

BATH AND NORTH EAST SOMERSET

CHILDREN AND YOUNG PEOPLE POLICY DEVELOPMENT AND SCRUTINY PANEL

Tuesday, 15th November, 2016

Present:- Councillors Matt Cochrane (Vice-Chair), Karen Warrington, Peter Turner, Lisa O'Brien (in place of Sally Davis), Alison Millar, Liz Hardman and Dine Romero (in place of Lisa Brett)

Co-opted Members: Andrew Tarrant, Chris Batten and Jake Bishop-Ponte

Cabinet Member for Children's Services: Councillor Michael Evans

Also in attendance: Richard Baldwin (Divisional Director for Safeguarding & Social Care), Mike Bowden (Strategic Director for People & Communities), Deborah Forward (Senior Commissioning Manager - Preventative Services), Margaret Simmons-Bird (Head of Education Improvement), Sarah Watts (Complaints & Data Protection Team Manager), Paula Bromley (Service Manager for Connecting Families) and Tom Morrison (Senior School Improvement & Achievement Adviser)

46 WELCOME AND INTRODUCTIONS

The Chairman welcomed everyone to the meeting.

47 EMERGENCY EVACUATION PROCEDURE

The Chairman drew attention to the emergency evacuation procedure.

48 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Councillors Sally Davis and Lisa Brett had sent their apologies to the Panel. Councillors Lisa O'Brien and Dine Romero were their respective substitutes for the duration of the meeting.

David Williams had sent his apologies to the Panel.

Councillor Emma Dixon, Cabinet Member Assistant for Children's Services had sent her apologies to the Panel.

49 DECLARATIONS OF INTEREST

There were none.

50 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

There was none.

51 ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS MEETING

Roz Lambert, First Steps CEO had registered to make a statement to the Panel on the Children's Centre Services agenda item. She agreed to make the statement when that item was reached on the agenda.

52 MINUTES - 13TH SEPTEMBER 2016

The Panel confirmed the minutes of the previous meeting as a true record and they were duly signed by the Chairman.

53 CABINET MEMBER UPDATE

Councillor Michael Evans, Cabinet Member for Children's Services addressed the Panel, a summary is set out below.

School Performance

I would like to preface my remarks by making clear my belief that our teachers work hard and that in my opinion teaching is a uniquely stressful occupation. I feel it is part of my job to point out where I would hope for better.

"At national average" has to be the general impression of these results. EYFS and KS1 – national average. KS2 varied, roughly national average. KS4 above national average, it is very pleasing to read. KS5 at national average.

The usual theme that I find in the BANES results is evidence that the higher ability child is relatively unchallenged. This year it is disappointing to read that at KS1 the proportion of pupils working at greater depth is now below national average, and at A level the percentage of students achieving three A*-A or better is slightly below national average, and a fair bit below the national average for the south west.

BANES is a relatively affluent area and we should be aiming to achieve above the national average at all levels. Let's remember that the national average is low compared with other developed countries.

At KS4 the message should be: find out what Norton Hill and Somervale are doing, and copy. Their attainment scores are good and their Progress 8 figures are a clear cut above.

Devolution and 16-19 Education

One consequence of yesterday's decision by BANES, Bristol and South Gloucestershire Councils to go ahead with the deal to create the West of England Combined Authority is that responsibility and finance for 16-19 education will be devolved. This should make it easier to ensure that the courses offered meet employers' needs and give our young people a good chance of gaining employment locally.

Children's Centres / Children's Services

The options listed in the report seek to preserve the services to vulnerable children and families while looking to transfer council-owned children's centre buildings to other bodies. There is interest from suitable bodies for all the buildings. The services in the future may be run from the same buildings or from other community buildings.

Unaccompanied Asylum Seeking Children

We now have 10 UASC, and more are expected as a result of the clearing of the Calais camp. The Council is likely to have to finance about half the cost of looking after these children.

Midsomer Norton Schools Partnership Primary School

Planning permission for the housing development and school in Mendip on the edge of Midsomer Norton has been refused. The Partnership is now in discussion with stakeholders, including BANES, on finding another site. They still intend to open the new Free School, but this planning refusal will delay it by at least a year. Meanwhile BANES will need to make arrangements for a bulge year in local primary provision. Normally when this happens, there is an attempt to give the school a legacy building, rather than just installing a portable classroom, and I hope that will prove possible in this case.

Early Years Settings

A good news story: research shows that Early Years Settings which have a qualified teacher on the staff have 10% better outcomes than those that don't. BANES comes in the top 10% of all local authorities for this resource.

Secondary School Admissions

As has been previously reported, BANES needs to prepare for the possible closing of Bath Community Academy, so that all pupils can be accommodated. It is therefore proposing to ask parents to name five choices of secondary school rather than the current three, so that there is less likelihood of all choices being turned down and South Gloucestershire or other out-of-district children taking places at BANES schools like Oldfield, and BANES children being left without a school. The new head of Oldfield is comfortable with this. There has to be a consultation for this change to admissions policy, and this went live on 7th November.

National Social Care Conference

A small party from BANES attended the National Children and Adults Social Care Conference at the beginning of this month, after missing it last year. The partnership theme was prominent, and a lot of interesting and up to date information was gained.

Councillor Liz Hardman expressed her concern for members of the public, particularly parents and pupils from Twerton with regard to Bath Community Academy (BCA). She said that the cancelled open evening could have been

opportunity for all concerned to address the situation. She asked if there was yet a timetable for when a decision would be made.

The Strategic Director for People & Communities replied that discussions have been held with Cabot and the Regional Schools Commissioner and that he expected an announcement from the Regional Schools Commissioner to be made soon. He added that the Department for Education has to weigh up the options before a decision can be made.

He stated that the regular admissions deadline of October 31st had passed, but said that should BCA confirm that they will be accepting pupils in September 2017 then an extension of application time will be put in place until the end of December 2016.

Councillor Liz Hardman asked what plans have been considered for current BCA pupils.

The Strategic Director for People & Communities replied that the issue has been raised with other local Secondary Schools.

Councillor Dine Romero said that she was concerned for pupils that attend and have chosen BCA on the basis of its provision and questioned if other schools could provide the same service. She also asked if pupils were currently being turned away if seeking to move within this academic year.

The Strategic Director for People & Communities replied that in terms of specific need that all schools should be able to provide the same level of service. He said that he was not aware of any issues relating to current in year admission requests, but acknowledged that such a request would put the school in a tricky position.

Councillor Dine Romero asked if BCA were to close what effect would there be on the Home to School Transport budget.

The Strategic Director for People & Communities replied that if parents choose to move their children who are currently in Years 7 and 10 to St Mark's School, they will receive free transport should BCA close.

