

CHILDREN'S SERVICES COMMITTEE AGENDA



Tuesday 3 December 2013

at 4.00 pm

in the Council Chamber, Civic Centre, Hartlepool

MEMBERS: CHILDREN'S SERVICES COMMITTEE

Councillors Atkinson, Fleet, Griffin, Hill, James, Lauderdale and Simmons

Co-opted Members: Sacha Paul Bedding and Michael Lee

Six Young People's Representatives

1. APOLOGIES FOR ABSENCE

2. TO RECEIVE ANY DECLARATIONS OF INTEREST BY MEMBERS

3. MINUTES

- 3.1 To receive the minutes of the meeting held on 5 November 2013 (*previously circulated*).

4. BUDGET AND POLICY FRAMEWORK ITEMS

No items.

5. KEY DECISIONS

- 5.1 School Funding Formula 2014-2015 – *Director of Child and Adult Services*
5.2 Nursery Provision in Seaton Carew – Response to Consultation – *Director of Child and Adult Services*



6. OTHER ITEMS REQUIRING DECISION

No items.

7. ITEMS FOR INFORMATION

- 7.1 Adoption Service – 6 Month Interim Report 2013-14 – *Director of Child and Adult Services*
- 7.2 Fostering Service Quarterly Report – 1 July–30 September 2013 – *Director of Child and Adult Services*
- 7.3 Raising of the Participation Age – *Director of Child and Adult Services*

8. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

ITEMS FOR INFORMATION

Date of next meeting – Tuesday 7 January 2014 at 4.00 pm in the Council Chamber, Civic Centre, Hartlepool



CHILDREN'S SERVICES COMMITTEE REPORT

3rd December 2013



Report of: Director of Child & Adult Services

Subject: SCHOOL FUNDING FORMULA 2014-2015

1. TYPE OF DECISION/APPLICABLE CATEGORY

Key Decision – test (ii) applies – Forward Plan Reference CAS021/13.

2. PURPOSE OF REPORT

- 2.1 The purpose of the report is to consider and approve the 2014/15 Schools Funding Formula.

3. BACKGROUND

- 3.1 The Local Authority (LA) receives funding for schools through the Dedicated Schools Grant (DSG). Funding is allocated to individual schools on a formula basis driven by individual factors.
- 3.2 Each year the funding formula has to be reviewed and agreed. This is then used as the basis for allocating individual budgets to schools. Previously, the Schools Forum has reviewed and agreed the Funding Formula.
- 3.3 It has recently been clarified that although the Schools Forum annually review the Formula they make proposals to the Local Authority to make the final decision.

4. SCHOOLS CONSULTATION

- 4.1 Work on the schools funding formula commenced at the end of the Summer Term. A sub group of the Schools Forum members who represent the Primary, Secondary and Academy schools met to propose changes to the Funding Formula. This sub group met on a weekly basis during September. A funding consultation document based on the proposals of this sub group was sent to every school in Hartlepool.
- 4.2 The consultation document covered 6 areas. All schools responded to the consultation. The results of this consultation were presented to Schools Forum in October. The report is attached at Appendix 1 and summarised below.

- i. ***Consultation Question 1 - Do you agree with maintaining the lump-sum at the maximum possible value - £175k?***

32 out of 35 schools agreed that the lump sum should be set at this level.

- ii. ***Consultation Question 2 - Do you agree with the Forum proposal to maintain the overall quantum of funding allocated for this factor (£1.3m – 2.2%) and to adjust the per pupil value accordingly to ensure that this total is not exceeded?***

All schools agreed to this proposal.

- iii. ***Consultation Question 3- Do you agree with Forum's proposal that a Pupil Mobility Factor should be re-introduced into Hartlepool's formula?***

28 out of 35 schools agreed that Pupil Mobility should be reintroduced into Hartlepool Formula.

- iv. ***Consultation Question 4 – If you agreed with Number 3 above, do you agree with Forum's proposal that the funding rate for pupil mobility should be £642 per pupil with the additional funding coming from the AWP?***

All schools who agreed that Pupil Mobility should be reintroduced into the Hartlepool Formula agreed to fund from AWP.

- v. ***Consultation Question 5 - Do you agree with the proposal to maintain the Primary:Secondary ratio at 1:1.26?***

All schools agreed the ratio of funding between the primary and secondary sector.

- vi. ***Consultation Question 6 - Do you agree with the proposal to continue to use Capping as the method of funding the MFG?***

29 out of 35 schools agreed that Capping should be used as the method of funding for MFG.

- vii. ***Consultation Question 7 - Please indicate which ONE of the following funding models you would recommend to Schools Forum and provide the reasons behind your decision.***

Model 1 – Deprivation 15%

Model 2 – Deprivation 14%

Model 3 – Deprivation 13%

Model 4 – Deprivation 12%

17 schools agreed on Model 1

2 schools agreed on Model 3

16 Schools agreed on Model 4

5. DIRECTOR'S PROFESSIONAL ADVICE

- 5.1 Schools Forum reviewed 6 areas of the Schools Funding Formula. These areas formed part of a consultation with schools. Of the areas reviewed (see para 4.2 above), 5 were agreed by the majority of all schools and unanimously by the Schools Forum. However, views are split in relation to the level of funding to be allocated through the deprivation element of the formula.
- 5.2 The deprivation factor which is based on those Hartlepool children in receipt of Free School Meals (FSM) was a split vote with 16 schools voting for a 12% deprivation factor, 17 schools voting for a 15% deprivation factor and 2 schools voting for a 13% deprivation factor. The subject of the deprivation factor was discussed at great length by the Schools Forum.
- 5.3 Schools Forum agreed not to propose a percentage for this factor but to refer the decision of this factor to the Local Authority for determination. Schools Forum agreed that the deprivation percentage should be reduced from 17.9% to within the range of 12% to 15%. The national average for the deprivation factor is 8.9% whilst the Tees Valley average is 11.9%.
- 5.4 It is widely accepted that children who are eligible for Free School Meals (FSM) require greater resources to achieve good educational outcomes. The Government does supply additional funding for those pupils in receipt of FSM in the form of Pupil Premium. The 2013/14 rate for both Primary and Secondary Pupil Premium is £900 per pupil. This will increase to £1,300 per Primary pupil and £935 per Secondary pupil in 2014/15. However it is important to ensure that Pupil Premium is targeted at interventions that are additional to those financed through the Schools Funding Formula. Notwithstanding this, it is also important to ensure that the Schools Funding Formula takes proper account of the need to ensure schools can meet the core educational entitlement of all children.
- 5.5 Taking account of the issues that have been raised during the 14/15 consultation on the Schools Funding Formula and the views of the Schools Forum, my advice is to reduce the deprivation factor from 17.9%. However, in so doing it is important to maintain stability within the education system and ensure additional interventions can be targeted through use of the Pupil Premium. My recommended option therefore is to aim to rebalance the formula so that the basic entitlement for all Hartlepool children is appropriate but in so doing to manage the change incrementally to avoid destabilising those schools reliant on the deprivation factor. Members are therefore invited to consider reducing the deprivation element from 17.9% to 15% for 2014/15 with the intention of undertaking a review of the impact of this change as part of the Schools Forum's annual review of the Funding Formula for 2015/16.
- 5.6 It should be noted that schools are protected by the Minimum Funding Guarantee (MFG) which ensures that no school can lose more than 1.5% of the previous years total funding per pupil. The changes in the deprivation factor

sets out the future direction of travel within the context of protection provided by the MFG.

6.0 CONCLUSIONS

- 6.1 In previous years the Schools Forum has reviewed and agreed the Schools Funding Formula. It has now been clarified that this decision needs to be taken by the LA.
- 6.2 All schools were consulted on the Schools Funding Formula proposed by the Schools Forum. In 5 of the 6 areas reviewed schools and the Schools Forum were in agreement. The 6th area relating to the deprivation element resulted in a split vote.
- 6.3 Schools Forum discussed the deprivation factor at great length and agreed not to make a specific recommendation in relation to this area. They referred this decision to the LA as there was not a consensus amongst schools or the Schools Forum. The Schools Forum did agree that the deprivation percentage should be reduced from 17.9% to within the range of 12% to 15%.
- 6.4 As set out at para 5.5 it is recommended to reduce the current deprivation factor from 17.9% to 15% for 2014/15.

7. RECOMMENDATIONS

- 7.1 It is recommended that Members:
- i) Approve the recommendations of the Schools Forum in relation to the five areas outlined in 4.2 (i-vi) of this report.
 - ii) Approve the recommendation of the Director of Child and Adult Services to reduce the deprivation factor from 17.9% to 15% for 2014/15.
 - iii) Authorise the Director of Child and Adult Services to work with the Schools Forum to review the impact of the proposed changes as part of the 15/16 consultation on the Schools Funding Formula
 - iv) Members note that a report on the outcome of the review of impact of the changes to the Schools Funding Formula will be reported to a future meeting of the Children's Services Committee.

8. REASONS FOR RECOMMENDATIONS

- 8.1 The recommendation takes account of the advice of the Schools Forum and continues to ensure resources can be targeted at equalising educational life chances.

- 8.2 The recommendation will enable the Council to submit the 2014/15 Schools Funding Formula to the Department for Education by the statutory deadlines and then advise schools of 2014/15 funding allocations.

9. BACKGROUND PAPERS

- 9.1 None

10. CONTACT OFFICER

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2014/15 School Funding Formula - School's Consultation Response Form

1. Lump Sum – The DfE have reduced the maximum value of the lump-sum allocation to £175k (from £200k). Schools Forum has unanimously proposed to maintain the Lump Sum at this maximum possible value to protect the smaller schools.

For information:-

71% of LA's had a lump-sum between £100,000 - £160,000

15% of LA's had a lump-sum greater than £170,000

8% of LA's had a lump-sum greater than £190,000

Any reduction in lump-sum from the existing value will result in Primary schools with fewer than 254 pupils and Secondary schools with fewer than 1,061 pupils 'losing' from the change (before any MFG protection is applied).

Consultation Question 1 - Do you agree with maintaining the lump-sum at the maximum possible value - £175k?

Options	Please Tick
Yes	Prim – 28 Sec – 4
No	Prim -2 Sec – 1
<p>If NO, please give a reason for your answer and suggest an alternative approach:</p> <p>Although awarding this amount makes Hartlepool sit out of kilter with most authorities we feel it is important to ensure all types of schools are viable after funding award. Although the definition of a small school has been hard to define (should it be under one form entry?) it is our belief that they need to be supported so as stated they are financially viable moving forward and able to provide outstanding education.</p> <p>"Reducing the size of the lump sum supports our aim of moving towards a more pupil-led funding system... Our aim is to put more money through the pupil-led factors so that funding genuinely follows pupils."</p> <p>This quotation comes from "School Funding Reform: Findings from the Review of 2013-14 Arrangements and Changes for 2014-15 June 2013" and should provide a reference point for our deliberations.</p> <p>Since the government has indicated that it intends to move to a national funding formula we should attempt to move towards national and local averages. Failing to do so will mean that we will not be prepared for its introduction. A high lump sum disadvantages students in larger schools and moves away from a pupil-led approach.</p>	

<p>Having the highest lump sum in the country means that the AWPU for students is skewed. It is unacceptable that a key stage 4 student in Hartlepool should be funded on an AWPU which is £1500 lower than that used in Middlesbrough.</p> <p>I feel the current system is unfair to KS3/4 having one of the highest lump sum in the country means that the AWPU for students is skewed. It is unacceptable that a key stage 4 student in Hartlepool should be funded on an AWPU which is £1500 lower than that used in Middlesbrough.</p> <p>Although awarding this amount makes Hartlepool sit out of kilter with most authorities we feel it is important to ensure all types of schools are viable after funding award. Although the definition of a small school has been hard to define (should it be under one form entry?) it is our belief that they need to be supported so as stated they are financially viable moving forward and able to provide outstanding education.</p>	
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2. Prior Attainment (Low Cost, High Incidence SEN) – The DfE have amended the criteria for determining this factor.

Primary – EYFSP – Pupils not achieving a good level of development in Year 1 combined with the existing measure for all other pupils of achieving an EYFSP score lower than 78.

Secondary – KS2 pupils not achieving a level 4 or higher in English or Maths as against the existing measure of not achieving a level 4 in English and Maths.

Consultation Question 2 - Do you agree with the Forum proposal to maintain the overall quantum of funding allocated for this factor (£1.3m – 2.2%) and to adjust the per pupil value accordingly to ensure that this total is not exceeded?

Options	Please Tick
Yes	Prim – 30 Sec – 5
No	
<p>If NO, please give a reason for your answer and suggest an alternative approach:</p> <p>With the new criteria for primary it is imperative that the agreed total is capped; as looking at GLD across the authority many more pupils will meet the criteria, for example in one school where GLD is 14%, 86% of cohort would access additional funding.</p> <p>LA need to do some moderation of assessment in EYFS so that funding is targeted to the right pupils.</p> <p>I think it is right to have a cap. The use of EYFSP data does not look to be a terribly secure basis for funding, given what look to be disparities/inconsistencies in the results across the town (maybe a more rigorous level of moderation is called for if funding relates to the outcomes). The assessment system was new this year, and few welcomed it.</p>	

3 & 4. Pupil Mobility – There is no existing factor in Hartlepool's current formula for this.

The DfE definition of mobility is a pupil who started in each of the last three academic years, but did not start in August or September (or January for Year 1). A 10% threshold applies from 2014/15 so that this factor can only support schools which experience a significant change in their pupil numbers.

For Information:-

59% of LA's did not have mobility as a factor in 2013/14

Consultation Question 3- Do you agree with Forum's proposal that a Pupil Mobility Factor should be re-introduced into Hartlepool's formula?

Options	Please Tick
Yes	Prim – 25 Sec – 3
No	Prim -5 Sec – 2
<p>If NO, please give a reason for your answer and suggest an alternative approach:</p> <p>Although we agree in principle that schools who suffer a significant change in numbers should access additional funding, we believe this should be accessed within the year the mobility factor is triggered. If we direct funding through formula we could be funding pupils after the event on historical numbers. The very nature of mobility means the pupils who attracted funding may have left the school.</p> <p>We believe the LA should retain an amount so that it can be distributed on immediate need and if not used within a financial year can be driven out to all schools.</p> <p>Funding through formula will probably mean that the funding comes much later than the immediate need (ie at the point a new pupil joins a school). The principle of funding a rise in pupil numbers is sound, but perhaps through formula is not the best method.</p> <p>We should adopt the practice of the majority of local authorities by not having a mobility factor.</p> <p>It seems that most authorities do not have this factor and therefore we should continue as before without this factor.</p> <p>We believe the LA should retain an amount so that it can be distributed on immediate need and if not used within a financial year can be driven out to all schools.</p> <p>We should adopt the practice of the majority of local authorities by not having a mobility factor.</p>	

<p>Many mobile children attract personalised funding from other streams. Eg SEN, EV6, LAC.</p> <p>Clarity required regarding whether the funding would apply to mobility over and above the 10% threshold or be inclusive of it providing as a school the threshold is met?</p>	
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Consultation Question 4 – If you agreed with Number 3 above, do you agree with Forum's proposal that the funding rate for pupil mobility should be £642 per pupil with the additional funding coming from the AWPU?

Options	Please Tick
Yes	Prim – 25 Sec – 3 N/A - 1
No	Prim - 4 Sec – 2
<p>If NO, please give a reason for your answer and suggest an alternative approach:</p> <p>We agree with amount but believe this should not come from AWPU as again it would widen differentiation in AWPU between schools.</p> <p>We're trying to get further away from AWPU being used for deprivation or deprivation-related funding. The amount is fine, just not the pot it would come from.</p> <p>We should not reduce the AWPU since it is already lower than average nationally, and lower than that of local and statistical neighbours.</p> <p>What about Pupil Premium and SEN funding? In our experience those children who experience mobility often attract this funding too?</p>	

5. Primary : Secondary Ratio – The ratio of funding between primary and secondary in Hartlepool was set at 1:1.26 which compares favourably with the national average of 1:1.27. Schools Forum proposed to maintain this funding ratio and not to move funding between sectors.

For Information:-

32% of LA's had a Primary : Secondary Ratio of between 1.25 and 1.30 in 2013/14

76% of LA's had a Primary : Secondary Ratio of between 1.20 and 1.35 in 2013/14

Consultation Question 5 - Do you agree with the proposal to maintain the Primary:Secondary ratio at 1:1.26?

