driven by our shared moral purpose to do all that we can, both directly and indirectly, to improve educational outcomes and life chances.

People First

We are committed to always putting people first: our staff, clients and partners, and above all, the people we serve.

Stronger Together

We believe in the power of partnership and collaboration, understanding that the very best outcomes are delivered only when we work together – with each other, our clients and partners.

Excellence

We strive to excel in the delivery of high quality services that produce lasting outcomes: balancing pace, precision, practicality and cost.

Spirit of Innovation

We have a restless curiosity; we embrace every opportunity to learn, to challenge the status quo, and to seek to set new standards for outcomes and delivery.

Integrity

We expect the highest standards of professionalism and integrity of ourselves and others, acting at all times within the ethical framework of our values.

The Education Commissioning Plan

Current Issues & challenges

Keith Abbott

Director, Education Planning & Access

by 2018-19	by 2019-20	by 2020-21	between 2021-22 and 2023-24
Primary 1.1FE permanent 30 Year R	Primary 6.67FE permanent 30 Year R	Primary 18.8FE permanent	Primary 43.4FE permanent
Secondary 10FE permanent 400 Year 7	Secondary 22.3FE permanent 330 Year 7	Secondary 17FE permanent 120 Year 7 places	Secondary 33FE permanent 90 Year 7 places

Total of 70FE* Primary places across the planned period, 60 temporary Year R places.
Total of 82FE* Secondary places across the planned period and 940 temporary Year 7 places.

*All figures rounded to the nearest 0.5FE

Integration of Children's Services

Sarah Hammond

Interim Director, Specialist Children's Services

and

Stuart Collins

Interim Director, Early Help and Preventative Services

Children & Young People's Service Integration Programme



Integrating Support Services for Adolescents at Risk

- *Reduce new adolescent entries to care*
- *Increase numbers of adolescents staying with families and returning home earlier*
- *Reduce adolescent remands to criminal justice system*



Develop Integrated Team Around High Needs Schools

- *Ensure vulnerable children and young people get maximum benefit from universal services*
- *Reduce the need for intensive services*
- *Support schools to provide Early Help to pupils*



Fostering Placement Stability

- *Reduce frequency of placement moves*
- *Reduce use of high cost placements*
- *Improve use of outdoor education opportunities and youth hubs*



Integrated Early Help Unit and Social Work Team

- *Right assessment, right child, right time, right place*
- *Manage step up and step down*
- *Remove need for repeat assessments*
- *Reduce re-referrals*

HeadStart Resilience Hub

- www.HeadStartKent.org.uk
- Contains accessible resources services, activities and tools for Young People, parents and staff
- Resilience Toolkit for schools operational and being improved
- Quality Mark being developed
- Advice for all staff schools and communities schools on how to access resources, use the toolkits, signposting for young people, etc.



The Front Door

Penny Ademuyiwa
Assistant Director – Front Door
Specialist Children’s Services

Integrated Front Door

Development of a single integrated team that will be responsible for dealing with all Requests for Support at an intensive level and above – **June 2018**

A **single 'Request for Support'** form to replace the IAR (Interagency Referral Form), EHN (Early Help Notification) and DAN (Domestic Abuse Notification) – **June 2018**

Updating of the **Kent and Medway Threshold Document** - **June 2018**

Development of a **multi skilled workforce** that has written processes, an agreed methodology and sufficient training to work flexibly - **ongoing**

Strengthening of the management team and use of **Team Managers for all decision making** - **complete**

Penny Ademuyiwa

Assistant Director

Bryony Khadaroo
Service Manager

Jacqui Everingham
Front Door Team Manager

Matt Baber
Front Door Team Manager

Alex Stringer
Front Door Team Manager

Lesley Gould
Service Manager

Louise Whyatt
Front Door Team Manager

Sheila Langsmead
Front Door Team Manager

Beverley Taylor
Front Door Team Manager

Dave Mackins
Business and Admin Manager

Integrated
Administration Team

Integrated Front Door teams
Team Manager
Senior Practitioner
Contact Assessment officer
EH Triage Officer

Out of Hours

4x team managers
Jo Stevens
Maggie O'Donoghue
Mary Law
Sandy Phillips

Out of Hours cover
Kent and Medway
Children and Adult
safeguarding

Integrated Front Door

Referrals for Support to be made for work at an Intensive level and Above	
Level 4 Specialist	Children at risk of significant harm, removal from home, serious or lasting impairment. Youth Justice to prevent Youth offending and work with offenders
Level 3 Intensive	Vulnerable children with multiple or complex needs. Services will be provided by Early Help units and/or CIN services
Accessed through Children's Centres, Youth Hubs, Outdoor Education to support prevention of escalation and wellbeing for all.	
Level 2 Additional	Support needed to improve education, parenting, behaviour, health and emotional needs.
Level 1 Open Access	Universal needs around parenting, health and education.