Councillor Dine Romero asked the Cabinet Member if he felt there was a link between pupil performance and the structure of a school.

Councillor Michael Evans replied that he did.

Councillor Liz Hardman asked if he still felt there was a risk that all Children's Centres could close.

Councillor Michael Evans replied that the current direction of travel was that none were under threat of closure.

The Chairman thanked the Cabinet Member for his update on behalf of the Panel.

54 SENIOR IN CARE COUNCIL

Lisa Mukherjee, Participation Development Worker, Off the Record introduced this item and said that representatives of the Senior In Care Council and the B&NES Youth Forum would give two presentations. The presentations will be available on the Panel's Minute Book and online as an appendix to these minutes. A summary is set out below.

Destiny, Jaz M and Jaz L from the Senior In Care Council addressed the Panel.

What we do

We are a group of young people aged 11-18 who campaign on issues effecting young people looked after in care by BANES. We'd like to tell you about the work we have been doing and some of our campaigns.

Our Approach

We use a 'You said we did' approach with everyone we work with. This means we give them feedback about what they are doing well and what they can do even better and then ask them to report back to us on the changes they have made. We are positive and friendly towards everyone we meet and that way they want to work with us.

SICC won Young Volunteer Group of the Year at the Chairman of Bath Awards 2016

Our Campaigns

We promote our campaigns in lots of different ways, for example creating Podcasts with Somer Valley FM. We also attend the In Care Council Steering Group Meeting and the Corporate Parents meeting so we can tell them what we think and they can help us to make changes. We created a postcard about our group and sent it to all LAC young people.

The Pledge – we monitor the Pledge and discuss with BANES what we think they are doing well and what needs to be built on

We are working on a PSHE Curriculum for Life and have discussed our ideas with Kate Murphy (BANES Anti-Bullying and PSHE Lead).

We fed back the importance of LAC young people's right to work experience being promoted to them, as a result Virtual Schools put on a work experience event.

We fed back to Corporate Parents about how our confidentiality was being compromised and as a result Ashley Ayre sent out a letter reminding schools of their obligation to respect our confidentiality.

We have been involved in recruitment for roles such as LAC Nurse, Deputy Safeguarding Lead and Participation Commissioner. We have looked at job descriptions, sat on interview panels and fed back to applicants. We have even offered candidates their jobs.

We ran a creative workshop to speak to Social Work Students about what we look for in a social worker. As part of our involvement in recruitment – we carried out a consultation on what makes a good Social Worker with the JICC and BANES care leavers and created a document which is now featured on the recruitment section of the BANES website.

Podcasts

Last year we launched our Podcasts, created with Somer Valley FM, in which we:

- Promote SICC and encourage other young people to join their local In Care Council
- Discuss what it is like to be in care
- Bust the myths of being in care and talk about our work and campaigns.

If you would like to listen to them they are on the Off the Record Website

IRO's (Independent Reviewing Officers)

- SICC and JICC altered the forms used by IRO's.
- We met IRO's & created a Powerpoint for their team training day.
- As a result the IRO's have put a reminder out in their letters to young people that they can choose where, when and who attends their review.
- Have promised to promote work experience opportunities.
- Will remind young people they can see their IRO on their own.
- Will make sure young people are happy with the date & time of their next review.
- Will make sure all LAC young people receive the appropriate age LAC pack

Consultations & Commissions

We have taken part in (some as part of BANES Youth Forum):

- Your Care Your Way
- Health Project (run by PHD student who is a Care Leaver)
- Sexual Health Project Research
- Immunisations commission

What Next?

- Make a film/video about being in care which can be used in PSHE lessons.
- Meet the PSHE Leads in schools so they understand why this campaign is so important for us.
- Create a 'model' Confidentiality Policy around working with young people in Care that can be used in BANES and beyond...
- I (Jaz M) am also Deputy Member of Youth Parliament and am currently working as part of a team analysing over 800 responses to a Mental Health Survey written and circulated by BANES Youth Forum. I was a key note speaker at Primary Parliament Day and have pledged to go back next year and tell them what changes have been made.

Members of the Youth Forum addressed the Panel.

Make Your Mark

This is the UK's largest youth consultation.

978, 216 votes were cast nationally.

Curriculum for Life was the top subject matter both locally (776 votes) and nationally (142,471 votes)

Jake Bishop-Ponte said that he attended the House of Commons on the 11th November and spoke during the debate on tackling racial and religious discrimination.

What next?

A member of the Youth Forum said they would discuss as group soon what areas to focus on, whether it would be the two main items from Jake's manifesto which were Transport and Gender Equality or the issues raised through Make Your Mark.

The Chairman offered his congratulations to all who took part in the presentations.

Councillor Liz Hardman asked how do other Looked After Children find out about your work.

Lisa Mukherjee replied that all IRO letters have details of the In Care Council's on them.

Councillor Dine Romero asked what the response had been to the postcard campaign.

Jaz L replied that it had been very positive and that through suggestions from Social Workers two young people may be joining the Senior In Care Council.

Jaz M added that the group has helped all its members develop so much.

Councillor Peter Turner asked how they felt about the issue of voting at 16.

Jaz M replied that this is why the Curriculum for Life is so important to enable young people to vote confidently in their own right.

Jake Bishop-Ponte said that it was a very important issue as he pays taxes currently yet has no say in how they are spent. He added that he hoped that the Council would support young people as they progress the issues raised.

Dawn, a member of the public, recalled that when her son was at school that not many children discussed their problems with members of the School Council and would talk to him instead. She asked how many of the young people were aware of safeguarding issues.

Lisa Mukherjee replied that Off The Record explains confidentiality to all the young people that it works with.

55 UNICEF - CHILD FRIENDLY CITY

The Divisional Director for Safeguarding & Social Care introduced this item by saying that following the September meeting of the Panel he had met with Penny Hay and agreed a basis for ongoing discussion regarding this initiative.

Penny Hay, Child Friendly City Steering Group addressed the Panel, a copy of her statement will be available on the Panel's Minute Book and online as an appendix to these minutes. A summary is set out below.

The Child and Youth Friendly Community initiative has been driven by a diverse range of creative and cultural organisations across B&NES. Our vision involves the right of every child and young person to experience a safe, healthy and happy childhood, with an emphasis on respect and engagement.

The Child Friendly City Initiative Steering Group are keen to work with the Unicef Child Rights Partners Team alongside the Council and young people. Child Rights Partners is a ground-breaking programme - systematically embedding children's rights in public services at both policy and practice level.

In B&NES, we want all children and young people to have equal life chances with positive mental health and well-being, with higher aspirations. B&NES has identified health and socio-economic inequalities and is working towards reducing these; this project would actively support the Council's work.