Options	Please Tick
Yes	Prim – 30 Sec – 5
No	
<p>If NO, please give a reason for your answer and suggest an alternative approach:</p> <p>The proposed primary – secondary ratio is broadly in line with the national average so it should be adopted. The same principle should be applied when considering other factors.</p> <p>We do not believe this can be looked at as the deprivation factor is such a big factor in the whole funding formulae. Once that has been looked at then this can be reconsidered.</p>	

6. Capping or Scaling Gains – The Minimum Funding Guarantee (MFG) will continue for pupils in age ranges 5 – 16 at minus 1.5% per pupil in 2014/15. The DfE have made a commitment that the MFG will continue beyond 2014/15, but it is not yet possible to confirm at what level this will be, as this is subject to the outcomes of the spending review.

In order to fund the costs of the Minimum Funding Guarantee it is necessary to restrict the level of per pupil gains a school would receive and Capping or Scaling are the options. Capping applies a fixed maximum % increase whereas Scaling applies a fixed proportional increase.

Consultation Question 6 - Do you agree with the proposal to continue to use Capping as the method of funding the MFG?

Options	Please Tick
Yes	Prim – 25 Sec – 4
No	Prim - 5 Sec – 1
<p>If NO, please give a reason for your answer and suggest an alternative approach:</p> <p>Scaling seems a fairer approach</p> <p>As capping has been used in all previous years, we believe it would be prudent to be equitable this year.</p> <p>School and Gov. Body feel a sliding scale would ensure a more 'personalised' formula for schools and minimise the 'big' gains/losses to potential budgets.</p> <p>Prefer scaling</p> <p>I believe scaling to be a more appropriate methodology.</p> <p>We have been massively underfunded compared to other schools in Hartlepool for years. Scaling would increase our budget significantly but not unfairly redressing the balance between ourselves and other schools in Hartlepool who have benefitted from an unfair funding formula and additional funds from pupil premium. (Our school approx £9000 pupil premium, school of a similar size in Hartlepool approx £500,000 pupil premium)</p> <p>Scaling is a more appropriate methodology.</p>	

7. Deprivation Funding – Schools Forum have proposed a recommended range of deprivation values for which they are seeking the views of all schools. The impact of each of the proposed deprivation proportions on each school is identified in **Appendices B to E**. The current overall deprivation in Hartlepool's current formula is 17.9%. The proposals are between 15% and 12%.

For Information:-

National Average Deprivation	8.7%
Tees Valley Average	11.4%
Statistical Neighbours	8.8%

For every 1% point reduction in deprivation the impact is as follows:-

Primary – schools with < 39% FSM6 will 'gain'
Secondary – schools with < 36% FSM6 will 'gain'

Consultation Question 7 - Please indicate which ONE of the following funding models you would recommend to Schools Forum and provide the reasons behind your decision.

Options	Please Tick
Model 1 – Deprivation 15%	Prim – 14 Sec – 3
Model 2 – Deprivation 14%	
Model 3 – Deprivation 13%	Prim – 2
Model 4 – Deprivation 12%	Prim – 14 Sec - 2
<p>Please provide reasons for why you have chosen your preferred option:</p> <p>Having looked through each of the four models, above, deprivation at 15% has the least significant impact on what appears to be a reduction in our Indicative Budget (2014/15 in comparison to 2013/14).</p> <p>Although, clearly, changes to funding formula will have a significant impact on all, schools serving deprived wards have the additional, 'aspirational' challenges to contend with. Where possible, attempting to maintain the budget we have, allowing us to resource our school in the way our governors see fit, will enable us to continue to strive for the best possible outcomes for our pupils.</p> <p>There is an argument that Pupil Premium funding should support this reduction, which has already dropped by 7% in two years, but our opinion is that this funding should enrich the learning experiences of our pupils.</p> <p>I have chosen model 1 but really feel that the funding should be at least 16% . Whilst I realise that we have pupil premium this is meant to be provide additionally and not to replace funding which is deemed to be appropriate for pupils from deprived backgrounds.</p> <p>Model 1 is already a decrease of 3% which I think is a lot. Further reduction would</p>	

adversely affect the pupils from the most deprived areas of Hartlepool and divert funding which is supposed to close the Gap between them and pupils from better off backgrounds to providing for their basic education.

Due to the 44% increase in Pupil Premium!

This is the most controversial element of the consultation which has not been tackled over a number of years; due to its emotive nature and to some extent because of Forum representation; schools with above 39% FSM6 are highly represented. However this is not truly representative of the schools across Hartlepool where only 12 of the primaries would be impacted upon negatively. We believe consideration must be given to a number of fronts but most importantly to the principle of "fair funding".

- a) If the Local Authority wishes every child to have equal chances then the funding formulae should be based on pupils not on old formulas around deprivation. The funding needs to allow all schools to have an equal chance of raising achievement and providing outstanding education. It is our belief that every child matters in Hartlepool and not just those who live in the deprived wards. How can it be fair that schools with same numbers can be funded to the tune of £300,000 difference? This is not moral and even with a shift to 12% ratio between funding remains high in primary sector.
- b) The "Pupil Premium" has gone from £300 to £1300 for Primary students and from £300 to £935 to secondary schools. This is over 300% rise in the primary sector and 200% rise in the secondary, and this is targeted money for students who come from deprived backgrounds. We all recognise the need to support pupils from deprived backgrounds but believe this funding has to be taken into consideration.
- c) 12% seems to keep us higher than our statistical neighbours and will enable all schools to start to prepare for a future national funding formula, if we don't then we are just stalling and creating massive issues for later years. We are aware that some schools will say the deprivation factor was cut to 18% last year and a further cut to 12% is immoral; however we believe these schools have been significantly overfunded for some time and an interesting exercise is looking at benchmarking information which looks at how much schools spend per pupil compared to administration etc.
- d) Though the schools that serve the most "deprived" areas of Hartlepool feel they are being unfairly targeted it has to be noted that the base budget that the present formulae includes all "un-ring fenced" budgets that had been given to schools over the past 10 years, i.e. EIC, BIP. It is therefore illogical as the government said that the improvements in the schools should be sustained over a period of time and not need continual financial support. If a school was in receipt of these budgets in the past they should have ensured sustainability for the future.

All forum members recommended the support of small schools by keeping the lump sum at £175000. This must come from the deprivation as well as the AWPU section as otherwise it seems to be unfair. It would be an interesting exercise to see 50% from AWPU and 50% from deprivation and the affect that would have the level of deprivation funding.

Due to the introduction of the pupil premium and its year on year increase the funding formula has not taken this alteration into account with regards to the funding for deprivation. The funding formula is therefore no longer equitable for all

children in Hartlepool before deprivation is added in to the funding. This is made evident by the comparison to our statistical neighbours.

Small schools are also going to lose their small school funding, so affluent small schools are now under serious threat – not just the services we are able to provide but also staffing levels. This is a long term issue that needs to be faced at some point.

I agree that deprivation should be funded, but the funding has reached a point where it is no longer fair and we need to look at Hartlepool children as a whole, not just individual schools.

12% is still above the Tees Valley Average, and well above statistical neighbours and national averages. Although the drop from 18% to 12% may be considered a large one by some, the capping process to fund the MFG will protect schools from too big a hit.

In the long term the 12% deprivation model is a better model for our school as we would be losing less money in the budget compared to if the 15% model was agreed.

I would argue that we also need to consider Pupil Premium money because as we are a school with low deprivation, we will not gain as much through Pupil Premium funding and could also be losing out in the budget if the 15% model is agreed.

Funding needs to allow for staffing ratios and resources which help to raise the aspirations of the most disadvantaged pupils in the town. The cycle of deprivation will not be broken unless we all agree this is a priority. The money goes with the pupils according to postcode so directing the funding towards these pupils is the most sensible as far as we are concerned. Even though we are amongst those who gain by lowering the percentage we feel deprivation is funded appropriately in the town so a minimum change would be best.

Following consultation with Gov body, school feels that deprivation value should remain at its highest possible percent (15%). School recognise Hartlepool to be an area with increasing deprivation, therefore, the disadvantage associated with this needs to be impacted upon.

We agree that deprived pupils should attract funding, in addition to the pupil premium. The value which has been used in Hartlepool, however, is so out of line with other authorities that it distorts funding for all schools.

The reduction of the deprivation factor to 12% would bring this factor closer to the national and local average. Even at 12% it would be higher than the national, local and statistical neighbour average.

All Hartlepool children should be treated as equally as possible. Hartlepool is a deprived area, not just certain schools.

Recognition of the collective need to move towards Tees Valley average – albeit deprivation levels across the town are overall very high contrasted nationally.

The deprivation factor needs to be closer to that of statistical neighbours especially given the fact that additional pupil premium money is given and that it is set to rise again next year. This seems fairer to those schools that have little deprivation.

There has already been a reduction of 7% in the last two years.

Deprivation funding therefore needs to be **no lower** than 15%, which is in line with other locally deprived areas.

I appreciate that the Pupil Premium could be used as an argument for further

reductions, but there is no guarantee that this funding will continue.

Looking at the secondary figures, the disparity between schools at 15% is huge and, I believe, very unfair to the children who attend the other schools. Also, at 12%, Hartlepool would still be higher than the national average and regional neighbours. If we are moving towards a national funding formula, then we need to take a sensible approach and bring ourselves closer in line in order to financially plan for the future.

To be closer to statistical neighbours and in line with the Tees Valley average.

To bring about **fairer** funding for Hartlepool schools, especially in light of increased Pupil Premium Funding

To ensure deprivation is based on current information and not historical factors.

Above all it is the principle to treat all schools equally, and provide the best opportunities for all children in Hartlepool.

Hartlepool is one of the highest deprived boroughs in the country and this fact should be reflected in its funding model regardless of what other boroughs do

- A recent TV news bulletin announced that Hartlepool currently has the second highest rate of unemployment nationally for 17 year olds
- Hartlepool schools who benefit from deprivation funding have already 'buffered' a reduction from 20.9% to 17.9%. We think that 15% is the lowest we can go before a detrimental impact is felt for the children in our school
- Pupil Premium cannot be relied upon to replace Deprivation Funding. No one knows the viability of Pupil Premium and added to that we have first hand experience of Ofsted insisting that as a school we had to demonstrate effective impact of Pupil Premium which was over and above our everyday provision
- Like many schools in Hartlepool my school is a successful school which operates in exceptionally challenging circumstances. An example of this are the 12 children who have started with us in September/October 2013 (not counting the Reception intake)
 - All are highly mobile (my school is their 3rd or 4th school)
 - All are highly vulnerable and require close monitoring and support
 - 8 are EAL with English as their second language. Four of these children are so highly traumatised they have difficulty in speaking
 - 4 children are under Child Protection
 - 7 children are from single parent families
 - 4 children have Special Educational Needs, 2 at SA+
 - 8 children qualify for FSM
- Small schools situated in the most deprived wards of Hartlepool rely on a higher level of funding to help towards costs of recruitment. It is already proving difficult to recruit outstanding, experienced practitioners into our schools as larger schools have the capacity to offer higher salary ranges. My school felt this impact when we recently advertised a Deputy Head Teacher position and were unable to appoint due to lack of candidates with the necessary experience
- In last weeks Schools North East Weekly Update: Week 6, which all Head Teachers receive, there was a valuable report which adds further weight

to our request not to reduce deprivation funding below 15%:

“A report by Save the Children released yesterday has called for ‘bolder action on tackling educational unfairness’ after new analysis suggests that “by seven, nearly 80% of the difference in GCSE results between rich and poor children has already been determined.”

Key findings of the report include:

- ***Fewer than one in six children from low-income families who have fallen behind by the age of seven will go on to achieve five good GCSEs, including English and Maths.***
- *Better-off children who are behind at age seven are more likely to go on to achieve well – but even they only have a one in four chance of getting five good GCSEs, including English and Maths.*
- *If a child from a poor family is already behind with their reading at the age of seven, they have just over a one in five chance of going on to achieve a C in English at GCSE.*

*The steady progress made over the past five years on the number of seven-year-olds who are able to read and write to the expected level is welcomed in the report but the researchers suggest that even if this progress is sustained at current levels, **by 2020, approximately one in eight children who are on free school meals would be behind in reading.***

- A final example, which highlights the negative impact of high levels of deprivation upon children, was when a vulnerable family moved briefly from my school to another school in a more affluent area of Hartlepool. The Head Teacher rang to tell me the children, for a variety of reasons “stood out” at their school. Do we need to say more?

From my understanding, the percentage differences above would make very little difference to my school if the increases are capped as our increase would always be around 1.5%, I have chosen model 4 as if scaling was adopted we could finally set a budget which would not fall into deficit, only being able to balance using our reserves. We could finally set a budget which would allow us to move the school forward rather than consider a “holding budget” with limited possibilities for the school and its plans for improvement.

12 % is also our choice because it would also bring the LA into line with other Tees Valley local authorities and closer to the national average for deprivation which was the stated objective of the Chief Exec of the council at a recent (July 2013) meeting with myself and my Chair of Governors.

Deprivation funding has been cut drastically over the recent past. Hartlepool has a high level of deprivation which means that students with Free School Meal entitlement are already over 20% less developed than their non FSM peers by the age of three. More funding is required to make this gap disappear. I do not believe that it is morally correct to reduce deprivation funding in a town with so many disparities between the rich and the poor. Pupil Premium funding does not, and was never meant to (as stated in DFE guidance), be used as a sum of money to make up for a lack of deprivation funding. It was meant as an addition.

The number of literacy, as well as social and emotional interventions required for deprived students make managing reduced budgets for schools with high FSM students very difficult.

It is important to recognise the uniqueness of Hartlepool in terms of deprivation. Statistics do not adequately deal with levels of deprivation in particular areas of the borough and cannot be averaged out. Hartlepool has traditionally been aware of deprivation in parts of the borough and we must not lose sight of this. A deprivation factor of 15% takes us below our nearest statistical neighbours in terms of deprivation (Middlesbrough.)

It is also important not to give in to the argument of "it will be covered by MFG". There are no long term guarantees about MFG and deprivation is deprivation so should stay at the higher level of 15%.

We agree that deprived pupils should attract funding, in addition to the pupil premium. The value which has been used in Hartlepool, however, is so out of line with other authorities that it distorts funding for all schools.

The reduction of the deprivation factor to 12% would bring this factor closer to the national and local average. Even at 12% it would be higher than the national, local and statistical neighbour average.

This represents a move to support for schools who do not benefit (as our school does) from the increased Pupil Premium. It brings us closer in line with our statistical neighbours.

- Tees valley are not true statistical neighbours
- Statistical neighbours are at a much lower rate
- National is a much lower rate
- Deprivation is a national issue which has been recognised by the government who are funding deprivation through pupil premium. This has gone up per child, £300. last year and proposed another £400.00.
- Very small schools (of which we have 3 in the town) with relatively low deprivation factors may be adversely affected.
- Historically deprivation over funded through AWPU in Hartlepool.
- This should be about fair funding for all children and not double funded for those who are deprived. This should come through other identified streams.
- Highest / Lowest ratios are still too high at approx 1:50 without consideration of targeted government funding which has increased year on year since its introduction currently adding another £900.00 per pupil , increasing to £1300.00 next year.

We can all argue that deprived schools need more but our well off school's need to be able to function too. The move to 15% from 17.9% will shift some funding towards them. My school is largely a "middle of the road" school in terms of funding but we are finding it increasingly more difficult to manage the falling standards on entry to nursery. I do believe that the issues we face in terms of lack of parenting, SEN, social care, as well as the constant pressure to "narrow the gap" can only be achieved with considerable amounts of money. I would like to increase access to after school care, increase the number of days my PSA works to full time from part time, provide specific speech and language programmes just to name a few.

Increasing the ability to provide basics needs to our children is becoming more apparent before we can even consider trying to teach them. My staff act as "social workers" to try to bridge the gap which takes then away from the core business of

teaching. More time is spent in social care meetings, SEN, pastoral meetings, than I have ever known before. I need to extend the capacity of my school to try to provide a support structure around my children and families to enable them to access education. This requires resources. Pupil Premium though very welcome is not enough for my school to do all that I have suggested above. However, I do recognise that this appears to be double funding but from where I am sitting, we need every penny we can get.