Communicating with the Front Door

Request for Support at Intensive level and above

Participation in **Strategy Discussions**

Agency checks

Feedback regarding referrals

Out of Hours service – outside of office hours for new and urgent work

Children and Young People's Mental Health Services

Dr Ana Mendes
Consultant Clinical Psychologist
NELFT NHS Foundation Trust

The Single Point of Access

- The Single Point of Access for Children and Young People's Mental Health Interventions is: **0300 123 4496**
- From **1 February 2018** referrals and general enquiries/correspondence should be sent to nem-tr.kentchildrenandyoungpeoplehealthservices@nhs.net
- **Post:** Foster Street Clinic, Foster Street, Maidstone, Kent ME15 6NH
- **Operating Times:** Monday to Friday: 8am to 8pm
Saturday: 8am to 12noon

High Needs

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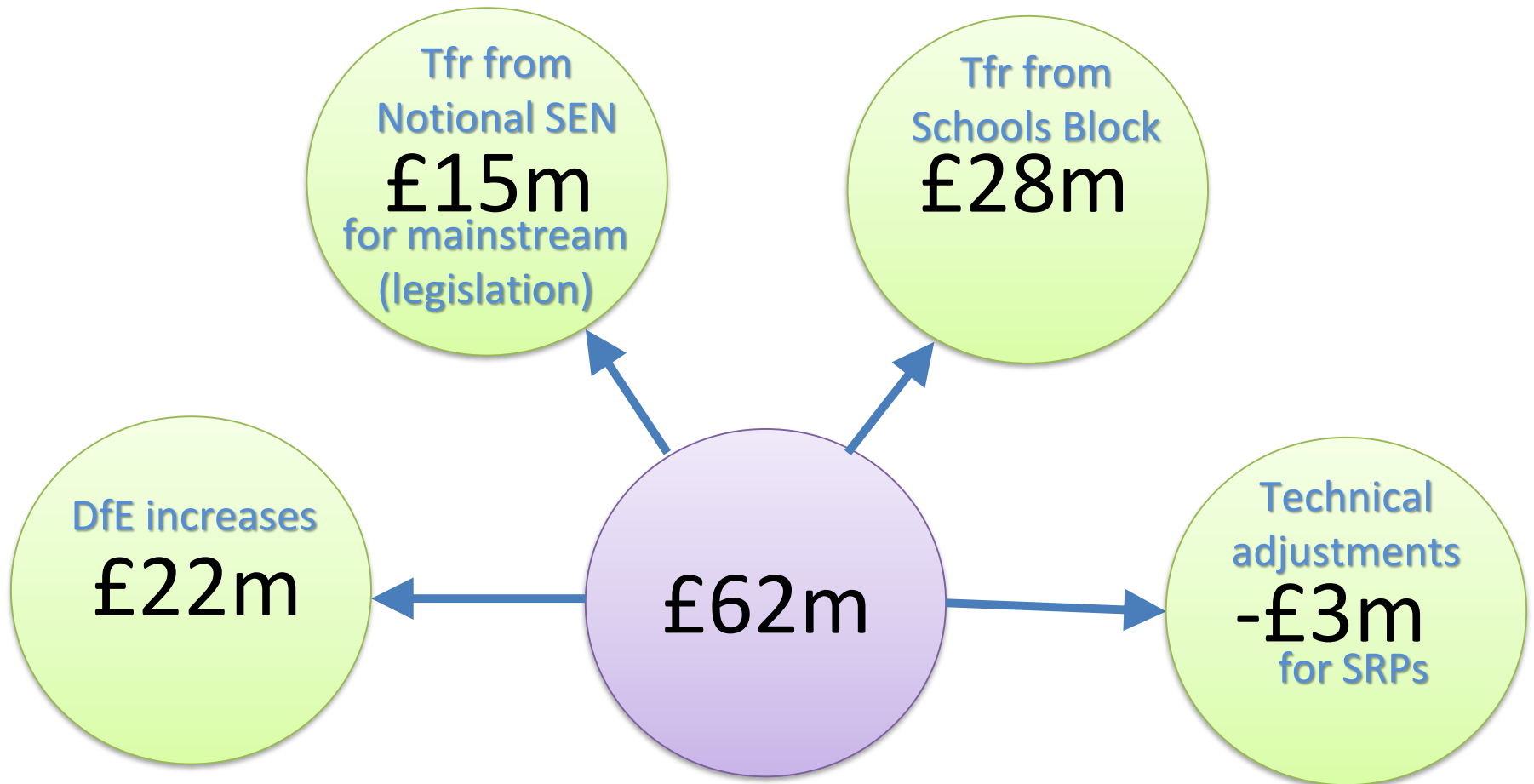
How much High Needs Block (HNB) funding do we receive?

Source: Annual DfE Published DSG HNB Block totals

	£m
2013-14 (1 st year of HNB)	140.000
2014-15	147.434
2015-16	149.263
2016-17	150.526
2017-18	189.672
<i>2018-19 - provisional</i>	<i>197.613</i>
<i>plus: 0.5% Schools Block transfer</i>	<i>4.410</i>
2018-19 Revised Total	202.023

The HNB has increased by £62m (+44%) since 2013-14

Why has it increased by £62m?