We are inviting the Council to be a Unicef Child Rights Partner and asking the Scrutiny Panel to consider making a recommendation to Cabinet to support this initiative. We are keen that there is a political commitment to this initiative, with co-operation across the Local Authority together with robust engagement and cross-Council participation.

Naomi Danquah, Programme Director, Child Rights Partners addressed the Panel, a copy of her briefing will be available on the Panel's Minute Book and online as an appendix to these minutes. A summary is set out below.

Unicef UK, a registered UK charity, runs programmes to protect and promote the rights of children and young people in the UK, working with national and local government and institutions to implement and advocate for lasting change.

Our Child Rights Partners programme builds on and is a part of the Child Friendly Cities Initiative, an international programme aiming to translate Unicef's mission into practical commitments and action at the local level. Child Rights Partners (CRP) brings Unicef UK and local authorities together to put children's rights at the heart of public services and ensure all children have the same opportunity to flourish.

During the course of a three year pilot, launched in November 2013, Unicef UK has been supporting 5 local authorities to use the UNCRC as a framework to transform local policy and practice in a range of areas, from developing area-wide children and families' plans, to training elected members to embedding a child rights-based approach in corporate parenting strategies.

In 2017, Unicef UK is incorporating learning from the pilot into a developed programme model and is inviting up to 5 local authorities to join the programme.

Over the course of 3 – 5 years, Unicef UK will support Local Authorities to achieve six 'badges' demonstrating sustainable progress towards embedding child rights across the city or community. The badges will recognise the authority's progress and development in key areas such as political commitment to children's rights, workforce knowledge and understanding of children's rights, meaningful participation, and child rights innovation.

The support package offered to local authorities and their partners includes a tried and tested combination of collaborative activities and approaches that can be tailored to each partner's needs. This includes:

40 days of Unicef staff time (50% face to face & 50% back office)

- Access to CPD accredited training
- Technical assistance
- Project management support
- Mentoring

Access to resources

Access to local authority networks

Unicef UK is a registered charity operating on a not-for-profit basis and all income raised will go towards cost recovery. Local authorities will be expected to pay an annual participation fee of £25,000 and allow for indirect costs such as releasing staff for training and planning, providing training venues and ensuring there is capacity to co-ordinate and oversee the programme locally.

The participation fee could be met via a range of partners.

Councillor Matt Cochrane asked how they would quantify outcomes from the pilot stage of the programme.

Naomi Danquah replied that outcomes could be judged on improvements in partnership working, increased use of the referrals service and the number of young people remaining engaged.

Councillor Dine Romero asked if the initiative would impact on the Troubled Families work.

Naomi Danquah replied that it does not gel directly with that work area, but could improve some parts of it.

Councillor Alison Millar asked why only five local authorities would join the programme in 2017.

Naomi Danquah replied that they have to scale the programme carefully and that there would be a rolling application process. She added that they were currently talking with twenty local authorities.

Councillor Lisa O'Brien asked if the initiative would cover B&NES or the City of Bath.

Penny Hay replied that it would be for the whole of B&NES.

The Divisional Director for Safeguarding & Social Care added that this has to be available for the whole of our community.

Councillor Lisa O'Brien asked how the initiative would overlay our current services.

The Divisional Director for Safeguarding & Social Care replied that it should be seen as a way of bringing certain services together.

Penny Hay said that it should be seen as a way of starting from the bottom up to work with young people and experts to understand the particular needs and context of the community and co-design a suitable plan of action.

Councillor Peter Turner commented that given the possible uncertain future of the particular next two decades that he welcomed any initiative that would help our children. He added that having worked within the Prince's Trust he saw some parallels with this work.

Jake Bishop-Ponte said this was a real opportunity for us to lead the way and enable young people to scope their own services.

The Panel **RESOLVED** to recommend to the Cabinet to support this initiative and join the Unicef Child Rights Partners programme.

56 CHILDREN'S CENTRE SERVICES

Roz Lambert, First Steps CEO addressed the Panel, a copy of her statement will be available on the Panel's Minute Book and online as an appendix to these minutes. A summary is set out below.

We are very concerned about the long term outcomes for children and families in Bath West. We are not assured that the options put forward in the Children's Centre briefing paper outlining the Local Authorities option appraisal process to decide on a model of Children's Centre Service Delivery have been fully or fairly thought through.

We feel that some of the options unfairly disadvantage First Steps and this is a concern as First Steps is a community organisation working in the heart of the most disadvantaged areas.

It is completely inappropriate for First Steps as the organisation delivering the Children's Centres in Bath West to contribute to or be damaged by measures taken to resolve an overspend by Local Authority officers on the budget for the internally delivered 9 children's centres.

A third sector organisation which is managing resources more effectively and efficiently should be encouraged and supported by the Council not destroyed.

About First Steps – what we do.

First steps is a charity and company limited by guarantee, it is a registered social enterprise, operating three Child Care settings and two Children's Centres, one in Moorlands and one in Twerton. First Steps IS a community organisation, it grew from the community and has kept to the original mission to "Work in partnership with children, families colleagues and the community"

It has been in operation for almost 25 years; First Steps was the Children's Centre before the term was used by the Government and seeded the Children's Centres in the rest of B&NES.

Our parent led services help parents to form positive and joyful relationships with their children, address debt, worklessness, lack of training, loneliness.

The result is that over the years the levels of school achievement in the area have been rising and the gap in achievement has been narrowing.

Our social enterprise model of Childcare delivery builds social capital, funding stays in the community. First Steps has a strategy to employ local people and use a parent led approach to family support. As a result First Steps staff are seen as community champions and accepted. Over 50% of participants on the First Steps Volunteering programme are in further education or employment.

Councillor Peter Turner asked what would happen if First Steps was to be brought within the Council.

Roz Lambert replied that it would have a huge effect and would likely lead to the loss of Children's Centre funding and changes to their management team.

Councillor Karen Warrington asked if this proposal would lead to any savings.

Roz Lambert replied that she believed there would be no savings in reality as existing staff would transfer across to the Council.

Councillor Liz Hardman asked if they had received assurances from the Council that no decision had yet been made.

Roz Lambert replied that they had been assured that proposals were still being discussed and said the current joint working has worked well.

Councillor Liz Hardman asked if she felt that there should be one provider for Bath and one for North East Somerset.

Roz Lambert replied that she would welcome that.

Councillor Dine Romero asked what levels of funding were First Steps able to achieve.

Roz Lambert replied that they were on target to receive £45,000 in funding this year.

The Senior Commissioning Manager for Preventative Services explained that a range of options were currently being considered and that First Steps had influenced these. She added that provision did not have to necessarily come from one provider.