The reasons that **Model 1 is the preferred option** are as follows;

1. This issue is more about the fundamental principle of deprivation funding than the actual amounts involved. There is no guarantee that Pupil Premium will continue especially if there is a change in government. We need to be careful about setting a precedent that will see schools in deprived areas losing out on funding to their more affluent neighbours should deprivation funding revert back to that only generated via the formula. Would schools that would gain from lowering the deprivation factor be content with potentially losing funding in the future should this scenario happen?
2. The comparative data provided above, does not recognise that Hartlepool is **significantly one of the most deprived LAs in the country** and as such averages should not be looked at, more useful comparative data would have been the 'range', for example Middlesbrough a significantly similar deprived LA had approaching 16% deprivation in their local formula.
3. In 2011-12 the deprivation percentage for Hartlepool was 22%, 15% is a **7% reduction in two years**. How can this be morally right in an age where the numbers of deprived households are increasing significantly across the UK? A recent Children's Commissioner's report predicts that the number of children living below a 'minimum income standard' will rise to almost 7 million (52% children). We need to ensure that schools with high FSM cater for their needs efficiently.
4. Almost 50% of primary schools have FSM above 39%, they will **all have reductions in funding**, is this fair?
5. There may be colleagues that use the Pupil Premium as a reason for reducing deprivation. Pupil Premium is to provide 'additionality' that these pupils need as compared to higher income households. Does Hartlepool LA wish to see Pupil Premium funding supporting the drop in deprivation funding or allowing schools to use this funding to enrich their learning experience? After all there is significant accountability now with Pupil Premium and rightly so, and if it is not used effectively schools will be challenged on this.

In an area such as Hartlepool with well above areas of severe deprivation it seems perverse to reduce this factor any lower than 15% as this constitutes a 7% drop in two years.

The national funding formula may well reduce this element further in the future and schools with high levels of deprivation need to reduce their budget spend in manageable stages.

As the national austerity measures kick into the system the only effect within Hartlepool will be for further deprivation and we need to protect the educational opportunities for those children whose only hope of breaking out of a spiral of poverty and disadvantage is through their schools and the raising of self worth they offer their students.

8. Any Other Comments / Suggestions?

<p>I believe Middlesbrough has a 16% deprivation funding. I think 16% is a much better option.</p> <p>Forum has requested many different figures and has to base any decisions on fact and the principle around fair funding for all Hartlepool pupils. It is unacceptable for so many schools to be put at risk by those that have and want to retain the funding. We believe the recent Ofsted judgements of previously outstanding schools evidences the impact the unfair funding is having on our schools. It is time they consider the good of all children.</p> <p>We believe it is more important than ever to get the formula fair at source; as more schools convert to academy and are asked to contribute to services such as School Improvement Team, Attendance etc. for the greater good of all schools and pupils in Hartlepool, they must see that funding is equitable in the first place. Why would a school that is funded £300,000 less pay for the upkeep of an attendance team that is targeted more to the school receiving the higher proportion of funding.</p> <p>Ultimately the decision is with the Local Authority and they need to make a decision that is transparent and based on principle, a decision which is best for every child in Hartlepool.</p> <p>Reinforce the fact that schools which are not 'best fit' should have a more personalised formula.</p> <p>Consultation finding for each question should be shared.</p> <p>Eg. Q1. yes= 21 No= 9</p> <p>Money is allocated to the local authority on the basis of pupil numbers. This money ought to be distributed to schools on the same basis – ie the money should follow students.</p> <p>A sincere and big thank you to all forum members for their work with some contentious and difficult issues. They have shown a collective responsibility for education across Hartlepool.</p> <p>The current 17.9% deprivation funding formula is having an impact as results are steadily improving across Hartlepool and as a school we would prefer the deprivation funding for 2014 – 2015 to remain at 17.9%. If this is not possible then:</p> <p>We strongly urge the School's Forum to recommend to the Children's Services Committee to continue to be bold in their action. To be a strong voice for the poorest of our children in all their decision making with particular reference to the setting of the deprivation funding for 2014 - 2015 at no lower than 15%.</p> <p>During 2012, the forum agreed to reduce funding available to schools, targeting SEND 1:1 support. As a result schools were expected to fund approximately the first 15 hours of support for these children. This was not unreasonable as pupil premium could clearly be used to fund these hours. I mention this as the forum made the most sensible move of considering schools which were adversely affected by this decision. My school was one of these schools. The forum agreed that schools could apply for exceptional funding if this decision had a significant, negative affect on its SEN provision. We applied for this exceptional funding and were successful.</p> <p>I would suggest that the forum adopt a similar policy for schools adversely affected by the funding formula.</p>	
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During a meeting with schools SENCo, the LA officer described in some detail the minimum requirement for delivering SEN in school. If the school did not have the funds to meet these basic requirements then this was the trigger which allowed the school to apply for this exceptional funding. I would suggest that this could be adopted by the forum when considering the funding formula for Hartlepool Schools.

I strongly believe that the funding formula is completely unbalanced. Some schools of similar size to my school have a Head Teacher then a number of non teaching staff and business managers, personal assistants, bursars etc. Even schools which complain of a lack of funding have these luxuries. These new posts for primary schools have only been created fairly recently as their budgets have soared at the expense of schools like my school where the deployment of staff is aimed directly at the children.

If a school has none of these luxuries, every staff member apart from the Head has a full teaching commitment and they still cannot set their budget, something has gone seriously wrong. At this point they should be able to apply for exceptional funding, not only an amount which would allow them to balance their budget but an amount which would recognise that schools aim to improve and move forward at all times. We have used only staffing as an example, it could be applied to many areas where schools like my school are deprived.

My school and its Governors have always supported additional funding for deprived schools in Hartlepool. We consider the 12% deprivation option, the rise in pupil premium along with an option to apply for exceptional funding to be a reasonable plan for fairer funding in Hartlepool.

Forum has requested many different figures and has based its decisions on fact. Unfortunately because the deprivation figure does not suit, ie the majority which are represented don't like it, then they refer to the highest amount they can. It is unacceptable for so many schools to be put at risk by those that have the funding. It is time they consider the good of all children.

Ultimately the decision is the Local Authority and they need to make a decision that is best for every child in Hartlepool, we hope they will.

Money is allocated to the local authority on the basis of pupil numbers. This money ought to be distributed to schools on the same basis – ie the money should follow students.

It is unacceptable that a key stage 4 student in Hartlepool should be funded on an AWPU which is £1500 lower than that used for Middlesbrough schools.

The declared aim of the DFE is for "national consistency". Some of the factors used in Hartlepool are way out of line when compared with other authorities. We now have an opportunity to begin to redress this.

Report to Hartlepool Schools' Forum 23rd October 2013
From Dean Jackson Assistant Director – Education (Child and Adult Services)

Agenda Item 6 – School Consultation Feedback

1.0 Introduction

- 1.1 This report provides a summary of the responses to the school consultation exercise on the 2014/15 funding formula, to enable the proforma to be submitted to the Department for Education (DfE) by 31st October 2013.
- 1.2 **Appendix 1** to this report summarises the responses from the questionnaires received. All schools responded.

2.0 Summary of Responses/Comments

- 2.1 The majority of respondents agreed with all of the proposals suggested. However, it was not unanimous and certain issues were more contentious than others. Further details of the responses and comments received are summarised below and attached at **Appendix 1**.
- 2.2 Based on the responses and comments received, the Schools Funding Group (made up of School Forum Representatives) wish to propose the following Funding Formula.
- 2.3 Once agreed by the Forum this will then be submitted to the LA to form part of a report to the Members of the Local Authority, who will decide on the 2014/15 Funding Formula.

2.4 Lump Sum

Consultation Question 1 - Do you agree with maintaining the lump-sum at the maximum possible value - £175k?

32 out of 35 schools agreed that the lump sum should be set at this level.

See comments on Appendix 1.

Members of the Schools Funding Group read the comments and unanimously agreed to propose the level of the lump sum to be £175k.

2.5 Prior Attainment (Low Cost, High Incidence SEN)

Consultation Question 2 - Do you agree with the Forum proposal to maintain the overall quantum of funding allocated for this factor (£1.3m – 2.2%) and to adjust the per pupil value accordingly to ensure that this total is not exceeded?

All schools agreed to this proposal.

See comments on Appendix 1.

Members of the Schools Funding Group read the comments and unanimously agreed to propose to maintain the overall quantum of funding for the Prior Attainment factor.

2.6 Pupil Mobility

Consultation Question 3- Do you agree with Forum's proposal that a Pupil Mobility Factor should be re-introduced into Hartlepool's formula?

28 out of 35 schools agreed that Pupil Mobility should be reintroduced into Hartlepool Formula.

Consultation Question 4 – If you agreed with Number 3 above, do you agree with Forum's proposal that the funding rate for pupil mobility should be £642 per pupil with the additional funding coming from the AWPU?

All schools who agreed that Pupil Mobility should be reintroduced into the Hartlepool Formula agreed to fund from AWPU.

See comments on Appendix 1.

Members of the Schools Funding Group discussed the comments raised through consultation. The Group agreed to propose that that Pupil Mobility should be included in the Funding Formula and to fund it from AWPU.

2.7 Primary: Secondary Ratio

Consultation Question 5 - Do you agree with the proposal to maintain the Primary:Secondary ratio at 1:1.26?

All schools agreed the ratio of funding between the primary and secondary sector.

See comments on Appendix 1.

Members of the Schools Funding Group noted the comments and agreed to propose the Primary: Secondary ratio in the Funding Formula would continue at the 1:1.26 ratio.

2.8 Capping or Scaling

Consultation Question 6 - Do you agree with the proposal to continue to use Capping as the method of funding the MFG?

29 out of 35 schools agreed that Capping should be used as the method of funding for MFG.

See comments on Appendix 1.

Members of the Schools Funding Group discussed the comments and agreed to propose Capping as the method for funding MFG.

2.9 Deprivation

Consultation Question 7 - Please indicate which ONE of the following funding models you would recommend to Schools Forum and provide the reasons behind your decision.

Model 1 – Deprivation 15%

Model 2 – Deprivation 14%

Model 3 – Deprivation 13%

Model 4 – Deprivation 12%

17 schools agreed on Model 1

2 schools agreed on Model 3

16 Schools agreed on Model 4

See comments on Appendix 1.

Members of the Schools Funding Group discussed at great length the comments from the consultation exercise. They agreed that the comments were constructive. The responses were considered but no single model could be agreed on. The Group therefore propose that Schools Forum ask the Local Authority elected Members to decide on the level of deprivation funding between 12% to 15%.

2.10. Other Comments / Suggestions

A number of comments were received by various schools and they have asked to be discussed by the Schools Forum.

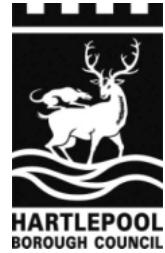
Members noted the comments

3. Recommendations

Members are asked to discuss the consultation results and the proposals from the Schools Funding Group in order that a proposal can be presented to Members of the Local Authority early in December.

CHILDREN'S SERVICES COMMITTEE

3rd December 2013



Report of: Director of Child and Adult Services

Subject: **NURSERY PROVISION IN SEATON CAREW –
RESPONSE TO CONSULTATION**

1. TYPE OF DECISION/APPLICABLE CATEGORY

- 1.1 Key Decision Test (1) and (ii) Applies: Forward Plan Reference No. CAS012/13

2. PURPOSE OF REPORT

- 2.1 To provide Children's Service Committee with details of the response to the consultation on the proposed closure of Seaton Carew Nursery School and the extension of the age range of Holy Trinity CE Voluntary Aided Primary School from 4-11 year olds to 3-11 year olds.
- 2.2 To seek approval to the recommendations outlined in the report.

3. BACKGROUND

- 3.1 On 30th July 2013, the Children's Services Committee approved the commencement of formal consultation with regard to the proposal to close Seaton Carew Nursery School and extend the age range of Holy Trinity CE Voluntary Aided Primary School from 4-11 year olds to 3-11 year olds.
- 3.2 The consultation period began on 23rd September 2013 and ended on 1st November 2013. Copies of the consultation document (**Appendix 1**) were issued to the following stakeholders;
- Seaton Carew Nursery Staff;
 - Seaton Carew Nursery Governors;
 - Seaton Carew Nursery Parents/Carers;
 - Holy Trinity CE Primary School Staff;
 - Holy Trinity CE Primary School Governors;
 - Holy Trinity CE Primary School Parents/Carers;

- Private Day Care Providers;
- Libraries;
- Iain Wright MP;
- CE Diocesan Director;
- RS Diocesan Director;
- Deanery Synod;
- Rossmere Children's Centre;
- Holy Trinity Church;
- Council Planning Division;
- Council Legal Division;
- Council HR Division;
- All Primary Headteachers;
- All Secondary Headteachers;
- All Special School Headteachers;
- Trade Union representatives.

3.3 Six consultation meetings were organized, three meetings for each of the schools affected:

- Meeting for teaching and support staff;
- Meeting for governing body;
- Meeting for parents and public.

The minutes of all six meetings can be found in **Appendix 2**.

4. OUTCOMES OF THE CONSULTATION

4.1 Six meetings were attended by 59 people and there were 36 written responses, including:

- Pro-forma responses;
- E-mails;
- Letters.

4.2 A summary of the main issues raised at meetings and in responses is presented in the sections of this report that follow. A more detailed analysis of consultation responses can be found in **Appendix 3**.

5. ANALYSIS OF CONSULTATION RESPONSES

Brief Summary of Responses

5.1 This summary identifies the main points raised during the consultation.

- 5.2 Of the 36 individual responses received, 31 responses are in favour of the closure of Seaton Carew Nursery School and the expansion of the age range of Holy Trinity CE Voluntary Aided Primary School from 4-11 year olds to 3-11 year olds. Following analysis of all responses the main points raised as part of the consultation have been categorised as follows:

Foundation Stage Provision

Four statements received in the responses highlighted that the development of a Foundation Stage approach within Holy Trinity CE Primary School would benefit pupils, staff and parents by providing a collaborative, cohesive setting.

Sustainability

Twenty one statements received in the responses acknowledged that Seaton Carew Nursery School is no longer financially sustainable and that the proposal to include nursery provision at Holy Trinity CE Primary School would provide economies of scale while maintaining nursery provision within the Seaton Carew area.

Priority School Building Programme (PSBP)

Seven statements received in the responses identified that the PSBP provided an ideal opportunity to incorporate nursery provision within the new build Holy Trinity CE Primary School.

Community

Nine statements received in the responses highlighted the importance of supporting the Seaton Carew community in retaining nursery provision within the area. It was also noted that Holy Trinity CE Primary School is the only primary school in the town which doesn't have a nursery located on site.

26 Place Nursery Provision

Five statements received in the responses identified that Seaton Carew Nursery School has been undersubscribed over the last few years, and that the reduction of the nursery to 26 FTE places would be appropriate.

Benefit to Children/Families/Staff

Twenty two statements received in the responses recognised that the proposals would benefit children, families and staff through;

- Continuity of provision/environment
- Coherent learning opportunities
- Single management structure
- Shared resources and expertise
- Single site for drop off/pick up for those families with siblings at nursery and school
- Single point of parental/carer support
- Whole family cohesive approach

Outstanding Education

Ten statements received in the responses highlighted the importance of children having access to outstanding education provision.

Church Ethos

One statement received in the responses identified that the remit of the Church of England is to cater for all faiths/religions and to provide education at the heart of the community.

Surplus Places

One statement received in the responses identified that there are surplus places at another local school, but that parents should still have the opportunity to exercise parental choice when deciding on education provision.

Transition

Seventeen statements received in the responses acknowledged that the proposals would support the transition from Nursery to Reception.

Traffic/Parking Issues

Nineteen statements received in the responses highlighted that the proposals would ease the traffic congestion currently experienced outside both schools. It was noted that this would benefit families with children at nursery and school, encouraging more families to walk to and from school.

General responses supporting proposals

Eight statements received in the responses supported that proposal to close Seaton Carew Nursery School and extend the age range of Holy Trinity CE Voluntary Aided Primary School from 4-11 year olds to 3-11 year olds.

General responses opposing proposals

Five responses received opposed the proposal to close Seaton Carew Nursery School and extend the age range of Holy Trinity CE Voluntary Aided Primary School from 4-11 year olds to 3-11 year olds. The responses included;

- Seaton Carew Nursery is a well equipped place, lovely environment; Children enjoy attending the nursery school. How can this be recreated in a school environment;
- Seaton Carew area has already lost Youth Centre, Sports Hall and now it will lose its nursery;
- Not all children who attend Seaton Carew Nursery School wish to attend Holy Trinity CE School;
- Seaton Carew Nursery focuses on Early Years education, a unique experience for pupils as a separate facility;
- Over the past two years the ability for the nursery to make more money by charging for additional sessions has been reduced.

Responses requesting Committee/Governing Body consideration

Five statements received in the responses identified areas requesting further consideration. The responses included;

- Provision of clear information and reassurance to parents required about the proposed management for the provision;
- Consideration required for option of flexible days at nursery;

- Consideration required to ensure start and finishing times of nursery coincide with school times;
- Transfer of Seaton Carew Nursery School staff to Holy Trinity CE Primary School;
- Decision for proposals be delayed until September 2015 with a review on childcare facilities in area.