What does it fund?

- The majority is passed directly to schools, early years providers and post 16 institutions for the support of individual pupils with SEND
- Pupil Referral Units and Alternative Provision
- Some statutory services provided by the LA

High Needs pupils/students numbers

	2013-14	2014-15	2015-16	2016-17	2017-18
	Actual	Actual	Actual	Actual	Latest Forecast
Special Schools	3,272	3,349	3,572	3,649	3,844
Resource Provision	804	810	874	884	865
Mainstream Schools	802	860	1,475	2,222	2,644
Independent - pre 16	458	491	521	562	706
Independent - post 16	87	71	64	61	70
Independent	545	562	585	623	776
OLA Maintained	95	103	87	107	114
FE Colleges	462	529	631	756	765
SPI and CCP				55	141
TOTALS	5,980	6,213	7,224	8,296	9,149
Year on year increase		233	1,011	1,072	852
Year on year increase		3.9%	16.3%	14.8%	10.3%

What have we spent on High Needs?

	2013-14 Actual £'000	2014-15 Actual £'000	2015-16 Actual £'000	2016-17 Actual £'000	2017-18 Latest Forecast £'000
Special Schools	67,048	68,543	68,118	70,460	72,194
Resource Provision	13,118	14,919	15,274	16,009	15,393
Mainstream Schools	8,755	8,899	14,398	23,797	23,000
Independent - pre 16	17,581	19,840	22,588	24,384	29,065
Independent - post 16	4,000	5,359	4,281	4,561	5,427
Independent	23,581	25,199	26,869	28,945	34,492
OLA Maintained	2,295	2,531	2,661	3,160	4,005
FE Colleges	3,168	5,464	6,885	8,327	8,894
SPI and CCP				366	975
TOTALS	117,965	125,555	134,205	151,063	158,953
Year on year increase		7,590	8,650	16,858	7,890
Year on year increase		6.4%	6.9%	12.6%	5.2%

Scale of the problem we face

	2017-18	2018-19
Budget	£154m	£154m
Increase from DfE		£3m
Transfer from Schools Block		£4m
Revised Budget	£154m	£162m
Forecast Expenditure	£159m	up to £170m
Overspend	£5m	£8m

We no longer have a DSG reserve - must reduce costs to remain within budget

Future outlook for High Needs Block

- Annual funding now calculated on a National Funding Formula basis
- Kent is a floor funded LA – attracting approx. £15m floor funding
- Small increases for overall population growth
- No increases for inflation (until the floor funding has been eroded)
- DfE likely to stop transfers from Schools Block

What schools have told us

2018-19 High Needs Funding must:

- be fair and equitable; hold schools accountable for public funds
- be preceded by 'assess, plan, do and review' using normally available resources (core standards)
- be specific to individuals within the context of *guidance
- target greatest need and agree longer term funding for highest levels of SEN needs
- recognise schools are different; % HNF pupils will vary
- *not be seen as part of the budget for forecasting and schools should not set HNF income target*

* Education Endowment Best Use of TAs guidance about group interventions

The new arrangements from April 2018-19

- Schools have been notified of amounts for any pupils that are presently in receipt of high needs funding
- Pupils subject to an EHCP or SEN Support with severe and complex needs
- Stream-lined application and reapplication process
- After the actual costs of provision are agreed, need specific, graduated top up funding will be paid
- Higher levels of funding outside of the rates may be agreed in exceptional circumstances

The Long Term

What we can all do to make a difference

Reviewing what we do now and how we do it

- Evaluating the impact of what we are doing
- Looking at the totality of resource e.g. cross over with pupil premium

Managing demand

- Ensuring good quality universal provision; eg. ASD friendly schools
- Developing capacity; workforce development
- Reviewing often
- Engaging with parents and carers
- Engage with other professionals (eg Health)

What we can all do to make a difference

Increased impact for the same cost

- Embed the Mainstream Core Standards
- Embed best practice approaches
- Utilise Provision Mapping to achieve better value for money
- How well are interventions running and what is the impact?

Reducing costs

- Economies of scale
- District collaborations

The context of where we are ...

- We have a joint responsibility to provide the most effective ways to meet the needs of all of Kent's children and young people
- The amount of funding we are set to receive is effectively capped – DfE will not change this
- We are currently spending more than we have on HNF and we have an overspend from previous years to repay from elsewhere in the the DSG
- So we have to live within the available budget; County Council will not top up the DSG

Therefore we have to consider changing the way we deliver targeted and specialist provision/ resources, its relationship with other funding

Questions in groups

Looking forward;

1. How can we live within our means across HNF and SEND in the system in Kent?
2. How can we enable schools to support SEND pupils and their learning but use the fixed resources more effectively?
3. What should we do less of or stop doing? Or decommission?
4. Should we change eligibility or amend criteria for resources?
5. How can we use LIFT groups to help us address these challenges?

Thank you for attending

www.kelsi.org.uk

Please continue to visit the Kelsi website for key legislation, guidance and latest news and events available to educational professionals.