Councillor Lisa O'Brien asked officers to confirm that there are sufficient nursery places within Midsomer Norton & Keynsham should the two temporary nurseries close.

The Service Manager for Connecting Families replied that sufficient provision does exist and that they recognise the importance of easing transitions as much as possible.

Councillor Dine Romero asked if budget pressures were the driving force behind these proposals.

The Service Manager for Connecting Families replied that there are internal budget pressures owing to additional traded services not coming to fruition. She added there was an aim to reduce inspection costs through managing buildings differently.

The Chairman suggested that officers review how they got the figures relating to this issue wrong.

The Divisional Director for Safeguarding & Social Care replied that the gap had been identified at the beginning of this financial year.

Councillor Liz Hardman asked if the service could be commissioned by a range of providers.

The Senior Commissioning Manager for Preventative Services replied that the aim is to provide one service in lots of different ways, possibly through a consortium.

Councillor Liz Hardman asked if there was a timetable for the next steps in the process.

The Senior Commissioning Manager for Preventative Services replied that parties would meet again before Christmas and then with other stakeholders in January / February with a preferred option decision being reached in March / April 2017.

The Divisional Director for Safeguarding & Social Care commented that a number of services have been successful and in particular some at certain times of the year.

The Panel **RESOLVED** that the following actions will need to be considered and discussed as emerging proposals develop.

- i) Transferring the management of some outlying Children's Centre buildings to other community organisations
- ii) Reducing Council delivered nursery provision, especially in areas where there is sufficiency

- iii) Ceasing traded activity where this is not viable and increasing activities after the initial trial period that are working well and are viable, extending the business model now tested and operating effectively.
- iv) Exploring options to commission and deliver a more efficient and sustainable Bath and North East Somerset Council Children's Centre Service when the contract with First Steps for Bath West Children's Centre service expires at the end of September 2017.
 - The options which will be considered as part of the commissioning process currently include:
 - Maintain current arrangements and mixed economy and proceed with tender for Bath West.
 - Explore and strengthen partnership arrangements between Bath West and B&NES delivered Children's Centre services.
 - Bring Bath West into the Council to deliver as one Council managed Children's Centre service.
 - Tender both the council run and external Children's Centre services to procure one new contract for one Children's Centre service. This service could be provided by a consortium.
 - Include the Children's Centre Service within Your Care, Your Way (YCYW).

57 ANNUAL REPORT ON CHILDREN'S SERVICES COMPLAINTS AND REPRESENTATIONS PROCEDURE 2015 - 16

Councillor Liz Hardman commented that it was good to note that 44 compliments or letters of thanks had been recorded. She asked how could the practise of Social Workers be improved and what was the timeframe in responding to complaints.

The Divisional Director for Safeguarding & Social Care replied that he felt that Social Workers within B&NES are a very good and talented group. He added that a lot of work had been done regarding the culture of the service and that workshops had been delivered on how to handle complaints.

He said that the timescale for complaints was challenging and that the aim is to contact the complainant within 10 days to discuss the matter, not necessarily answer all concerns by then.

Councillor Alison Millar said that she welcomed the implementation of the Caldicott Function Plan. She asked if the Complaints Service was staffed across the week.

The Complaints & Data Protection Team Manager replied that it was.

Councillor Dine Romero asked if locally Social Workers felt pressure within their role.

The Divisional Director for Safeguarding & Social Care replied that good support was in place for Social Workers especially within their first year and that B&NES has a good level of retention.

The Panel **RESOLVED** to note the report.

58 LOCAL EDUCATION RESULTS

Councillor Liz Hardman asked in terms of the number of schools in the area now being Academies, how achievable were the recommendations.

The Head of Education Improvement replied that they would look to challenge all educational settings as part of their statutory duty.

Councillor Alison Millar commented that the figures contained within section 4.8 of the report were low and asked how these were to be addressed.

The Senior School Improvement & Achievement Adviser replied that the Better Maths Project had been launched in September with 23 schools participating. He added that the project has been commissioned from the Bath and Mendip Partnership Teaching School with a clear focus on effective strategies to build teachers' confidence and help pupils achieve the higher standard.

He stated that officers have identified those schools with the biggest gap in boy's attainment and progress in writing and asked them participate in a writing project jointly with the Bath and Mendip partnership Teaching school and Bath Spa University to develop strategies to support teachers to improve outcomes for boys.

Andrew Tarrant commented that he welcomed the intervention of Local Authority officers.

The Panel **RESOLVED** to approve the officer recommendations;

- i) Raise the teacher expectation in the Reception classes; validate the on entry data and extend EYFS moderation beyond the DfE statutory requirements (to moderate 25% of Reception classes on a four year cycle) to all schools where the proportion of children achieving a good level of development is below the national average.
- ii) Work collaboratively with the Bath and Mendip Partnership Teaching School and Bath Spa University to provide a programme of support for teachers to improve boys writing across the primary phase.

- iii) As part of our statutory duty for assessment, work in partnership with surrounding local authorities and headteachers in Bath and North East Somerset to ensure consistency in the interpretation and application of the new assessment system, including any recommendations from the Parliamentary Inquiry into the new primary assessment system.

59 PEOPLE AND COMMUNITIES STRATEGIC DIRECTOR'S BRIEFING

The Strategic Director for People & Communities addressed the Panel, a copy of the briefing can be found on the Panel's Minute Book and as an appendix to these minutes online, a summary is set out below.

Head of Education Transformation

He announced that Margaret Simmons-Bird had been appointed as the new Head of Education Transformation, following an interview process. He stated that this post completes his Senior Leadership Team and means that Margaret will be the strategic lead for education, leading the development of the future role of the Local Authority in Education as well as taking on my previous management responsibilities across the spectrum of School Improvement and Achievement, Early Years Foundation Stage, Governor Services, Music Service, Virtual School and Business Support.

MASH Launched

He explained that the joint Children's Services and Adult Services Multi-Agency Safeguarding Hub had been launched. He said that the MASH has staff from both services sitting with Police officers and Health staff to share information on cases where safeguarding concerns have been identified, but access to further information is required in order that we make informed decisions about the most appropriate next steps. He added that each agency within the MASH will have access to their own database, and so for any case that is passed to the MASH, they will be able to check the information they have on that case and highlight concerns much more effectively.

He said that the MASH approach to sharing information is already in use in a large number of Councils across the country and has proved to be advantageous in speeding up decision making and in terms of improving communication and information sharing.

Academies

He informed the Panel of the current numbers of Maintained Schools and Academies.