6. DECISION MAKING AND TIMELINE

- 6.1 In addition to the Children's Services Committee approving the decision to publish statutory notices on the closure of Seaton Carew Nursery, the Governing Body of Holy Trinity and the CE Board of Education are required to approve the decision to publish statutory notices on the extension of the age range of Holy Trinity CE Voluntary Aided Primary School from 4-11 year olds to 3-11 year olds.
- 6.2 The decision to publish statutory notices will be made by the Governing Body of Holy Trinity on 12th November and the CE Board of Education on 24th November 2013. A verbal update on the outcome of these meetings will be provided to the Children's Services Committee on 3rd December 2013.
- 6.3 If the decision to publish statutory notices is approved, the following timeline will be implemented.

Activity	Time required	Date
Prepare Statutory Notices		Dec 2013
Publish Statutory Notices	6 weeks	Jan-Feb 2014
Analysis of written responses, preparation of report		Mar 2014
Diocesan Board of Education/Governing Body – outcome of statutory notices and decision on expansion of Holy Trinity age range to 3-11 years		Apr 2014
Children's Services Committee - outcome of statutory notices and decision on closure of Seaton Carew Nursery (key decision)		Apr 2014
Inform all schools and stakeholders of outcome		Apr 2014
Implementation		Sept 2014

7. FINANCIAL CONSIDERATIONS

- 7.1 In light of the submission made under the Priority Schools Building Programme for a new build at Holy Trinity, additional funding will need to be provided to support the development of a 26 FTE nursery provision on the Holy Trinity site. This was reported to the Finance and Policy Committee on 19th September 2013, where it was agreed that full Council approval will be sought if a decision is made to proceed with public notices.

- 7.2 The Governing Body of Holy Trinity CE Primary School has agreed to pay a 10% contribution of the overall cost of the 26 place nursery.
- 7.3 Seaton Carew Nursery is no longer financially viable and is currently reliant upon additional Schools Forum funding which is only guaranteed until August 2014.

8. LEGAL CONSIDERATIONS

- 8.1 Officers within Child and Adult Services will liaise with the School Organisation Unit, CE Diocese and the Council's Legal Division in ensuring compliance with any public notice requirements.

9. RECOMMENDATIONS

- 9.1 It is recommended that the Children's Services Committee;
- approve the proposal to close Seaton Carew Nursery School;
 - support the proposal to extend the age range of Holy Trinity CE Voluntary Aided Primary School from 4-11 year olds to 3-11 year olds;
 - authorise the Director of Child and Adult Services to publish the necessary statutory notices to carry out this decision.

10. BACKGROUND PAPERS

Children's Services Committee report 30th July 2013 – Priority Schools Building Programme;
Children's Services Committee report 30th July 2013 – Nursery Provision in Seaton Carew;
Finance and Policy Committee report 19th September 2013 - Priority Schools Building Programme – Nursery Provision at Holy Trinity CE Primary School.

11. CONTACT OFFICER

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Child & Adult Services Department

Every Child Matters



Nursery School Provision in Seaton Carew

Consultation Document

September 2013



Nursery School Provision in Seaton Carew

1. Introduction

- 1.1 This document contains information about proposals to re-organise early years provision in Seaton Carew, in response to changes in the funding system which will make Seaton Carew Nursery School financially unsustainable. The consultation is for;
- Parents and carers, governors, staff and pupils of Seaton Carew Nursery School;
 - Parents and carers, governors, staff and pupils of Holy Trinity CE Primary School;
 - Members of the local community;
 - Other interested parties.
- 1.2 The purpose of the consultation is for the Council and the Governing Body of Holy Trinity CE Primary School to;
- explain the implications of the changes to central funding and the need for action;
 - outline a proposal to address this by re-organising the provision;
 - listen to the views and comments of those affected by the proposal;
 - record responses and report back to Hartlepool Borough Council and the Diocese.
- 1.3 It is important to remember that the proposals are subject to consultation, which will begin on Monday 23 September 2013. The consultation process will provide a range of opportunities for information sharing and feedback.

2. How to Give Your Feedback

- 2.1 If you want to let us know your views you can **contact us directly** and we will make sure your views are passed to Councillors and the Governing Body to help them make a decision. Here is how to contact us:
- Telephone: Schools Transformation Team 01429 523754
 - E-mail: seatoncarewnurseryconsultation@hartlepool.gov.uk
 - Post: to one of the following addresses:

Christine Lowson,
Schools
Transformation Team,
Level 4,
Civic Centre,
Hartlepool,
TS24 8AY

Holy Trinity CE Primary School,
Crawford Street,
Seaton Carew,
Hartlepool,
TS25 1BZ

Seaton Carew Nursery School,
Brompton Walk,
Seaton Carew,
Hartlepool,
TS25 2AW

- 2.2 Come along to a meeting and ask questions or express a view. There are meetings arranged for Seaton Carew Nursery School and Holy Trinity CE Primary School during the consultation period. A full list of consultation meetings is given at the end of this document.

3. Background

Currently Seaton Carew Nursery School has the capacity to provide 39 FTE (Full Time Equivalent) nursery places. This provision is in addition to private nursery provision in the Seaton Carew area. Over the last two years there has been, on average, 34% spare capacity at Seaton Carew Nursery School. The most recent childcare sufficiency assessment shows that there is an established daycare provider in Seaton Carew with vacancies. A recent review of Children's Centres showed that there were not high levels of need for children aged under 5 in the Seaton Carew area and that parents are accessing services at the local Children's Centres at Golden Flatts Bungalow and Rossmere Main Centre. The consideration of developing a Children's Centre in place of Seaton Carew Nursery School was therefore not considered best value for money or financially sustainable.

4. What Needs to be Considered?

- 4.1 A number of things need to be considered when proposing changes to the pattern of school organisation within an area. The proposal needs to ensure that the changes;

- enable high quality provision to be offered;
- build upon the work already being done by local schools;
- are achievable in terms of both time and resources;
- are sustainable in the long-term.

4.2 Enabling High Quality Provision

The proposal is for Holy Trinity CE Primary School to include a nursery class in place of the current provision at Seaton Carew Nursery. If the proposals proceed it is likely that the Transfer of Undertakings (Protection of Employment) regulations will apply and staff from Seaton Carew Nursery would transfer to Holy Trinity. This would be after full consultation regarding the transfer procedure with staff affected by the proposal. These staff (who are already working under the leadership of Mrs Baines, the Head Teacher at Holy Trinity) would bring with them a wealth of knowledge and best practice. Although a place in the nursery school could not guarantee a place at Holy Trinity in Reception, it would mean that (subject to the admissions process) children would have the opportunity to remain on the same site from 3-11 years. This would support the effective ongoing assessment of the children's progress through Early Years and Primary phases. This model operates successfully in other parts of the Borough and would mean

that all primary schools across Hartlepool would have on site nursery provision.

The benefits of an integrated early years foundation stage will be realised by bringing two teams of staff together to share expertise of working with children aged from 3 to 6 years. All staff will benefit from the increased opportunities for professional development in a larger school with a wider age range.

Holy Trinity Primary School is part of the Priority School Building Programme with the possibility of a brand new school scheduled to open during 2015. If the proposal to open a nursery is one that the Governors and the Council feel able to implement, following consultation and the completion of the proper legal process, the design of the new building will incorporate accommodation for the nursery. As a Church of England school, Holy Trinity would be able to bring its distinctive character and ethos to nursery age children.

4.3 Building Upon and Enhancing the Work of Local Schools

In educational terms, the establishment of the nursery provision as an integral part of Holy Trinity CE Primary School offers the opportunity for greater curriculum continuity and progression for children in the context of a school that is rated as 'outstanding' by OFSTED.

4.4 Achievability – Time and Resources

The consultation period will run from 23 September 2013 until 1 November 2013, with all responses received being reported back to Children's Services Committee and the Diocesan Board of Education in December 2013. If the Governing Body and the Committee decide to pursue the proposal, statutory notices will be published in January 2014, starting a further six-week period for representations. Once this period is over, and all additional responses have been reported back to the Governing Body and to Children's Services Committee, a final decision will be made in April 2014. Implementation would be in place for the new academic year in September 2014.

4.5 Sustainability

Securing the long term future of the delivery of early years provision in the Seaton Carew area is the key driver for these proposals. Without some structural change, Seaton Carew Nursery School would be placed in a deficit budget situation within the next year. Currently the budget is balanced only because of the transitional funding agreed by the Schools Forum for this year. Providing an ongoing subsidy to maintain the current structure is not possible, as this would impact on

all other educational and school budgets in the town. A sustainable solution must therefore be found.

Delivery of a reduced number of nursery places from within an existing school will ensure economies of scale without detracting from the quality of education already delivered by the Head teacher and her team.

5. What are we Proposing?

- 5.1 Seaton Carew Nursery School and Holy Trinity CE Primary governing bodies have been working with the Diocese and officers from the Council to identify a proposal for the future delivery of early years services in the area. It is important that the model proposed is financially sustainable based on the funding structures, and it is vital that any proposal continues to deliver high quality early years services to children and families in Seaton Carew.
- 5.2 Having considered a range of options, Governors and Council officers have recommended that a proposal be taken forward to extend the age range at Holy Trinity CE Primary School and establish a nursery unit of 26 places there. The decision to consult on the closure of Seaton Carew Nursery School was made at the Children's Services Policy Committee on 30th July 2013.
- 5.3 This proposal requires a legal process which is based on consultation with all interested parties. Everyone who has a view is entitled to comment and all responses will be fed through to the Council's Children's Services Committee, who will make the final decision in April 2014.

6. How is a Decision Taken?

- 6.1 Consultation on the proposed expansion of a school and the closure of a nursery is governed by a statutory process under the Education and Inspections Act 2006. The Council and the Governing Body must follow statutory guidance when proposing a re-organisation of this type.
- 6.2 The statutory process starts with a public consultation, in which all parties affected by the proposal are given an opportunity to express their views. The consultation period is from 23 September to 1 November 2013. There will be opportunities for parents, governors, staff and pupils to have their say.
- 6.3 At the end of the consultation process, the views and comments that have been recorded during the consultation period are reported back to the Governing Body and the Council's Children's Services Committee. The report will be prepared after the end of the consultation and will be received by the Children's Services Committee and by the Governing Body of Holy Trinity CE Primary School in December 2013.

- 6.4 If the Children's Services Committee and the Governing Body of Holy Trinity decide to move to the next step, a statutory notice would be published by the Council and the Governing Body in January 2014. The notices would set out the details of the proposals and invite any person to make a representation in writing. There will be a period of six weeks for making representations.
- 6.5 Children's Services Committee and the Diocesan Board of Education would receive a final report in April 2014 with a summary of the representations received. Children's Services Committee would make their final decision at that meeting.
- 6.6 The table below sets out a timetable for the proposal:

Report to Hartlepool Borough Council's Children's Services Committee requesting permission to consult on linked proposals about Seaton Carew Nursery. Decision by the Governing Body of Holy Trinity CE Primary School to consult on lowering the age range at their school.	July 2013
Consult stakeholders on proposals	23 September – 1 November 2013
Report back to the Governing Body of Holy Trinity CE Primary School, Children's Services Committee & Diocesan Board of Education on outcomes of Consultation	December 2013
Should the decision be made to continue the process the following arrangements will ensue:	
Publish Statutory Notices	January 2014
Period for Representations	January - February 2014
Final Decision at Children's Services Committee & Diocesan Education Board.	April 2014
Implementation	September 2014

7. Consultation Timetable

Activity	Date
Start of consultation	23 September 2013
Public consultation meeting at Staincliffe Hotel, The Front, Hartlepool, TS25 1AB.	6pm - 10 October 2013
Public consultation meeting at Holy Trinity CE Primary School, Crawford Street, Hartlepool, TS25 1BZ	6pm - 15 October 2013
End of consultation	1 November 2013

NURSERY SCHOOL PROVISION IN SEATON CAREW CONSULTATION MEETINGS

Notes of meeting held on at Staincliffe Hotel, Seaton Carew, Hartlepool Thursday 10 October 2013

Following a presentation by Dean Jackson, the following issues were raised, followed by responses where appropriate.

<p>Teaching /support staff</p> <ul style="list-style-type: none"> A consultation started 5 years ago around the closure of the nursery. Has it already been decided that the nursery will close? <p style="text-align: center;">DJ shared financial details which compared nurseries in other authorities</p> <ul style="list-style-type: none"> How long has the nursery been unsustainable and why has it been allowed to be? The Borough Council is creating a Seaton Carew that's out on a limb. It makes the people living here paranoid. There's no bus services after a certain time, no CCTV, no youth club facilities. Additional provision is needed because of the additional housing that's planned. The nursery is like a 'new pin'. A fortune has been spent I agree Holy Trinity should have a nursery I can't remember the last time a Councillor was at my door, apart from Cath Hill who is Chair of Governors at Golden Flatts. Owton Manor has more facilities than Seaton Carew because it's classed as a deprived area. It has Youth Centres and Sure Starts The Council promised the shopping area would be tidied up <i>A pre-prepared typed question was produced.</i> 	<p>Number of attendees: 7</p> <p>No proposals to close the nursery have been looked into. It's not a foregone conclusion, but it is hard to sustain it financially.</p> <p>It's probably because the Council has had more funding in the past.</p> <p>It's also been receiving additional funding in previous years.</p> <p>Financial sustainability is the main issue. The other schools are not prepared to provide any more additional funding. The Council has over-funded the nursery in the past.</p> <p>If PCP had been handled differently there may have been a nursery at Holy Trinity,</p> <p>These comments will be taken back to the Council and shared with elected members.</p> <p>The consultation is about the closure of the nursery. Until a decision is taken either way, there's no engagement with staff. It's a consultation process. If a decision is made to close the nursery, then staff consultation will probably take place in January 2014.</p>
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Appendix 2

<ul style="list-style-type: none"> • Would staff automatically transfer to Holy Trinity School or would they have to apply for their job? <ul style="list-style-type: none"> • Can you tell me when TUPE applies, are the terms and conditions only protected for 12 months? <p>Governing Body</p> <ul style="list-style-type: none"> • There's a perception from the residents that because Seaton Carew is less deprived than others areas, it's not very well served by the Council. There is a presumption that parents can get in their cars and take their children to other places. Parents who work shouldn't be disadvantaged. Children shouldn't have to go outside of the area to obtain school provision. • There is a perception of 'in-verse' snobbery. • In the previous 2 years there have only been 26FTE places utilised in the nursery, and future projections show a similar picture, therefore, a 26FTE place at Holy Trinity covers Seaton Carew's requirements. • This is an opportunity to do something new • The continuity of education (from nursery into school) in one environment is important • Seaton Carew has changed in 5years. There's not enough places in Seaton Carew. We realise there's places in other areas. • Why should the residents of Seaton Carew be 	<p>If there is a motion to close the nursery and extend Holy Trinity School, consultation with staff would then start.</p> <p>Therefore, hypothetically TUPE [Transfer of Undertakings (Protection of Employment)] would apply or accept redundancy.</p> <p><i>The Human Resource representative explained the TUPE process.</i></p> <p>The terms and conditions (ie pay, holidays) at Holy Trinity school are the same as that at the Local Authority. The only difference is the Governing Body would be the employer as opposed to the Local Authority.</p> <p>12 months is a myth. TUPE legislation does not make any provision in that respect</p> <p>If the decision is made to close the nursery then a meeting will be scheduled with staff to go through the process in detail and address any further issues at that stage.</p> <p>Number of attendees: 6</p> <p>I accept the point completely. There is an opportunity for the Headteacher at Holy Trinity to deliver the same outstanding education for pupils of Seaton Carew.</p> <p>Your comments will be taken back to the Council.</p> <p>The predicted numbers for this year is 26, but previous years have been lower. There is no issue with the reduction in numbers.</p> <p>It's currently a 39 place nursery but that number of pupils aren't coming through, which is the problem.</p> <p>We are hopeful that the provision will be better than before.</p> <p>The provision is better if it's in one place.</p> <p>This year there are 17 siblings from the nursery. This alleviates parking issues.</p> <p>The Council are committed to coming up with a traffic solution to alleviate traffic congestion.</p> <p>We have surplus places but not in the right places. We have to make sure the places are in the correct locations.</p>
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<p>expected to use up the surplus places throughout the town?</p> <ul style="list-style-type: none"> It's an opportunity to give every pupil outstanding provision. Holy Trinity has a proven record, 'outstanding' is the key word. From a parents view, to move the nursery into Holy Trinity will make the transition better <p>Parents & Public</p> <ul style="list-style-type: none"> If Seaton Carew nursery closes, how will places be affected? Parents are asking what's happening, they think pupils will have to attend Church. What will happen to the children during the transition stage? Will it take effect from 2014? If the nursery doesn't move across, will it close altogether? Is there evidence that learning is improved if children are taught in the same building? What's the difference between Church of England (CE) and Roman Catholic (RC) Schools. This fact needs to be relayed to parents. Does Holy Trinity have a Church ethos? 	<p>It's up to the Headteacher to continue to provide outstanding provision and the challenge of the job</p> <p>Number of attendees: 6</p> <p>At present, the nursery isn't full. The proposal is to have a maximum of 52 places, equivalent to 26 nursery places am and pm.</p> <p>The Diocese is supporting the proposal. Seaton Carew Nursery is in financial difficulty and there is an opportunity to re-build the school. The Priority School Building Programme is giving Holy Trinity the opportunity to have something they've never had.</p> <p>There are advantages of children attending nursery in a single setting.</p> <p>There will be 2 separate classes sharing the same resources.</p> <p>Yes</p> <p>You're correct to ask the question. Other schools are saying the funding could be better used.</p> <p>Yes, its socially better. It's also convenient for parents with siblings already in school. They only have to travel to one setting.</p> <p>A nursery place doesn't guarantee a place in school.</p> <p>The RC schools serve the RC community, the CE Church are there to serve the whole community. It is not a requirement to attend church.</p> <p>Only 10% of the allocation is church places. Church of England schools are for all faiths in the community</p> <p>Yes. However, religion isn't forced on pupils. Holy Trinity promotes values of community and citizenship, trust and honesty. We do collective worship but it's varied. Children go to church every other week. However the school doesn't insist that children go to Church.</p> <p>This is an opportunity to have brand new provision and a chance to build better facilities.</p>
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<ul style="list-style-type: none"> What about the staff? 	<p>Until a decision has been made, no consultation will take place with staff.</p> <p>However, should the decision be made to close the nursery there will be separate meetings.</p> <p>The only difference would be, Holy Trinity governing body would be the employer rather than the Local Authority.</p>
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**Notes of meeting held on at Holy Trinity C.E. Primary School, Seaton Carew, Hartlepool
Tuesday 15th October 2013**

Following a presentation by Amanda Baines, the following issues were raised, followed by responses where appropriate.

<p>Teaching Support Staff</p> <p>Background</p> <p>Proposed time table was shared and query about how will Nursery be kept open from April – July 2014</p> <p>If the proposal goes ahead will staff come over to Holy Trinity?</p> <p>Will all staff come over to the Nursery?</p> <p>Will there be less staff?</p> <p>Funding the new proposed provision</p> <p>Points expressed</p>	<p>Number of attendees: 19</p> <p>Seaton Nursery School is not sustainable reduced funding, numbers on roll reduced.</p> <ul style="list-style-type: none"> The Finance Team of HBC is exploring all different scenarios with the nursery in order that money will last. The Head Teacher is working closely with Finance. At present the Head Teacher was working with HR in respect of Senior Leaders, Admin Support and teachers as well resourcing the provision as opposed to a stand alone nursery. Alison Swann HR will look at the staff complement for the provision and referred to TUPE and protected employment rights. All who do transfer will have the same terms and conditions which will be exactly the same as in the nursery. Will start to look more closely at the staff complement when a decision is known in relation to the nursery and possible closure. Until the consultation closes don't know what the outcome will be. Head Teacher reported that there has already been a restructure of nursery staffing over the past year. There will be less staff as the proposed nursery provision at Holy Trinity will be 26fte places. At present there are only 35 children accessing the provision and because of this the nursery has not replaced a teacher who has left the nursery. The LA is committed to contributing towards the cost of the provision and also the Governing Body of Holy Trinity has been asked to make a contribution. Would have liked this provision in the past.
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<p>When will admissions commence?</p> <p>Admissions to the school from the Nursery</p>	<ul style="list-style-type: none"> • Head Teacher reported the benefit of her role of Acting Head Teacher of the Nursery when she and parents have got to know one another. • There will be no need to drop children off at Elizabeth Way and drop off siblings elsewhere. It will be easy for parents to drop off children at one site. • Having the nursery as part of the EYFS provision at Holy Trinity will enable the School to be more knowledgeable about the children and offer more support to the child's needs. Manners and high standards can also be instilled at an early age. • They will start in September 2014 • At present under the School's admission arrangements siblings have a high priority within the policy however, attendance at the nursery will not guarantee a place in the School.
Governors	Number of attendees: 7
<p>Information to Governors</p> <p>Cost of the present provision</p> <p>Consultation process and possible closure</p> <p>At what point will the School lose control of opting out of the proposed provision?</p> <p>Costs</p>	<ul style="list-style-type: none"> • Reminded of the Statutory process • Meeting with staff and parents of Seaton Carew Nursery and members of the public • To continue the development of high quality nursery provision in Seaton Carew and establishing smaller provision of a 26fte place nursery. Surplus places elsewhere. • Referred to Needy 2 year old provision. 400 in total this year. 800 next year • Nursery cohort of 1,040 – 1,080 enough places but not in locations more appropriate. • Plans are already achievable and sustainable in the long term providing a quality service in the community. • If do have to close Nursery then this provision is the best solution. Some exploration of alternative provision in the area and current resources • Governors noted that an additional £58,000 has been allocated to support the Nursery • Consultation • Children's Services Committee will consider outcome in December • Final decision in April following publication of Statutory Notices. • Once members of the Children's Services Committee have voted on the proposal further clarification to be taken on this point ** • Already Finance is looking at figures • Already posts in Nursery have been evaluated and some restructure in the nursery and appropriate cover in place until a decision is taken. • Staff will be subject to TUPE and restructuring. • Consultation with staff will begin in January when

Appendix 2

[illegible]

Issues concerning the Nursery	<ul style="list-style-type: none"> Resources issues and long term financial sustainability. Probably one of the most expensive nurseries to run, costs a lot higher than other Nurseries in the region e.g. Sunderland and Newcastle. During the current financial year the Council has allocated an additional £58,000 from the School's Forum.
Is establishing Nursery provision at Holy Trinity going to be financially sustainable	<ul style="list-style-type: none"> Yes it will be financially sustainable Referred to economies of scale Council is committed to supporting Holy Trinity through the transition.
The Consultation / decision making process	<ul style="list-style-type: none"> Explained to public given the opportunity to write or email their comments which will be presented to the Children's Services Committee, Governing Bodies of the Schools and Diocese. A decision on the consultation will be made in December 2013. Timetable onwards – statutory notices published January 2014 Final decision will be in April 2014 Implementation of proposal September 2014.
A child to start Nursery provision in April	<ul style="list-style-type: none"> The School will put provision in place in order that children access substantial provision. A space has been identified at the top end of the current building which will release space for young children near to reception and Y1 will look at how it corresponds in the Early Years setting. Already in this area the School does well looking at the children in the classes and assessing their needs.
Numbers in the nursery	<ul style="list-style-type: none"> The Nursery provides 39 ft and in the Summer 52 children accessed provision and at present 35 children accessing provision Provision at Holy Trinity will be a 26ft nursery; Golden Flatts has surplus places and Scallywags who provide wrap around care. A breakfast club and after school provision will be available in Holy Trinity Will begin nursery the term after 3rd birthday.
Resources and equipment	<ul style="list-style-type: none"> Will not enter new building without substantive provision and all new equipment in new build.
Opportunities for children	<ul style="list-style-type: none"> Move from childcare provision to school children will be better equipped for transition when the School will know about the child's levels and links with families which is the case in other schools with nursery

Parking	<p>provision.</p> <ul style="list-style-type: none"> • A lot of discussion around parking outside school. 17 siblings in school last year and parents dropping off children at school and nursery. Talked earlier and some thought being given to the exit and entrances to the new school building to alleviate parking issues. • Parents will need to be committed to any measure to alleviate the problem. • Range of alternatives is being explored. • Safety of children is paramount whilst it might be inconvenient to residents.
Nursery times	<ul style="list-style-type: none"> • Try to make the timing of sessions in the nursery as close as possible to the beginning and end of the school day in the main school. May be 8.30am Nursery 8.40am all children on site • Nursery finish 10 minutes later does not want parents to have to wait around for 30 minutes in order to pick up older children. • Also spoken with Education Funding Agency on ways in which children can exit from doors near to classrooms for ease of exit and safety. • Should not lose sight that the move will be better for the young people with the Council giving its best. The Council is committed to Education in the town and high quality provision for all children.
Attending the Nursery	<ul style="list-style-type: none"> • Parents will not be guaranteed an automatic place in the School which is the same for any child attending a nursery in a school. Parents will be encouraged to send children to local schools. • As a voluntary aided school, the School has own admission policy and sibling links is placed as high in the category in the admissions policy • Governors feel very strongly about this. • The new School will be like for like in terms of size. • Jeremy Fitt, Director of Education, Diocese Durham & Newcastle, reinforced the Church School ethos and CE serving the whole community and does not give preference to particular groups but believes that the CE School adds a dimension to what is offered to the child. • 10% of church places in the policy equals 3 children • The nursery will be open to the Community • Believe that the proposal is a good opportunity
Staff	<ul style="list-style-type: none"> • Staff are behind the proposal and are positive
Staff in the Nursery	<ul style="list-style-type: none"> • HR will consult with staff and will be afforded TUPE rights. • A stronger partnership began between staff in the nursery and the School when the Governing Body of the Nursery asked the Head Teacher to take on the role of Acting Head Teacher of the nursery when a number of issues emerged around possible

	Federation, financial issues and notice for a new building for Holy Trinity School.
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Summary of Consultation Responses

1. Summary of consultation arrangements

- 6 consultation meetings
- 464 consultation booklets issued to key stakeholders
- Advert in Hartlepool Mail

2. Response Levels :-

- 20 response forms
- 14 Emails
- 2 letters

Summary of responses :-

All responses have been reviewed and included in the summary below. Responses have been grouped into three areas, those supporting the proposals, those opposing the proposals and those responses which require consideration by elected members. Where appropriate, the responses have been categorised into key areas.

Responses supporting the proposals

General responses

- I firmly believe that Nursery School provision in Seaton Carew should be within Holy Trinity (CofE) Primary School.
- Seaton Nursery should close and provision for a 26 place unit created at Holy Trinity C. of E. (Aided) Primary School
- I have no objections at all.
- In response to the request for feedback on the proposed changes in Nursery provision – I would like to register my full support of the proposal to transfer nursery education to Holy Trinity CE Primary School.
- I fully support closing the existing nursery in Elizabeth Way and transferring nursery facilities to Holy Trinity School.
- I believe the closure of the Nursery is the best solution and for the move of provision to Holy Trinity C.E. Primary School.
- We believe the merger of nursery school into Holy Trinity would be of great benefit to the area as well as the education and upbringing of pupils' confidence.
- Overall though this will be a hugely positive move for the school and nursery.

Foundation Stage Unit

- Seaton Carew nursery is the only "stand alone" nursery in Hartlepool. Having a Foundation Stage in Holy Trinity (CofE) Primary School would develop the provision for Foundation Stage aged children in Seaton.
- The children of Seaton Carew will then enjoy the same opportunity to be taught in a Foundation Stage Unit, nationally accepted as best practice, as **every** other child in Hartlepool and the area formerly identified as Cleveland County

- The proposed rebuild of Holy Trinity Primary School is an ideal time to restructure EYFS provision in Seaton Carew and bring it into line with the LA provision across the town
- Staff in Nursery and Reception would be able to work more collaboratively to ensure continuity and progress across the EYFS.

Sustainability

- It would be more financially viable to have 3-11 provision on one site at Holy Trinity (CofE) Primary School.
- Economies of scale will apply in terms of building, staffing and resourcing costs, removing the current anomaly of funding of nursery aged pupils in Seaton in comparison with those in other areas of the town, including those living in areas of significant social deprivation
- Seaton Carew Nursery is running at a financial loss and is having to be subsidised from different sources. Unfortunately I feel that within this current economical climate this situation is unacceptable and our local Government needs to take the necessary action. After all we are all feeling the credit crunch.
- We need to make sure we continue to provide nursery provision within Seaton Carew and with the budget only balancing because of extra funding I can't see, by keeping the nursery on a separate site to Holy Trinity Primary School, this being a viable option in the long term, especially with the council facing tighter restrictions on budgets etc.
- Seaton Carew Nursery School has become financially unviable. The extra funding from various sources that has enabled the nursery to function for the last few years is no longer available and the income that was expected from the extended wrap around care is not there as families are not taking up the provisions. There really is no option but to close.
- Far too much money being put into the Nursery to keep it open in the first place.
- In the end must be cheaper to have the nursery attached to the primary school.
- Nursery is financially unviable short term and into the future so it has no option but to close. Forum cannot and will not continue to subsidise it.
- Too much additional funding has been given to the nursery in the past to keep it open. This is unfair to other nurseries across the town.
- If changes in funding are to result in un-sustainability of Seaton Carew, then in my view it is the best option
- I believe that it's time the nursery was closed as it costs too much in additional funding from the council.
- It certainly is the right decision financially from what was said at the meeting on 15th October and also for the benefit for the children and parents of the community.
- In my opinion, this move has been too long in coming and is very welcome. I am aware that Seaton Carew Nursery School is no longer financially viable in its current format and the proposed merger between the Nursery and Holy Trinity can only benefit the local community
- Including the nursery into the school would be cost effective.
- My reasons for the Nursery joining Holy Trinity – current Nursery has not got funds to keep open.
- Financial implications make it impossible for the nursery to remain open. Holy Trinity is the best option.

- It makes sense to have nursery and primary school provision for Seaton Carew all one site financially and for the benefit of both pupils and parents. This will bring early years and primary provision in line with all other schools in Hartlepool.
- From my experience the way in which the nursery was managed in the past was not financially viable and could not continue
- Financially more viable
- The Council can't continue to provide the nursery with subsidies.
- If a nursery struggles financially to maintain a building and it's associated running costs – the performance of the school will be impacted and the school cannot afford to bring in all of the necessary teaching skills needed to make it more than just a day care facility.

Priority Schools Building Programme

- It would be a missed opportunity not to include nursery provision within the new build for Holy Trinity (CofE) Primary School.
- As Holy Trinity Primary School is due to have a new school building this is the ideal opportunity to bring both the nursery and the school together before the building works start. Having both on the same site would make it easier for parents to pick up/drop off their children thus saving on extra trips by car between the two sites. Parking at Seaton Carew Nursery School is non-existent with children/parents having to cross a road that is used for deliveries to the local shops which brings its own dangers.
- Ideal time also to attach a nursery with the primary school having a rebuild next year.
- The new build is a perfect opportunity to incorporate a nursery.
- The new build is the perfect opportunity to incorporate nursery provision.
- Holy Trinity is only school in Hartlepool not to have nursery provision and as we are due to have a new build it is the right time to do it.
- The new building would also provide an opportunity to have a purpose built nursery to support teaching and learning.

Community

- The community of Seaton Carew deserve the opportunity for their children to attend a 3-11 school. We are the final community in Hartlepool to be given this opportunity.
- Nursery education within the community will be secured for the future
- We MUST keep nursery school provision within Seaton Carew and the new build at Holy Trinity is a perfect opportunity for us to do so.
- Parents/staff want the best for the children in Seaton Carew, the village is getting bigger with most family houses being built, the need is here and now!
- We must retain nursery school provision within the village of Seaton Carew.
- We must retain a nursery in our forever expanding village of Seaton Carew and the only viable option is to situate it at Holy Trinity C of E Primary School to coincide with their new build. As Holy Trinity is the only school within Hartlepool not to have a nursery.
- My reasons for the Nursery joining Holy Trinity – would benefit Seaton Carew community for the future. We are the only school not to have a nursery.
- Holy Trinity is the heart of the community and should therefore unite.

- It is paramount that nursery provision remains within Seaton Carew. In Hartlepool all other schools have a nursery located on site. Why should Holy Trinity not be in line with other schools in the town, whereby they do not have a nursery of their own?

26 Place Nursery Provision

- The nursery has been under-subscribed for several years to the point where a provision of 26 places can be seen to be appropriate to demand
- Reducing the number of places to 26 will be to the advantage of neighbouring settings
- Having a 26 place nursery based within Holy Trinity Primary School would be beneficial to the children of our community in their most formative years of their education.
- Moving to 26 places will allow other schools in the community, who have surplus places, to have a higher admission rate.
- Seaton Carew Nursery only needed 52 place nursery in the past 2 years and this is the case in the academic year 2103/14 so there would be enough nursery places at Holy Trinity.