Primary – 43 Maintained; 18 Academy
Secondary – 3 Maintained; 10 Academy
Studio – 0 Maintained; 3 Academy
Special – 0 Maintained; 3 Academy

Total – 46 Maintained; 34 Academy

He explained that there are 7 more planned primary conversions between now and April 2017 and 12 schools understood to be working with the Bath 'Architects Group' to draw up plans for a Primary MAT.

Councillor Liz Hardman asked if there will be sufficient services, like School Improvement available to support the remaining Maintained Primary Schools.

The Strategic Director for People & Communities replied that capacity is stretched, but that they continue to hold responsibility for their statutory duties. He added that changes may be applied to some services should a lower number be reached.

Councillor Liz Hardman asked how far the Teckal option had been progressed.

The Strategic Director for People & Communities replied that a report on this could be brought to the January meeting of the Panel.

Andrew Tarrant asked if Academies within B&NES buy back services from the Local Authority.

The Strategic Director for People & Communities replied that some do.

The Chairman thanked him for his briefing on behalf of the Panel.

60 PANEL WORKPLAN

The Chairman introduced this item. He said that a report regarding the Teckal would be added to the workplan for January.

Councillor Dine Romero suggested that the Panel receive a progress report at some point in relation to Make Your Mark presentation that they had received earlier in the meeting.

Councillor Liz Hardman said that she would like the Panel to discuss BCA in more detail at a future meeting and that they should be kept informed of the process as far as Children's Centres are concerned.

The Panel **RESOLVED** to add these proposals to their workplan.

The meeting ended at 8.15 pm

Chair(person)

Date Confirmed and Signed

Prepared by Democratic Services

Senior In Care Council (SICC)

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**Bath & North East
Somerset Council**



Introductions

Who are the SICCC?

SICCC stands for The Senior In Care Council

Why do we like to be
called SICCC?

What we do

We are a group of young people aged 11-18 who campaign on issues effecting young people looked after in care by BANES.

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We'd like to tell you about the work we have been doing and some of our campaigns.

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- We promote our campaigns in lots of different ways, for example creating Podcasts with Somer Valley FM. We also attend the In Care Council Steering Group Meeting and the Corporate parents meeting so we can tell them what we think and they can help us to make changes. We created a postcard about our group and sent it to all LAC young people
- Health – We ran a Fitness Target event for LAC young people. We have given feedback on LAC Health Reviews, Health Passports, Sexual Health and Health Packs.

Our Campaigns

- The Pledge – we monitor the Pledge and discuss with BANES what we think they are doing well and what needs to be built on
- We are working on a PSHE Curriculum for Life and have discussed our ideas with Kate Murphy (BANES Anti-Bullying and PSHE Lead).

Our Campaigns

- We fed back the importance of LAC young peoples right to work experience being promoted to them as a result Virtual Schools put on a work experience event
- We gave feedback of EPEP – a programme to complete PEP forms online
- We fed back to Corporate Parents about how our confidentiality was being compromised and as a result Ashley Ayre sent out a letter reminding schools of their obligation to respect our confidentiality

Our Campaigns

- We have been involved in recruitment for roles such as LAC Nurse, Deputy Safeguarding Lead and Participation Commissioner. We have looked at job descriptions, sat on interview panels and fed back to applicants. We have even offered candidates their jobs.
- A member of our group worked with the MYP to design anti CSE posters and the website for the Childrens Safeguarding Board

Our Campaigns

- We ran a creative workshop to speak to Social Work Students about what we look for in a social worker
- An article appeared on Who Cares Trust Website

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The screenshot shows a webpage from 'WHO CARES TOWN' by 'CARES? Trust'. The main article is titled 'TEACHING SOCIAL WORKERS A LESSON' and features a grid background. The article text includes:

Call in the experts!
Meet Liam, Jasmine and Destiny
Last month, Bath and North East Somerset's Senior in Care Council got together to run a creative workshop.

The council, aka Liam Davis, Jasmine Lundie and Destiny Smith (our Summer *Who Cares? Junior* cover star!), shared their expert knowledge of the care system with a group of student social workers and Pete Campbell, the Care Outcomes Service Manager.

Badges and quizzing
The team kicked off the event by asking their guests to get crafty and make a badge which they could use to tell everyone about themselves. Next, the trio quizzed them about working with young people in a Q&A game involving sweets.

Below the text is a photo of a group of young people and adults. A quote bubble next to the photo reads: "Kids in care do know a thing or two about what makes a good social worker!".

The left sidebar of the website lists several other articles:

- What's the Story?
- Not so secret DIARY
- It's ALL GOOD!
- Advocate in your pocket
- Lighting fires in Bradford
- Your watch list - videos about care!
- Sefton - care leavers centre
- How to build a contact centre
- Teaching social workers a lesson
- Calcot children give generously
- Christmas card competition 2015

Our Campaigns

What makes a good social worker...

As part of our involvement in recruitment – we carried out a consultation on what makes a good Social Worker with the JICC and BANES care leavers and created this document which is now featured on the recruitment section of the BANES website

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What Makes a Good Social Worker? Results from consultations with BANES Junior and Senior In Care Council

HEAD – What they should know:

- Understand what young people are in to and have lots of ideas about games to play
- Understand that some people want to go out and some people want to stay in – when attending meetings
- Life experience – to have experienced lots of different things to have made them who they are

HEART – What kind of person they should be:

- Be nice, kind and warm
- Smile
- Being able to adapt between funny and serious. Have a good sense of humour but also able to be serious sometimes.
- Can stay calm when you do something they don't like
- To be someone I can trust who treats me with respect and who speaks to me at my level (not to treat me as younger than I am)
- Respects where I am coming from
- To know me and understand me as a unique person

HANDS – What they should help us with:

- Help build my confidence to make more friends and push myself further
- Help me to say what I think
- Encourage me to join in at school and take part in out of school activities
- Help me to have confidence to speak in front of people
- Help me to get MY point across
- Show me the pros and cons and help me make my own decisions
- To take action on what we have said and make changes happen as soon as possible

Podcasts

Last year we launched our Podcasts, created with Somer Valley FM, in which we:

- Promote SICC and encourage other young people to join their local In Care Council
- Discuss what it is like to be in care
- Bust the myths of being in care and talk about our work and campaigns.

If you would like to listen to them they are on the Off the Record Website

Pictures of us Recording the Podcasts

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Pictures from our Podcast Launch Event



Other Creative Projects

A Dance Therapy workshop with the JICC where we told them about the SICCC to help inspire them with their campaign work.