Benefit to Children

- Greater opportunity for continuity and progression in pupils' education, pastoral care and welfare
- Greater opportunity for children to access curriculum enrichment programmes
- pupil transition will be smooth and children will no longer need to make a "new start" twice in two years
- The children would benefit from a seamless continuity of environment, familiar teachers and way in which they are taught. This is seen as good practice by the authority and should be the case for our children in Seaton Carew too.
- It is difficult for children who attend the nursery to move to the school with it being so far away – not used to the different building.
- Children feel comfortable, know what they are doing. Children will have no worries, they know the school they will be going into. Also know the staff, much easier for transition.
- Children from the nursery visit the school and have to cross a very busy Elizabeth Way road, much safer for the children in the same building as the school.
- Enabling greater continuity and progression for children
- Including the nursery into the school would benefit the children – easier to move into Reception class
- Seaton Carew should have a nursery within the school, it will get the child used to a school environment quicker and used to staff, stabilise a good routine.
- Nursery on same site as school leads to a wealth of resources and shared expertise for children and families.
- It would establish a single management team across the primary and nursery areas and this in turn should lead to a more progressive experience for the children across the nursery and primary classes.
- I think it is a brilliant idea to merge schools mainly for coherent learning, shared ethos/values, easier for families with siblings at that age and to create more enriching learning experiences for the children.

Benefit to Families/Carers

- There will be a single point for parental/carers support through the work of the parent support advisors
- Engagement with external agencies in supporting pupils, families and carers will be streamlined, maximising time and resources currently stretched and facilitating a "whole family" cohesive approach
- Difficulties for parents and carers having very young children in two establishments will be eliminated
- Greater opportunity to have 'wrap around' care for siblings in a single setting to support working parents and carers.
- Hard if you have more than one child at school/nursery to attend functions, sometimes could be one the same day/time. Also difficultly dropping off children on time, especially if the nursery child is having a particular difficulty in settling in.
- Including the nursery into the school would benefit parents – being able to collect/drop off children at one site
- My reasons for the Nursery joining Holy Trinity – parents could pick children up from one site rather than two.

Benefit to Staff

- Benefit to staff
- Greater opportunity for staff development

Outstanding Education

- Pupils and staff will benefit from inclusion in an establishment graded Outstanding at 2 successive most recent Ofsted's and never anything less than Good
- Holy Trinity (CofE) Primary School is an outstanding school whilst the current provision for nursery education at Seaton Carew nursery is deemed to require improvement. The expertise of the Leadership and Teaching team at Holy Trinity (CofE) Primary School would be able to continue this outstanding provision for nursery aged children.
- Within Seaton Carew I feel there is an overwhelming need to provide outstanding provision for all the children from Nursery age through to Primary Key Stage 1 and Key Stage 2. Holy Trinity has been selected for a new build so therefore the timing for both Seaton Carew Nursery and Holy Trinity to be located at the same site is perfect.
- I will be sad to see the closure of Seaton Carew Nursery School but our children deserve the very best education with the very best facilities and I believe that closing Seaton Carew Nursery School and moving the nursery provision to Holy Trinity Primary School is the only way forward for our community and the only way to secure the very best situation for the children of our community.
- Primary education is set to move forward with the opening of a much needed new build for Holy Trinity, and speaking as a life long resident of Seaton Carew, a parent of two children educated at the Nursery and Holy Trinity, and also as a Foundation Governor of Holy Trinity, I feel that providing the best quality of education for the children of our community both now and in the future is of prime importance and feel sure that same site provision would be of great benefit for children, teaching staff and the community of Seaton Carew and would make a

vital contribution in being able to continue standards already achieved in Holy Trinity with younger nursery children.

- Obviously the most important issues as parents are that our children are given the best opportunity to receive the best education and are happy in the environment in which they are doing so.
- Having a Nursery attached to a school which has been rated as "Outstanding" by OFSTED can only be a good move
- It would be beneficial in terms of standards and ensure the highest expectations are achieved in school.
- As a parent I would want my child to benefit from a nursery that can attain a high standard of teaching.
- Holy Trinity and Seaton Carew have amalgamated and the Senior Leadership Team run both sites. Both sites have excellent staff and all work extremely hard to secure the learning of all the children. This is the most important thing to reflect upon we need to plan for the future of all the children within our local community and have the courage to make a difference to all these children. Thinking carefully about children's seamless education.

Church Ethos

- The Church of England remit to provide education at the heart of the community to those of all faiths and none will be fully met, regardless of age

Surplus places

- Within the local community another school has surplus places. If the Local Authority agree to the proposal the surplus spaces at the other local school would be filled. However, parental choice is supposed to be considered and parents have the right to decide where they would like their precious child to be educated.

Transition

- If Holy Trinity Primary School had a nursery attached to it, like all other primary schools in Hartlepool, it would make the transition of children from nursery into school much easier on the children, their parents and staff members. The children and parents would be familiar with the school set up, expectations, staff etc and it would offer a more stable curriculum continuity for the children. Surely this can only be a good thing for these children and they deserve the best possible start to their education as we can possibly give them.
- Seems ridiculous a primary school does not have its own nursery. In this modern age we need to have a nursery attached for the benefit of the children. Don't know of any school that does not have their own nursery.
- The nursery can be involved with school right from the beginning – education, family worships, fun days!
- Transition is difficult for children due to nursery and reception being in different buildings.
- Give Holy Trinity the permission to incorporate a nursery, this time, to save the children from suffering two lots of transitions as mine had to!
- As the running of Seaton Nursery is not financially sustainable then it makes perfect sense that the nursery moves to Holy Trinity School, not only will this make the transition for nursery children much more comfortable, it will also be easier for parents who have children in nursery and school

- Transition between the two schools is difficult at the moment due to them being in different buildings/locations.
- It would make sense to have the nursery and school in same place. Easier integration for children and more convenient for parents with children of different ages.
- We need a LA nursery in Seaton Carew and a move to Holy Trinity would mean a trouble free transition for children and families.
- It will provide smoother transition for the children of Seaton Carew, where it's imperative for nursery provision.
- It should make for an easier transition for pupils from nursery to reception.
- Having a nursery on the school site would be excellent for children making the transition from nursery to school.
- The children being part of a school at nursery age prepares them for primary school, same location, bigger scale etc.
- Easier transition for children. Continuity for both children and staff.
- The transition from Nursery to Reception would be smoother and less disruptive for the children.
- We are in favour of the proposal to provide nursery school provision within the school and support the move as we agree that it will make for an easier/smooth transition for children moving from nursery to reception class.
- By incorporating a nursery within Holy Trinity it would benefit the children making the transition from nursery to going to school easier.

Traffic/Parking Issues

- Having all facilities on one site would also ease traffic congestion in the area and lessen parking difficulties for local residents as parents will not have to rush around trying to get siblings from two different schools.
- You are always wanting parents to walk to school/nursery more, this would give them the opportunity if they only had to drop off at one place.
- Parking is impossible and dangerous at the nursery.
- There is nowhere for staff / visitors to park at the nursery
- Parents have to use cars to ensure their children get to or are picked up from the two sites on time
- Should ease parking and congestion as parents will not need to drop/pick children up at two sites and will therefore not need to use a car.
- Easier for parents with children in both schools to drop off and pick up their children from one site.
- Both my children attended both the Nursery and Holy Trinity and as a current governor at Holy Trinity, I may be slightly biased towards the school. I have had the difficulty of being in two places at once when picking up or dropping off my child, which necessitated me using a vehicle, when if both facilities were at the same location, this would not be a problem.
Surely the proposed "merger" between the two can only benefit early years education within Seaton Carew
- At the Nursery there is little or no parking available for Staff, Visitors or parents picking up/dropping their child from the Nursery which in itself could lead to a child being injured.
- Nursery needs closing and relocating to Holy Trinity School. It will reduce traffic.

- Parents who have children in both nursery and school will have the benefit of only making one journey. I believe these changes for Seaton Carew should have taken place a long time ago.
- Parents would also find it a lot easier dropping children off in the same place.
- One site – less traffic and easier for families.
- As a family the decision to have a nursery within Holy Trinity School is a positive to us, only travelling to one place.
- Less congested as many parents could leave car at home if not rushing to drop children at two different sites
- Parents would be able to drop their child off at the same time as siblings going to Holy Trinity. Parking outside Seaton Carew Nursery is a problem as many parents come by car because they have to drop their child/children off at Holy Trinity afterwards. Hopefully parents would walk if they only have one drop off.
- As for parents/carers taking other children to school it would save them time by only having to make the journey to one location rather than two, which they have to do at present. This may even encourage more families to walk to and from school. There are far more positives than negatives as to why the nursery should be merged with Holy Trinity
- Reducing congestion at both sites. Also frantic parents trying to be in two places at once.
- As a resident of 25 years in Seaton Carew, when I moved here from Yorkshire, and started a family, I was amazed that the nursery for Seaton Carew wasn't linked/attached to a primary school. I was lucky to get my first child into Seaton Nursery and then into Holy Trinity BUT when I had my second child it was a nightmare trying to get both children to school on time as they were in two completely separate locations. In addition to that two lots of settling my children in to both places twice.

Responses opposing the proposals

General responses

- I think it's very sad that the nursery is proposed to be closed. It is a lovely place, my daughter absolutely loves it there. It's a very well equipped place and lovely surroundings for the children.
- Once again it looks like Seaton Carew is going to lose out. We no longer have a decent Youth Centre or Sports Hall, and now we are losing our Nursery. I was the first pupil to attend the Nursery when it opened and all of my children have been pupils. The Nursery has always been a lovely haven in which the children have thrived. How are you going to recreate this wonderful environment in a class room? Not all children who attend Seaton Nursery wish to go on to Seaton School. The Nursery has always been independent and a great start for children who then go on to different schools. Unless a new nursery of the same size and standard is built I think moving it within the school is a big mistake.
- Seaton Carew Nursery School is where I sent all 3 of my children. Not because it is closer but because I have always felt the emphasis is on Early Years education. The Nursery is not an extension of a school where children are in a holding pattern until they enter mainstream school. They have a unique experience being apart from the schools. They have a feeling of identity and they

are solely to be a nursery school not a childminding service. I chose for my younger child to attend because I felt she would be more of an individual at this nursery school. It provides a comfortable transition from home to school that an amalgamated nursery cannot fulfil.

- Part of the consultation is that the nursery is not financially sustainable. My concern is that over the past 2 years the facility to make more money by being able to pay for additional sessions in nursery has significantly been reduced.
- As a working mum who works 3 days I would have preferred to pay for 3 lunchtime and 3 afternoon sessions to go alongside my child's morning sessions. If there are spaces on an afternoon then surely this would be a viable option to offer parents in which to increase income into the nursery. This would also be a much cheaper option than private nursery for working mums.

Responses requesting Council consideration

General responses

- The school and Council would need to provide clearer information and reassurance to parents about proposed management for the merger provision.
- The only concern we would like to make is that consideration is given to start and finishing times be as close as possible between nursery classes and school classes, so as to avoid having to wait for one of the classes to finish if we have two siblings who are at nursery school and primary school.
- Could consideration also be given to giving the option of flexible days at the nursery e.g. 2½ days instead of 5 mornings or 5 afternoons as this we found to be more beneficial for our eldest daughter and for our own personal childcare/work balance.
- I do hope that the present staff at Seaton Carew Nursery will be transferred to Holy Trinity if the decision is made to relocate the nursery when the new build goes ahead. It would be awful if staff had to reapply for their jobs.
- It was 5 years ago that Holy Trinity applied to have a nursery and the powers that be turned it down! How much money has that cost the council in subsidies over the past 5 years? And all those children/parents who have had to go through settling into two schools!
- My husband and I both have grave concern as Grandparents that there will still not be enough nursery school provision once the new school is built with new housing estates being built and new family moving into the area. We believe there should be a rethink on the date to close Seaton Nursery to 2015 where a survey should take place on what childcare facilities should be especially with the Government free place provision for 2 year olds coming into focus 2015.

CHILDREN'S SERVICES COMMITTEE

3 December 2013



Report of: Director of Child and Adult Services

Subject: ADOPTION SERVICE – 6 MONTH INTERIM
REPORT 2013/14

1. TYPE OF DECISION / APPLICABLE CATEGORY

No Decision, report for information.

2. PURPOSE OF REPORT

- 2.1 The purpose of this report is to provide Children Services Committee with information relating to the work of the Adoption Service during the first six months of 2013/14. The adoption service is a regulated service and as such is required to provide the executive side of the council with regular performance information.

3. BACKGROUND

- 3.1 Hartlepool Adoption Service is managed in accordance with the Adoption and Children Act 2002. The National Minimum Standards for Adoption and the Adoption Regulations form the basis of the regulatory framework for the conduct of adoption and adoption support agencies.
- 3.2 In order to comply with the National Minimum Standards (2011) the Local Authority is required to produce progress reports on the adoption service which is considered by the executive side of the Council every 6 months.
- 3.2 This Interim Report provides details of the staffing arrangements in the service, the constitution of the Fostering and Adoption Panel, activity in relation to the recruitment, preparation and assessment of prospective adopters and progress in relation to the priorities set out in the annual report (**Appendix 1**).

4. ADOPTION ACTIVITY

- 4.1 Over the last six months, the Adoption Service has benefitted from the receipt of an award from the Adoption Reform Grant. The grant has been provided for one year only during the financial year 2013/14 and is intended to improve the performance of adoption agencies to achieve the Government's aim of increasing the number of adopters and children who leave care through adoption as well as reducing the length of time before a child achieves permanence through adoption.
- 4.2 Hartlepool Adoption Service has invested the grant in a number of initiatives designed to strengthen local performance and practice namely:
- Improving publicity and marketing information and activity with the aim of recruiting an increased number of adopters;
 - Increasing staff capacity to manage the recruitment, training and assessment of prospective adopters ensuring the new timescales for assessment are achieved;
 - Restructuring the composition of the team creating a development worker post focusing on developing local practice in relation to concurrent planning, Foster to Adopt and Life Appreciation Days for children moving to permanent placements;
 - Introducing a full time Family Finder Post dedicated to finding adopters for children who are waiting for adoption and ensuring best practice in planning placements and introductions;
 - Strengthening the role of the Post Box Coordinator and the delivery of post adoption support services;
 - Transition from the current Post Box Contact paper based system to the Integrated Children's System post box contact modules making the process more efficient and the arrangements more manageable;
 - The introduction of the new two stage assessment process for adopters focusing on reducing the timescales for training and assessment.

Staffing

- 4.3 In the last 6 months there have been significant changes to the staffing complement of the adoption service. The adoption team consists of a Team Manager who has responsibility for the fostering and adoption service, a Principal Practitioner, two Social Workers and 0.5 Team Clerk support. In addition, the team currently benefits from an additional three Social Workers who are employed on a 12 month fixed term contract, funded directly from the Adoption Reform Grant to undertake roles as detailed above.
- 4.4 The Principal Practitioner within the team has been on long term sickness absence since April 2013 which has impacted upon the capacity of the service; however the additional social work posts have mitigated this pressure.

Marketing & Publicity Activity

- 4.5 In the last six months there has been a renewed focus on marketing and publicity to attract prospective adopters to Hartlepool. This has included adverts in local press and Primary Times magazine; information distributed to schools and G.P. services and the inclusion of Hartlepool's details on the newly introduced National Gateway for Adoption 'First4Adoption' website.
- 4.6 The service has also held information sharing events for local authority employees considering adoption or fostering.

Recruitment

- 4.7 Between 1 April and 30 September the service has received 10 enquiries from prospective adopters, 9 of which have been invited to attend a preparation group.
- 4.8 In addition the service has trained and assessed three existing foster carers who have made an application to adopt a child placed with them.

Preparation Training

- 4.9 Between 1 April and 30 September 2013 there have been 2 adoption preparation groups completed (April and July), resulting in 5 adopter assessments being undertaken. A further group is planned to commence on 1 November 2013 and there are 4 prospective adopters planning to attend.
- 4.10 From 1 November 2013 those commencing training will be receive the new two stage preparation and assessment process which is intended to reduce the timescale for the approval of adopters to a maximum of 6 months inclusive of consideration at Panel and Agency Decision.

Post Approval Support Groups

- 4.11 All adopters who have been approved or are currently being assessed are invited to attend regular support groups. From April to September 2013 four group sessions have been held. Topics delivered include; Competencies, Managing Children's Behaviour, Talking to your child about Adoption, and Introductions.
- 4.12 In addition to the discussion topics, there have also been guest speakers presenting to the group including the RSPCA discussing the importance of developing empathy with animals; a member of the Edge of Care Service talking on Neuro-Linguistic Programming and a session was held to discuss the importance of contact.

Panel activity

- 4.13 Panel has continued on a fortnightly basis and agenda items include both fostering and adoption matters. Since 1 April 2013, 12 Panel Meetings have taken place.
- 4.14 During the course of the first six months of the year, three panel members have resigned or been put on hold and as a result of this, there has been a need to recruit new panel members. Interviews took place in September and October and a number of new panel members appointed. Panel Members completed a training and development day in September 2013. This training included understanding the role of the Independent Reviewing Officer, National Minimum Standards, Foster to Adopt and Concurrency planning and the new Two Stage Assessment Process and implications of Panel.
- 4.15 Plans are in place for new panel members to complete induction training and further training is planned on the importance of placing sibling together.
- 4.16 Matters considered and recommended by Panel in relation to adoption include:
- The approval of adopters;
 - The match of approved carers with children whose plan is for adoption;
 - Reviews of adopters who have been approved for more than 6 months.
- 4.17 Between 1 April and 30 September 2013, Panel has considered the following business:
- Six adoptive couples have been approved;
 - The matches of nine children (including two sibling groups of two children) with adopters.
- 4.18 There are effective processes in place for the recommendations made by panel to be considered by the Agency Decision Maker and the timescale for this is within 10 working days of the Panel meeting taking place.

Family Finding Good Practice

- 4.19 The Adoption Team is realising the significant benefits of the Family Finding post. The worker has timetabled monthly Family Finding Meetings for those children waiting for adoptive placements. These meetings build upon the current planning for permanence arrangements and focus on identifying and matching children with potential adopters, reducing any delay or drift and ensuring that children are placed more swiftly in their adoptive placements.
- 4.20 The Family Finding social worker has been instrumental in working positively with placing Social Workers to improve the quality of Child Permanence

Reports and has been able to assist in the completion of pieces of work to support their preparation again strengthening timeliness of the reports being prepared and considered by Panel.

5. SUMMARY

- 5.1 The period 1 April to 30 September 2013 has been a challenging one for the Adoption Team managing sickness absence and recruitment to the newly created posts to meet the adoption reform requirements. There has, however, been an increased level of positive and productive team work undertaken ensuring that adopters continue to be supported to a high level. This has been achieved through a newly introduced duty system which is staffed during working hours to ensure that any enquires from potential adopters are responded to swiftly and that any requests for support from adopters are given a prompt response.
- 5.2 The new Family Finding post has ensured that there has been timely and appropriate matches and reduced the level of drift and delay for children being placed with adopters.
- 5.3 The service is on target to have the Post Box system transferred to an electronic system leading to this being managed more effectively.
- 5.4 There is now a worker who has an identified role to offer Post Adoption Support to any adopters needing this service and this ensures that any arising needs are responded to promptly with the aim of preventing these from escalating.
- 5.5 Life Appreciation Days for children whose plan is for adoption are being developed and rolled out and these have been well received by all involved.
- 5.6 The service has made its first 'Foster to Adopt' placement which has been successful and it is intended that this will pave the way for new and innovative practice that can be built upon.
- 5.7 The Adoption Team is in a strong position, there is the capacity within the team to meet the timescales for all assessments that are in process and the service has reorganised its adoption preparation training modules to fit in with the new two stage assessment process. There has been an increase in the number of children requiring placements, including sibling groups and children with more complex needs, and there is a need to search nationally for the right family for some of these children.
- 5.8 The Adoption Reform Grant has provided significant resources to deliver improved performance in relation to adoption. Within Hartlepool, this has been utilised exclusively for transforming adoption practice and the service is seeing real results from the investment. However the grant is for one year only and as yet there has been no indication of the Government's intention for 2014/15, as such the service will need to plan for a reduction in capacity.

- 5.9 The service remains eager and enthusiastic to recruit new adopters to meet the needs of children needing adoption.

6. RECOMMENDATIONS

- 6.1 Children's Services Committee is asked to note the Adoption Agency Interim Report and action plan update for April to September 2013.

7. REASON FOR RECOMMENDATION

- 7.1 The Adoption Agency is a Regulatory Service of the Council and as such Children's Services Committee require information about how services are delivered and their effectiveness.

14. BACKGROUND PAPERS

Adoption Regulations and National Minimum Standard 2011.

15. CONTACT OFFICER

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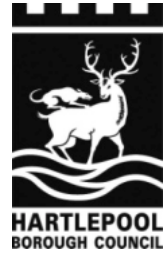
Adoption Services Action Plan

Priority	Progress Achieved During Interim Period	Lead Officer	Target Date
To ensure a timely response to any adoption enquiry including those received via the new National Gateway	A duty system is now in place to respond to all enquiries in a timely manner	Christine Croft	April 2014
To reconfigure the adoption training to meet the needs of the new adoption process	A review of adoption preparation training has been completed and the training is now delivered to comply with the requirements of the 2 stage BAAF assessment process. The first of these sessions will commence on 1 November 2013	Christine Croft	April 2014
To introduce the new BAAF 2 stage assessment process	All staff have received training and are now using the new BAAF 2 stage assessment proforma. All future applicants will be part of this process.	Christine Croft	April 2014
To develop policies and practice to promote secure adoptive placements for children at the earliest opportunity.	A Development Worker post has been identified responsible for the development of the policies and procedures around 'concurrency' and 'foster to adopt' and to provide advice and information to Social Workers where this is a consideration	Christine Croft	April 2014
To support placing social workers in completing good quality Child Permanence Reports	The Family Finding role incorporates the responsibility to offer support to placing Social Workers in completing high quality comprehensive Child's Permanence Reports.	Christine Croft	April 2014

To ensure children needing adoptive families are placed with those families at the earliest opportunity.	A family finding post has been established, responsible for organising timely and regular family finding meetings, ensuring there are no delays in identifying families for children using our own resources, established links and national searches to positively match children with adopters.	Christine Croft	April 2014
To recruit sufficient members of the Family Placement Panel to ensure Panel meetings are quorate.	A further 9 Panel Members have been recruited who will be available to attend panel meetings over coming months. This will avoid any difficulties regarding quoracy and bring new opinions and views of those from differing backgrounds.	Christine Croft	April 2014
To work positively and proactively with children's social workers to improve Life Story Work.	The Development Worker's role is to provide support, share skills and give advice to placing social workers in completing informative Life Story Work. Two workshops have been held to share tools and given advice around life story work.	Christine Croft	April 2014
To provide those who have adopted with ongoing positive adoption support	The team benefits from having an experienced worker who is available to offer adopters post adoption support. This work will be further developed over the coming months.	Christine Croft	April 2014
To implement the new electronic post box system	Post box system is in place and work is currently being undertaken to up load historical information.	Christine Croft	April 2014
To develop Life Appreciation Days for children whose plan is for adoption	The role of the Development Worker is to work with placing social workers to plan, prepare and deliver Life Appreciation Days for all children whose plan is for permanence. Further work is required over the coming months to embed this practice.	Christine Croft Christine Croft	April 2014 April 2014

CHILDREN'S SERVICES COMMITTEE

3 December 2013



Report of: Director of Child and Adult Services

Subject: FOSTERING SERVICE QUARTERLY REPORT
1 JULY – 30 SEPTEMBER 2013

1. TYPE OF DECISION/APPLICABLE CATEGORY

1.1 No decision required, to note for information.

2. PURPOSE OF REPORT

2.1 The purpose of this report is to provide Children Service's Committee with information relating to the activity of the Fostering Service for the second quarter of 2013/14. The Fostering Service is a regulated service and as such there is a requirement to provide the executive side of the Council with performance information on a quarterly basis.

3. BACKGROUND

3.1 The work of the Fostering Service is subject to National Minimum Standards applicable to the provision of Foster Care for children looked after. The National Minimum Standards, together with regulations for fostering and the placement of children looked after, form the basis of the regulatory framework under the Care Standards Act 2000 for the conduct of Fostering Agencies.

3.2 The Quarterly Report provides details of the staffing arrangements in the service, training received by both staff and Foster Carers, the constitution of the Fostering and Adoption Panel, activity in relation to the recruitment, preparation and assessment of prospective Foster Carers and progress in relation to the priorities set out in the Fostering Annual Report.

3.3 The Fostering Services Minimum Standard 25.7 requires Fostering Services to ensure the executive side of the Local Authority:

- Receives a written report on the management, outcomes and financial state of the agency once every 3 months;
- Monitors the management and outcomes of the service in order to satisfy themselves that the agency is effective and achieving good outcomes for children;
- Satisfies themselves that the agency is complying with the conditions of the registration.

4. FOSTERING ACTIVITY

Staffing

- 4.1 The Fostering Team consists of a Team Manager who has management responsibility for the Fostering and Adoption Service, a Principal Practitioner and 6 Social Workers. The first quarter report highlight significant changes and restructures within the team in relation to staffing. The team carried two vacant posts for some considerable time, however these have now been successfully appointed to and the new workers started in post at the beginning of September.
- 4.2 The team has adjusted well to the new changes in staff and team composition and the new staff members have settled well within the team. The Fostering Service is now fully staffed and is benefiting from having the continued partial support of Agency Social Worker who is completing outstanding Form F1 assessments. Her support to the team enables the service to have renewed focus on recruitment, training, effective support to Foster Carers, and manage the increasing numbers of Connected Person's Assessments being requested of the fostering team.
- 4.3 The Team Clerk, who secured employment within another part of Children's Services, left her role in August. Her replacement joined the team in mid September. The role of this worker is to continue to offer admin support to the Fostering Team and she is responsible for the planning, preparation and smooth running of Fostering and Adoption Panel.

5. RECRUITMENT & RETENTION AS OF 30 SEPTEMBER 2013

- 5.1 There are currently 95 foster carers providing placements for 172 children, this represents an increase of two Foster Carers and 17 children and young people since the previous quarter. It should be noted that 17 children and young people have been placed with Local Authority carers, and a further 5 children and young people have been placed with Independent Fostering Agencies sourced by the Fostering Team.

- 5.2 In addition to this the service is currently assessing eight new Connected Persons Carers.
- 5.3 Of the 95 approved fostering households, there are five who are currently unavailable or on hold due to the individual circumstances of the Foster Carer. Two of these include fostering households where there have been allegations made against the Foster Carer.
- 5.4 One member of the team has responsibility for publicity and marketing to attract new foster carers to the service. The current campaign includes monthly editorial features which profile Foster Carers and their families in the local newspaper. This has generated an increased interest in the fostering role.
- 5.5 The table below provides details of the recruitment activity which has taken place in the second quarter of 2013/14.

Initial Enquiries – including survey of where did people hear about the service	Initial Enquiries 22 Source Council E mail 0 TV advert (by another LA) 2 Hartlepool Mail 4 Internet 4 Recommendation from current carers 4 Evening Gazette 0 Primary Times 0 Own volition 8
Information packs sent out between 1/7/13 and 30/9/13	22
Initial Visits How many proceeded	6 1
Preparation Group	The planned preparation group has been rescheduled as a result of participants not being able to attend the planned amount of training. This has been rearranged.
How many prospective carers are waiting for a group?	There are potential foster carers waiting for a group (which is now planned to take place in December)

6. TRAINING & POST APPROVAL SUPPORT

Training

- 6.1 As part of their development and progression, all new carers are encouraged to complete the Children's Workforce Development Council Standards for

Foster Carers Portfolio within a 6 months post approval timescale. All approved Connected Person's Carers have an increased timescale of 2 years to complete the portfolio. Support in completing the portfolio is available from both supervising Social Workers and existing approved carers wishing to reach progression level Band 4 where there is a requirement to provide mentoring and support.

- 6.2 As referred to within the Annual Fostering Report, the survey completed with carers to identify their training needs for 2013/14 has been used to inform this year's training programme. Carers have been provided with a 'Foster Carers Learning and Development Programme' via secure email for 2013/14.
- 6.3 The table below provides details of the training which has been available for Foster Carers to attend in the second quarter of 2013/14.

01/07/2013	Emergency Aid
02/07/2013	Domestic Abuse Awareness
05/07/2013	New ICS Briefing Session
10/07/2013	Emergency Aid
10/07/2013	Autism Spectrum Disorder Awareness
10/07/2013	Autism Spectrum Disorder Awareness
11/07/2013	Autism Spectrum Disorder Intermediate (Child)
11/07/2013	Vulnerable Brains & Complex Difficulties
15/07/2013	Data Security for Foster Carers
15/07/2013	Assessment of Children & Young People
13/08/2013	Data Security for Foster Carers
27/08/2013	Emergency Aid
28/08/2013	Child Maintenance Briefing Session
04/09/2013	Emergency Aid
05/09/2013	Domestic Abuse Awareness
10/09/2013	Emergency Aid
19/09/2013	Emergency Aid with Paediatric

- 6.4 Foster carers have also had access to the Hartlepool Safeguarding Children Board and Child and Adult's Service Learning and Development Plan and have participated in the following training and development opportunities.

12/07/2013	Core Group Workshop
17/07/2013	Core Group Workshop
19/07/2013	Prevent Training
22/07/2013	Effective Multi Agency Working in Safeguarding and Child Protection (part 1&2)
13/08/2013	Prevent Training
03/09/2013	Effective Multi Agency Working in Safeguarding and Child Protection (part 1&2)
09/09/2013	Graded Care Profile Training
11/09/2013	Safeguarding Children Neglect for Foster Carers
11/09/2013	E-Safety Awareness
16/09/2013	Effective Multi Agency Working in Safeguarding and Child Protection (part 1&2)
16/09/2013	Bullying Awareness
17/09/2013	Multi Agency Conference Improvement Event
19/09/2013	Effective Multi Agency Working in Safeguarding and Child Protection (part 1)
24/09/2013	Core Group Workshop
26/09/2013	Effective Multi Agency Working in Safeguarding and Child Protection (part 2)
30/09/2013	Effective Multi Agency Working in Safeguarding and Child Protection (part 1)

Support

- 6.5 Foster Carers support groups have continued to take place with a break over the school holiday period. Groups are usually attended by 20+ Foster Carers and offer an element of training, usually provided by a guest speaker delivering information which is of interest to carers, and an informal Support Group Session towards the end of the evening.
- 6.6 The Support Groups are arranged and facilitated by at least 2 members of the Fostering Team who are available to discuss any issues raised by individual carers or the group as a whole.
- July 2013 – No group held due to holiday period;
 - August 2013 – No group held due to holiday period
 - September 2013 – Presentation by young people who are members of the Children in Care Council who spoke about their own experiences of being looked after.
- 6.7 The pilot Foster Carer Support Group for male carers continues to be held on a monthly basis. On average 7 male carers attend. Feedback from the group has been extremely positive and it is hoped that the numbers attending this group can be increased and extended to all fostering households.
- 6.8 In response to a request from the group a training session focusing on Managing Allegations (relating to male carers) is to take place in November.
- 6.9 The authority provides financial support to the Hartlepool Foster Carer Association which has arranged several events and activities particularly over the summer holiday period. They are currently planning events which will take place over the Christmas period and these include an outing to a local pantomime and a Christmas party for all children who are looked after.
- 6.10 The Foster Carer Association continues to meet monthly to plan a programme of activities over the course of the year. A member of the fostering team attends these meetings to offer support and advice.

7. PANEL ACTIVITY

- 7.1 The Family Placement Panel has continued to be held on a twice monthly basis and agenda items include both fostering and adoption matters. Between 1 July and 30 September 2013, 6 Panel meetings have taken place. During the period, two Panel Members have resigned however interviews have been held for additional Panel Members and nine people appointed to replace those who have left and increase the cohort of members available to attend. Those appointed are currently observing Panel before commencing their role as full Panel Members.

- 7.2 Once all Panel Members are in place there will be a full induction programme provided to ensure Members are able to commit to the requirements expected of them.
- 7.3 A Panel training day took place on 12 September 2013. This was attended jointly by the Family Placement Team and Panel Members. The training delivered focused on the role of the Independent Reviewing Officer, National Minimum Standards, Foster to Adopt and Concurrency planning and the implementation of the new two Stage Assessment Process.
- 7.4 Further Panel training event is to be planned focusing on research related to the importance of placing siblings together.
- 7.5 From 1 July to 30 September 2013 the Panel has met on 6 occasions and made recommendation to the Agency Decision Maker on the following fostering matters:
- Four Foster Carer approvals;
 - Six children have been considered and approved as needing a long term foster placement;
 - The matches of four children with long term Foster Carers;
 - One Connected Persons assessment;
 - Three Foster Carer Reviews have been endorsed;
 - The resignation of two panel members;
 - The resignation of two Foster Carers, one long standing Foster Carer retired and the other resigned when there were concerns related to her care which were to be presented to Panel with a recommendation of deregistration.
- 7.6 There are effective processes in place for the recommendations made by Panel to be considered by the Agency Decision Maker and the timescale for this is within 10 working days of the Panel meeting taking place.