A Flashmob in the Council Chamber with BANES Youth Forum in which we promoted the rights of LAC young people. Our Twitter post was retweeted by the Children's Commissioner for England

A Graffiti Project



IRO's

- SICC and JICC altered the forms used by IRO's.
 - We met IRO's & created a Powerpoint for their team training day.
 - As a result the IRO's have put a reminder out in their letters to young people that they can choose where, when and who attends their review.
 - Have promised to promote work experience opportunities.
 - Will remind young people they can see their IRO on their own.
 - Will make sure young people are happy with the date & time of their next review.
 - Will make sure all LAC young people receive the appropriate age LAC pack
-

Consultations & Commissions

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- We have taken part in (some as part of BANES Youth Forum):
- Your Care Your Way
 - Health Project (run by PHD student who is a Care Leaver)
 - Sexual Health Project Research
 - Immunisations commission
-

Our Campaigns – What Next?

- Make a film/video about being in care which can be used in PSHE lessons.
 - Meet the PSHE Leads in schools so they understand why this campaign is so important for us.
 - Create a 'model' Confidentiality Policy around working with young people in Care that can be used in BANES and beyond...
 - I (Jaz M) am also Deputy Member of Youth Parliament and am currently working as part of a team analysing over 800 responses to a Mental Health Survey written and circulated by BANES Youth Forum. I was a key note speaker at Primary Parliament Day and have pledged to go back next year and tell them what changes have been made.
-

- Destiny
- Jaz M
- Kyle
- Jaz L

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BANES Youth Forum



What is Make Your Mark?

**Make
Your Mark**

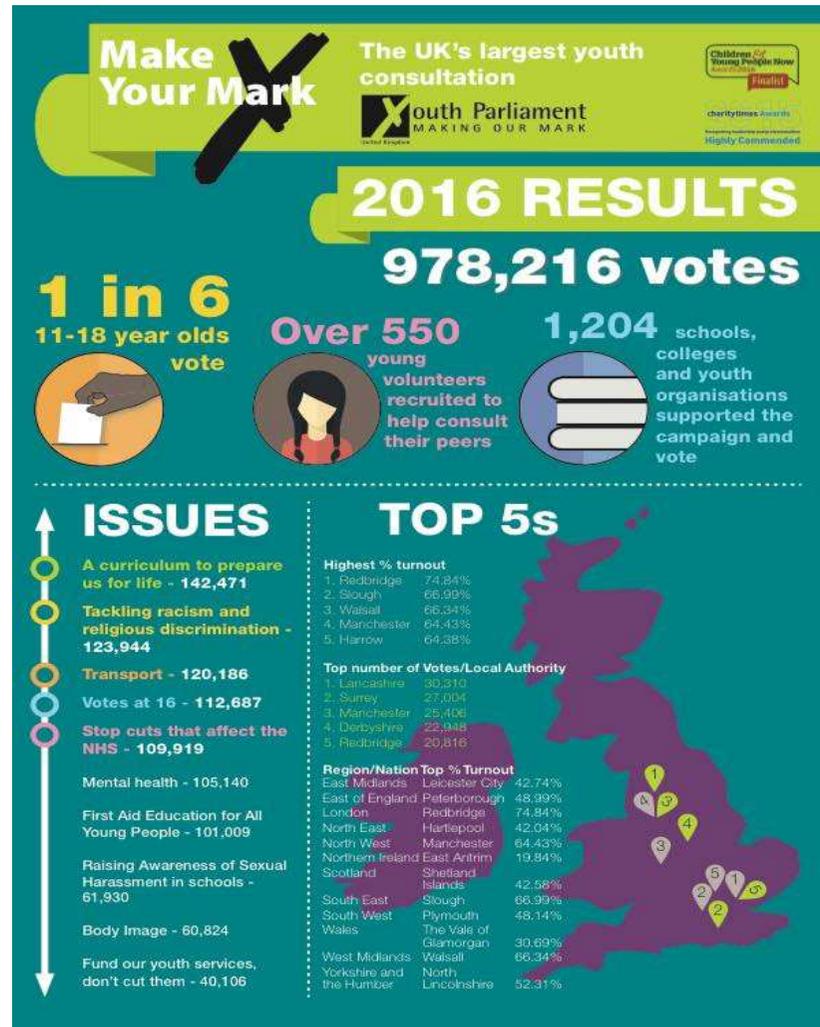


- VOTES AT 16.
- A CURRICULUM TO PREPARE US FOR LIFE.
 - BODY IMAGE.
 - TRANSPORT.
- FIRST AID EDUCATION FOR ALL YOUNG PEOPLE.
 - MENTAL HEALTH.
- FUND OUR YOUTH SERVICES, DON'T CUT THEM.
 - STOP CUTS THAT AFFECT THE NHS.
- TACKLING RACISM AND RELIGIOUS DISCRIMINATION, PARTICULARLY AGAINST PEOPLE WHO ARE MUSLIM OR JEWISH.
- RAISING AWARENESS OF SEXUAL HARASSMENT IN SCHOOLS.

Mark Your Mark- the results

	Across BANES
Votes at 16	656
Curriculum for Life	776
First Aid	414
Mental Health	456
Transport	543
Cuts that affect NHS	509
Body Image	226
Fund to Youth Services	190
Raising Awareness of Sexual Harassment	268
Racism and Religious Discrimination	477
Total of Votes	4515

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The House of Commons

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What's next?



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Child/Youth Friendly City and Community | Proposal to the Scrutiny Panel for Children and Young People | 15 November 2016

Hello, my name is Penny Hay, I am Director of Research for 5x5x5=creativity and Senior Lecturer in Arts Education at Bath Spa University and I am speaking on behalf of the Child Friendly City Steering Group. The **Child and Youth Friendly Community** initiative has been driven by a diverse range of creative and cultural organisations across B&NES. Coordination of this Steering Group is currently being provided, in a voluntary capacity, by 5x5x5=creativity (www.5x5x5creativity.org.uk) an award winning charity - now in its 16th year and born out of this Council – has inspired and supported high quality creative education across the UK.

Our vision for a **Child/Youth Friendly City and Community** across Bath and North East Somerset involves the right of every child and young person to experience a safe, healthy and happy childhood, with an emphasis on respect and engagement.

The Child Friendly City Initiative Steering Group are keen to work with the Unicef **Child Rights Partners Team** alongside the Council and young people. **Child Rights Partners** is a ground-breaking programme - systematically embedding children's rights in public services at both policy and practice level. A vision of childhood is underpinned by **dignity, equality, safety and participation**, informing community cohesion and prioritising support for the most vulnerable children and young people. We believe systems would be improved by embedding a rights-based approach, not only to improve children's lives and give all children the same opportunity to flourish, but to improve local communities and society as a whole.

This supports the B&NES aspiration of narrowing the gap - to close the gap in access to educational, social, cultural, creative and community resources, and to ensure that young people in our communities are as safe as possible. In B&NES, we want all children and young people to have equal life chances with positive mental health and well-being, with higher aspirations. B&NES has identified health and socio-economic inequalities and is working towards reducing these; this project would actively support the Council's work.

Children and young people have a right to be involved in all decisions that affect their lives (Article 12, United Nations Convention on the Rights of the Child and endorsed by the Council's Participation Strategy). There are already many examples of co-production and meaningful participation across the authority, with services becoming more responsive to the needs of children and young people.

We are inviting the Council to be a **Unicef Child Rights Partner** and asking the Scrutiny Panel to consider making a recommendation to Cabinet to support this initiative. We are keen that there is a political commitment to this initiative, with co-operation across the Local Authority together with robust engagement and cross-Council participation.

I am delighted to introduce you to Naomi Danquah, Programme Director, Child Rights Partners and Karolina Kozlowicz, Programme Officer, Child Rights Partners, Unicef who will outline the details of the potential partnership.

Penny Hay on behalf of the Child Friendly City Steering Group, November 2016

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2017-2020 UNICEF UK CHILD RIGHTS PARTNERS BRIEFING FOR BATH AND NORTH EAST SOMERSET COUNCIL

1. ABOUT UNICEF

Unicef is the world's leading organisation for children, working in over 190 countries to advance children's rights and promote child well-being. All of Unicef's work is guided by the UN Convention on the Rights of the Child (UNCRC) and we are the only organisation mentioned in the text of the UNCRC as a source of advice and technical assistance in supporting governments to respect, protect and promote the rights of every child.

Unicef UK, a registered UK charity, runs programmes to protect and promote the rights of children and young people in the UK, working with national and local government and institutions to implement and advocate for lasting change. We also raise funds for Unicef's emergency and development work to improve the lives of children everywhere.

2. ABOUT THE CHILD RIGHTS PARTNERS PROGRAMME

Our Child Rights Partners programme builds on and is a part of the **Child Friendly Cities Initiative**, an international programme aiming to translate Unicef's mission into practical commitments and action at the local level.

Child Rights Partners (CRP) brings Unicef UK and local authorities together to put children's rights at the heart of public services and ensure all children have the same opportunity to flourish. During the course of a three year pilot, launched in November 2013, Unicef UK has been supporting 5 local authorities to use the UNCRC as a framework to transform local policy and practice in a range of areas, from developing area-wide children and families' plans, to training elected members to embedding a child rights-based approach in corporate parenting strategies. Our pilot has demonstrated that using the UNCRC in this way can practically support local authorities to:

- understand their local CYP population better
- make services more child-centred, user-friendly, outcomes-focused and tailored to the specific needs of children and young people
- Improve multi-agency working
- increase staff confidence in working directly with and involving children and young people while creating a feedback loop that drives ongoing service improvement
- Drive innovation
- Improve outcomes for children and young people

How we work

Our approach is strengths-based, collaborative, contextual and sustainable: We work with local authorities to identify and build on existing good practice and identify gaps; we collaborate with local authority staff, partners and children to understand the particular needs and context of the community and co-design a suitable plan of action; we build the capacity of local authorities and local partners to take the work forward independently over time.

Our CRP team is led by staff who have expertise in human rights, public policy and social research, as well as extensive senior experience of leading community and organisational development programmes, systems change and the implementation of the UN Convention on the Rights of the Child.

3. LOOKING AHEAD

In 2017, Unicef UK is incorporating learning from the pilot into a developed programme model and is inviting up to 5 local authorities to join the **programme**.

2017 – onwards: Over the course of 3 – 5 years, Unicef UK will support Local Authorities to achieve six ‘badges’ demonstrating sustainable progress towards embedding child rights across the city or community. The badges will recognise the authority’s progress and development in key areas such as political commitment to children’s rights, workforce knowledge and understanding of children’s rights, meaningful participation, and child rights innovation. These key areas will be identified by the local authority – with support from Unicef UK - at the outset of the programme, and in line with the local authority’s particular needs and context.

Assessment of the ‘badges’ will be done annually by an independent panel of experts in human rights, child well-being and public services. Local authority progress will be celebrated at an annual event focused on child rights in practice.

Ultimately, local authorities will have the opportunity to work towards international recognition as a Unicef Child Friendly City or Community.

3. WHAT WE OFFER

The support package offered to local authorities and their partners includes a tried and tested combination of collaborative activities and approaches that can be tailored to each partner’s needs. This includes:

- 40 days of Unicef staff time (50% face to face & 50% back office)
 - Access to CPD accredited training
 - Technical assistance
 - Project management support
 - Mentoring
- Access to resources
- Access to local authority networks
- Recognition of progress
- Participation in annual conference/knowledge exchange seminar
- Seat on the Unicef Child Rights in Practice Forum
- Participation in virtual National Working Groups

- Eventual recognition as a ‘Unicef Child Friendly City/Community’ (progress dependent)

In addition, partner local authorities gain access to:

- Guided use of Unicef partnership logo
- Being part of a global Unicef Child Friendly Cities movement

The participation fee is £25,000 per annum.

4. WHO WE WANT TO WORK WITH

Based on our experience from the pilot, we have a clear understanding of what is required for local authorities to effectively and sustainably embed a child rights-based approach into local policies and practice. We would ask interested partners to confirm their:

- **Ability to cover direct and indirect costs**

Unicef UK is a registered charity operating on a not-for-profit basis and all income raised will go towards cost recovery. Local authorities will be expected to pay an annual fee and allow for indirect costs such as releasing staff for training and planning, providing training venues and ensuring there is capacity to co-ordinate and oversee the programme locally. .

- **Commitment at all levels and cross-council buy-in**

This involves cabinet-level endorsement to participate in the programme and the nomination of local programme champions, including a political champion, to drive and sustain local ownership and commitment.

- **Area-based outlook**

We are looking for local authorities committed to driving change through strong, local, multi-agency partnerships spanning statutory, voluntary and private sector agencies and providers.

- **Governance**

We would ask local authority partners to establish a local governance structure that links clearly with designated local champions and is accountable to the council and its partners. This could be an existing partnership board.

- **Local vision for children and young people and a commitment to children and young people’s participation**

We are looking for partners committed to advancing children and young people’s participation through the creation of meaningful participation opportunities for all, including the most vulnerable.

- **Commitment to learning and reflection**

We plan to collect evidence and measure the impact the programme is having on outcomes for children. We are looking for local authorities open to learning and ready to participate in ongoing data collection and monitoring.