8.0 FAMILY FINDING GOOD PRACTICE

- 8.1 The Fostering Team is seeing significant benefits arising from the Family Finding Post created as part of the Adoption reform Grant. The worker has timetabled monthly Family Finding Meetings for those children needing long term foster placements, this has led to a reduction in the length of time children are waiting and avoiding any delay in ensuring permanency for children.
- 8.2 The Family Finding worker has also been instrumental in working positively with placing Social Workers to improve the quality of 'matching assessments', reducing the risk of disruption and also improving the quality of the reports presented to Panel.

- 8.3 Work has also taken place to firm up the current matching processes and procedures and the Family Finder and Team Manager plan to visit each of the social work teams to deliver training to clarify the processes used and to streamline the procedures.

9. CHILD APPRECIATION DAY

- 9.1 The service continues to strive to ensure that all children moving to a permanent placement will have a Child Appreciation Day facilitated to ensure their new carers either Foster Carers or adopters have a thorough understanding of their experiences to enable them to better meet their needs.
- 9.2 The team is currently arranging a Child Appreciation Day for two children who will shortly be moving to a planned permanent placement.

10. EDGE OF CARE SCHEME

- 10.1 One member of the team is responsible for supporting carers approved as part of the edge of care scheme.
- 10.2 This role entails attending meetings with the Edge of Care service to become acquainted with the needs of children and young people who have been identified as being suitable for this project and matching their needs with available support. The support foster carers are also invited to spend time with the team increasing their awareness of the roles within the team and their input within the Edge of Care initiative.

11. PROGRESS AGAINST PRIORITIES 2013 – 2014

- 11.1 Attached at **Appendix 1** to this report is a table detailing the priorities for the year 2013/14 and the progress achieved during the second quarter.

12. SUMMARY

- 12.1 Due to the vacancies within the team, the second quarter of the year (June to September) was a challenging period for the Fostering Team, however there has been positive and productive team work ensuring that Foster Carers continue to be support to a high level, the provision of a duty system to ensure referrals for placements are promptly responded to with appropriate placement matches and responding to any enquiries from prospective carers.

- 12.2 The extended school holiday period has placed increasing pressures on children services in general, which in turn has had an impact upon the Fostering Team. There has been an increase in requests for placements with 17 children being placed and a further 5 young people being placed with independent providers.
- 12.3 There has also been a noticeable increase in children and young people being placed with Friends and Family. In the second quarter the service has received requests for 8 Connected Persons Assessments to be undertaken.
- 12.4 The recently appointed workers to the fostering team will be embedded within their new roles over the forthcoming months. This will allow the team to focus upon the overall development of the service and ensure preparation for any forthcoming inspection. The service will continue to recruit, train and assess prospective Foster Carers to meet the needs and demands of children needing placements with particular emphasis on placements for young people, sibling groups and those needing short break care. In addition to this the team will continue to meet the requests for the increasing number of Connected Person's Assessments.

13. RECOMMENDATIONS

- 13.1 The Children's Service Committee is asked to note the report in relation to the work of the Fostering Service in the second quarter of 2013 / 14.

14. REASONS FOR RECOMMENDATION

- 14.1 The Fostering Service is required to fulfill its statutory responsibilities to children looked after by the local authority and provide regular reports to the Children Services Committee to enable the Committee to satisfy themselves that the agency is complying with the conditions of the registration.
- 14.2 Children's Services Committee has an important role in scrutinising the activities of the fostering services to ensure that performance in this area is robust.

15. BACKGROUND PAPERS

- Fostering National Minimum Standards Services 2011;
- Fostering Regulations 2011;
- Fostering Annual Report 2012/2013

16. CONTACT OFFICER

- 16.1 Christine Croft
Team Manager
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Fostering Services Action Plan

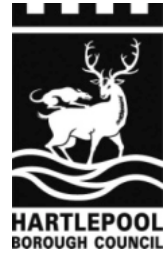
Priority	Progress Achieved Quarter 1	Lead Officer	Target Date
Promote support care with current and prospective carers	<ul style="list-style-type: none"> Information has been included in relation to the scheme in preparation training Information has been provided to all carers relating to support care scheme 	Julie Levitt Christine Croft	January 2014
Targeted recruitment for foster carers able to care for teenagers and sibling groups	<ul style="list-style-type: none"> Recruitment strategy in place Specific adverts relating to teenagers are planned 	Jacque Dixon Christine Croft	April 2014
Continue current performance of foster carers achieving CWDC's Standards	<ul style="list-style-type: none"> 85% of carers completed Standards Support groups and mentoring in place for those yet to complete 	Supervising Social Workers Christine Croft	April 2014
Embed the foster carer support group for male carers	<ul style="list-style-type: none"> Support group established held on a monthly basis Pilot scheme to be extended to incorporate all male foster carers 	Keith Munro	April 2014
Continue to strive to support carers to engender stability within placements for looked after children	<ul style="list-style-type: none"> Placement stability performance data is good Placement support team to continue to work with children and foster carers to support and maintain placements. 	Christine Croft Margaret Hennessey	April 2014

7.2
APPENDIX 1

Develop new family finding post enabling children and young people to have 'permanency' in their lives as early as possible	<ul style="list-style-type: none"> • Family Finding Worker in post • New processes established • New process and procedures regarding long term match to be shared with teams 	Emma Howarth Christine Croft	April 2014 December 2014
Continue to demonstrate our appreciation of the commitment provided by our Foster Carers	<ul style="list-style-type: none"> • Annual celebration event planned • Continue to provide social work support to the Foster Care Support Group • Funding provided to the Foster Carer Association 	Christine Croft Supervising Social Worker	April 2014
Consult Foster Carers in relation to the performance of the Local Authority in relation to support, training and retention of Foster Carers and to use this information to develop future priorities	<ul style="list-style-type: none"> • Annual survey of training priorities for Foster Carers completed for 2013 / 14 	Supervising Social Workers Christine Croft	April 2014
Continue to facilitate Sons and Daughters Group for children of Foster Carers	<ul style="list-style-type: none"> • Regular meetings and activities have taken place • Specific training planned for children and young people 	Placement Support Team Christine Croft	April 2014
To further improve the quality of the care provided to children and young people to ensure better outcomes are achieved for children and young people in all aspects of their lives	<ul style="list-style-type: none"> • All Foster Carers to receive attachment and child development training • Family Finding role ensuring appropriate matches of carers to children • Child Appreciation days are planned for all permanent placements 	Christine Croft Emma Howarth Therapeutic Services	April 2014

CHILDREN'S SERVICES COMMITTEE

3 December 2013



Report of: Director of Child and Adult Services

Subject: RAISING OF THE PARTICIPATION AGE

1. TYPE OF DECISION/APPLICABLE CATEGORY

Non Key Decision – to note for information

2. PURPOSE OF REPORT

- 2.1 To provide the Children's Services Committee with an update on local performance relating to the Raising of the Participation Age and associated activities.

3. BACKGROUND

- 3.1 Increasing the participation of young people in learning beyond statutory school age has been seen by successive governments as a key mechanism for reducing the numbers of young people not in education, employment or training (NEET) and ensuring that all young people gain the skills and qualifications they will need to build their own future and compete in a global economy. Participation in learning beyond statutory school age is seen by the current government as central to improving the social mobility of young people and in particular young people from less affluent backgrounds.
- 3.2 In line with the Education and Skills Act 2008, this year all young people in this country who left Year 11 in the summer were required by law to continue in education or training until at least the end of the academic year in which they turn 17.
- 3.3 From 2015 young people will be required to continue in education or training until at least the end of the academic year in which they turn 18. Therefore pupils starting year 11 or below in September 2013 will need to continue in learning until at least their 18th birthday.

3.4 This does not necessarily mean staying in school; young people have a choice about how they continue in education or training post-16, which could be through:

- Full-time study in a school, college or with a training provider;
- Full-time work or volunteering combined with part-time education or training;
- An apprenticeship.

3.5 It is worth noting that the Education and Skills Act 2008 placed the following additional duties on local authorities in relation to the Raising of the Participation Age:

- Promoting the effective participation of all 16 and 17 year old residents in your area; and
- Making arrangements to identify young people resident in your area who are not participating.

However, this is in the context of the transferring of statutory responsibility for securing access to independent and impartial guidance for all students in Years 9-11 from local authorities to schools.

3.6 The above changes were designed to complement the existing duties and arrangements local authorities and their partners have in relation to:

- Securing sufficient suitable education and training provision for all 16-19 year olds;
- Having support in place to encourage, enable and assist young people to participate;
- Having processes in place to deliver the 'September Guarantee'. and to track young people's participation post 16.

To achieve this it has been essential to maintain a strong 11-19 partnership to enable partners to appreciate their role in the Raising of the Participation Age.

4. PERFORMANCE

4.1 The remainder of this report goes on to provide an update on local performance relating to the Raising of the Participation Age and associated activities.

September Guarantee

- 4.2 The September Guarantee is an offer, by the end of September, of a place in learning to young people completing compulsory education in 2013 and for those who left compulsory education in 2012 and is a key mechanism for securing the participation of young people in learning beyond statutory school age.
- 4.3 The offer must be of one of the following:
- Apprenticeship – this **must** include both the training element and a job or work placement where this is a condition of the young person taking up the place. This may not be the case for programme-led apprenticeships, where young people can begin the training element and find an employer place during the course of the provision;
 - Diploma;
 - Foundation Learning;
 - General Qualifications, such as GCSEs and A levels;
 - Other Government funded accredited qualifications;
 - Employment with training to at least level 2.
- 4.4 The September Guarantee is an important element of both national and local strategies to reduce the proportion of young people not in education, employment or training, increasing participation, and raise attainment at age 19.

Calendar Year	Young people entering Year 12 with a Guaranteed offer		Young people entering year 13 with a Guaranteed offer	
	Hartlepool	England	Hartlepool	England
2009	97.3%	Data unavailable	87.7%	Data unavailable
2010	98.2%	96.5%	93.6%	91.2%
2011	97.8%	96.6%	93.6%	89.5%
2012	98.8%	95.2%	93.1%	89.5%
2013	98.9%	Data unavailable	93.7%	Data unavailable

- 4.5 In spite of reductions in both the local post 16 landscape and available support arrangements, Hartlepool continues to seek to ensure that all young people completing compulsory education and those entering Year 13 continue to have an appropriate offer of learning for the young person's individual needs.

Post 16 Education Destination Measures

- 4.6 Education Destination Measures shows the percentage of students progressing to further learning in a school, Further Education or 6th Form College, Apprenticeship, work based learning provider or Higher Education Institution. In tandem with the Raising of the Participation Age and the new responsibilities placed upon schools to monitor the post 16 destinations of their students, two new destination measures have been introduced to show the destinations of young people the year after KS4 and the year after taking A level or equivalent qualifications (KS5):

- The Key Stage 4 Measure is based on activity at academic age 16 (i.e. the year after the young person finished compulsory schooling);
- The Key Stage 5 Measure is based on activity in the year after the young person took their A Level or equivalent qualification/s.

- 4.7 To be included in the Measure, young people have to show sustained participation in an education destination in all of the first two terms of the year after they completed KS4 or took A level or equivalent qualifications. The first two terms is defined as October to March.

Key Stage 4 Destinations 2009/2010	Education, Training or Employment	Destination not sustained	Destination not Sustained NEET	Activity not Known
England	85%	9%	Data unavailable	6%
Hartlepool	86%	10%	Data unavailable	4%
2 Key Stage 4 Destinations 2010/2011	Education, Training or Employment	Destination not sustained	Destination not Sustained NEET	Activity not Known
England	89%	7%	3%	2%
Hartlepool	90%	6%	2%	1%

- 4.8 Historical data serves to highlight that in recent years high numbers of young people have continued to seek to participate in learning beyond school age. This has provided the Local Authority and 11-19 partnership with a strong foundation from which to build upon in order to secure full participation for this year's Year 11 Leavers and the current Year 11 cohort and below who will be expected to continue in learning until at least their 18th birthday.
- 4.9 Current local data (as yet unverified) suggests that this progress has continued as the 11-19 partnership has continued to encourage further engagement with learning for all school leavers in line with the Raising of the Participation Age.

Key Stage 4 Destinations 20011/2012	Education, Training or Employment
England	91%
Hartlepool	94%
2 Key Stage 4 Destinations 2012/2013	Education, Training or Employment
England	Data unavailable
Hartlepool	96%

- 4.10 There are currently 22 young people who left school in 2013 who are not yet engaged in appropriate post 16 learning. Reasons for non participation can be attributed to the following factors:
- Residing within a 'Troubled Family';
 - Mental Health Concerns;
 - Teenage Parent;
 - Pregnant Teenager;
 - Historical non engagement with learning.
- 4.11 All young people who are not yet participating in post 16 learning continue to receive support from the local authority Youth Support Services and broader family support services to encourage participation (where appropriate) to enable them to gain the skills and qualifications they will need to build their own future and compete in an increasingly challenging labour-market.

16-18 NEET Performance and tracking the cohort

- 4.12 Non-participation by young people in education, employment or training after compulsory education – being NEET at 16-18 years – is a major predictor of later unemployment, low income, teenage parenthood, depression and poor physical health.
- 4.13 As highlighted, securing young people's participation in learning beyond statutory school is a key component of the government's strategy for reducing the numbers of young people not in education, employment or training (NEET).
- 4.14 Whilst significant progress had been made at a local level to reduce the number of young people aged 16-18 years who are NEET in recent years, a shrinking post 16-landscape, an increasingly competitive labour market and a significant reduction in the resources available locally to monitor and support this cohort of young people, has contributed to an increase in both the numbers of young people NEET between 16 and 18 years and the numbers of young people whose activity is 'Not Known'.

16-18 NEET %	2009/10	2010/11	2011/12	2012/13
England	6.4%	6.0%	6.1%	5.8%
Hartlepool	7.4%	6.6%	7.4%	7.7%
16-18 Not Known %	2009/10	2010/11	2011/12	2012/13
England	4.4%	4.0%	9.4%	10.8%
Hartlepool	2.8%	2.1%	2.0%	4.2%

- 4.15 Analysis of the NEET cohort in Hartlepool highlights that the Raising of the Participation Age is likely to have only a limited impact on reducing the overall numbers of young people 16-18 years who are NEET, given that Hartlepool already has a strong track record of securing the Participation of the vast majority of school leavers in post 16 learning.
- 4.16 The Appendices attached highlight that, over and above those vulnerable groups who have can have significant barriers to engaging with education, employment or training (see **Appendix 1**), the NEET cohort in Hartlepool is primarily made up of young people aged 18 (see **Appendix 2**), many of whom have engaged in post 16 learning but on completion of learning programmes are unable to progress to Higher Education or find employment in an increasingly competitive labour market.

- 4.17 In Hartlepool, the most recent data reinforces the challenges of supporting these young people to become economically active. As of September 2013, Hartlepool had the third highest rate of youth unemployment in the country for 18-24 year olds. The rate of 14.7% equates to 1,215 young people and is significantly higher than both the North East and national average which is 10.4% and 7.3% respectively. The figures quoted relate to the number of young people unemployed as a proportion of the overall unemployment rate, however 29.8% of young people are currently unemployed.
- 4.18 Based upon the above, this report would suggest that the impetus provided by the Raising of the Participation Age can be best used to encourage post 16 learning providers in both Hartlepool and across the sub-region to introduce greater flexibility into their programmes and intake arrangements to accommodate those young people who are leaving school and have barriers to accessing mainstream learning provision.

5. RECOMMENDATIONS

- 5.1 The Children's Services Committee is requested to note the progress made to date in relation to the Raising of the Participation Age and associated activities and request further updates from Officers as further data becomes available.

6. REASONS FOR RECOMMENDATIONS

- 6.1 This recommendation reflects the additional duties on placed on Hartlepool Borough Council to support the Raising of the Participation Age by promoting the effective participation of all 16 and 17 year old residents in your and making arrangements to identify young people resident in your area who are not participating.

9. CONTACT OFFICER

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Vulnerable Groups 2013	Looked after / In care	Caring for own child	Refugee / Asylum seeker	Carer not own child	Substance misuse	Care Leaver	Supervised by YoT	Pregnancy	Parent not caring for own child	LDD
Not Known %	0.0%	41.9%	0.0%	40.0%	21.1%	0.0%	3.6%	36.1%	25.0%	26.2%
In Learning %	76.9%	21.0%	100.0%	20.0%	42.1%	48.4%	57.1%	34.4%	25.0%	54.6%
NEET %	19.2%	57.4%	0.0%	75.0%	37.5%	50.0%	34.6%	42.6%	57.1%	20.5%

Appendix 2

NEET Cohort 2012/13 by age	16 years	17 years	18 years
England	3.2%	5.4%	8.7%
Hartlepool	3.6%	6.3%	13.2%