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CHILD RIGHTS PARTNERS

Building on the global Child Friendly Cities Initiative

Areas of change / 'badges' awarded throughout



3-5 year journey

Ongoing collaboration / Appreciative inquiry / Bespoke solutions

Annual, national recognition & knowledge sharing event

Optional submission for a
**Child Friendly City or
Community status**

FINAL AWARD

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Statement to the Policy Development and Scrutiny Panel

Roz Lambert, CEO.

15th November 2016

We are very concerned about the long term outcomes for children and families in Bath West.

We are not assured that the options put forward in the Children's Centre briefing paper outlining the Local Authorities option appraisal process to decide on a model of Children's Centre Service Delivery have been fully or fairly thought through.

We feel that some of the options unfairly disadvantage First Steps and this is a concern as First Steps is a community organisation working in the heart of the most disadvantaged areas.

- 1) It is completely inappropriate for First Steps as the organisation delivering the Children's Centres in Bath West to contribute to or be damaged by measures taken to resolve an overspend by Local Authority officers on the budget for the internally delivered 9 children's centres.
- 2) The presence of an effective and efficient 3rd sector should NOT be put at risk.
- 3) A third sector organisation which is managing resources more effectively and efficiently should be encouraged and supported by the council not destroyed.

About First Steps – what we do.

First steps is a charity and company limited by guarantee, it is a registered social enterprise, operating three Child Care settings and two Children's Centres, one in Moorlands and one in Twerton.

First Steps IS a community organisation, it grew from the community and has kept to the original mission to

“Work in partnership with children, families colleagues and the community”

It has been in operation for almost 25 years; First Steps was the Children's Centre before the term was used by the Government and seeded the Children's Centres in the rest of B&NES.

The most important part of our work is forming relationships, if you have in your past been let down by your family, your community it is very difficult to ask for the help you need to make a difference for your children.

Families trust First Steps because we are consistent; we are part of the normal support systems that families engage with.

Our parent led services help parents to form positive and joyful relationships with their children, address debt, worklessness, lack of training, loneliness.

The result is that over the years the levels of school achievement in the area have been rising and the gap in achievement has been narrowing.

At any one time the family team are supporting 170 families with complex needs. These are families who are vulnerable, who traditionally would NOT engage in support.

First Steps – adding value

Trust; Raising aspiration; Additional funding;

Funding in communities that are needy comes and goes; projects are set up, run for a few months and then disappear. First Steps has been there for a generation, we don't need to spend time and money getting people to know what we are about, they already know. Families come to us because they know that we are safe, welcoming and grounded in their area and crucially, working with them we make a difference for their children.

Our social enterprise model of Childcare delivery builds social capital, funding stays in the community. First Steps has a strategy to employ local people and use a parent led approach to family support. As a result First Steps staff are seen as community champions and accepted. Over 50% of participants on the First Steps Volunteering programme are in further education or employment.

As a local medium sized charity we are eligible to apply for additional funds. Last year we had a resident Early Years music specialist, funded by Youth Music and we have just applied for funding for a resident artist through the Theatre Royal Bath Creative Fund. We apply for smaller grants for example, to pay for summer outings, additional child care for a single mum having cancer treatment and fundraise to ensure that children on low incomes attending First Steps nurseries have a free hot lunch.

For every £1 of children's centre grant First Steps adds an additional 10p, that's a 10% increase in the local authority funding.

Quote from Ofsted Survey 2016

Unknown Children Destined for Disadvantage.

A child's earliest years, from their birth to the time they reach statutory school age, are crucial. All the researchⁱ shows that this stage of learning and development matters more than any other.

If we get the early years right, we pave the way for a lifetime of achievement. If we get them wrong, we miss a unique opportunity to shape a child's future.

ⁱ 'Students' educational and developmental outcomes at age 16, effective pre-school, primary and secondary education (EPPSE 3–16) project', Department for Education, September 2014; www.gov.uk/government/publications/influences-on-students-development-at-age-16.

Strategic Director's Briefing for Children's PDS 15 November 2016

Head of Education Transformation

I am delighted to announce that Margaret Simmons-Bird has been appointed as the new Head of Education Transformation, following an interview process. This post completes my Senior Leadership Team and means that Margaret will be the strategic lead for education, leading the development of the future role of the Local Authority in Education as well as taking on my previous management responsibilities across the spectrum of School Improvement and Achievement, Early Years Foundation Stage, Governor Services, Music Service, Virtual School, and Business Support. Margaret will take on line management of the Head of the Virtual School and Richard Morgan in his Business Support role and will work closely with them and with other teams including Education Inclusion and wider Council departments which deliver education-related services.

MASH launched

The joint Children's Services and Adult Services Multi-Agency Safeguarding Hub has been launched. The MASH has staff from both Services sitting with Police officers and Health staff to share information on cases where safeguarding concerns have been identified, but access to further information is required in order that we make informed decisions about the most appropriate next steps. The referral routes for both Adults and Children's safeguarding concerns will remain unchanged, through the ASSIST team and Children's Duty team, who will then make a decision about whether or not the referral needs to go to the MASH. Each agency within the MASH will have access to their own database, and so for any case that is passed to the MASH, they will be able to check the information they have on that case and highlight concerns much more effectively. The MASH approach to sharing information is already in use in a large number of Councils across the country and has proved to be advantageous in speeding up decision-making and in terms of improving communication and information sharing.

Early Years – acknowledgement of good work

A report published this month by Save the Children called '*Untapped Potential: How England's nursery lottery is failing too many children*' recognises Bath and North East Somerset as one of the better performing authorities in the country, in terms of the number of settings with a qualified teacher – which makes children almost 10% more likely to reach the expected level of development at age five.. To get to this strong position (69% of settings) the Council's Early Years Service have offered:

- Advice about the impact of qualifications on outcomes for children and guidance on the courses available
- Support, both financial and through advice, mentoring and further professional development opportunities
- A universal training programme, accessible and affordable to meet the needs of a sector where staff turnover can be high

- Strong support networks which makes B&NES an attractive place to set up an early years business and in a competitive market, a graduate lead becomes a market influence.

Academies

Currently there are

School Type	Maintained	Academy
Primary	43	18
Secondary	3	10
Studio	0	3
Special	0	3
Total	46	34

There are 7 more planned primary conversions between now and April 2017 and 12 schools understood to be working with the Bath 'Architects Group' to draw up plans for a Primary MAT.

Bath Community Academy

We are still awaiting news on the future of BCA from the Cabot Learning Federation and the DfE's Regional Schools Commissioner (RSC). Discussions have been ongoing over the last few months and we have submitted information to the RSC regarding projected pupil numbers in the city of Bath. We have pledged to work with both agencies and local schools to ensure, once a decision is clear, that we can support those impacted. About 50 pupils have already moved to other schools, but 241 remain on roll.

Mike Bowden
Strategic Director for People and Communities