

**MINUTES OF THE CHILDREN'S TRUST
TUESDAY, 14 JULY 2009**

Present: Councillor Lorna Reith (Chair), Ify Adenuga, Graham Badman, Sue Baker (Vice-Chair), Tracey Baldwin, Yolande Burgess, Jean Croot, Councillor Gail Engert, Dave Grant, Tony Hartney, Paul Head, Peter Lewis, Jane Lithgow, Linda McGurrin, June Jarrett, Dr. Ita O'Donovan, Jim Shepley, Councillor Alan Stanton and Walter Steel.

In Attendance: Xanthe Barker, Councillor Canver, Trevor Cripps, Jane Elias, Janette Karklins, Councillor Martin Newton, Cenk Orhan, Geoff Woodham, Patricia Walker

MINUTE NO.	SUBJECT/DECISION	ACTON BY
OBCB113	<p>APOLOGIES</p> <p>Apologies for absence were received from the following:</p> <p>Councillor Nilgun Canver Jane Elias Paul Head (<i>arrived at 7.20pm</i>) Cenk Orhan Claire Panniker David Sloman Margaret Sumner Councillor Kober</p> <p style="text-align: right;">Linda McGurrin substituted</p>	
OBCB114	<p>URGENT BUSINESS</p> <p>No items of Urgent Business were received.</p>	
OBCB115	<p>DECLARATIONS OF INTEREST</p> <p>No declarations of interest were made.</p>	
OBCB116	<p>MINUTES</p> <p>RESOLVED:</p> <p>That, subject to the amendment set out below and the inclusion of Linda McGurrin in the list of people present, the minutes of the meeting held on 14 May 2009 were confirmed as a correct record.</p> <p>Minute number OBCB102, paragraph 11, the following paragraph should be added:</p> <p>'It was agreed that further clarification of the role of the board was required and would be helpful to members to enable them play their appropriate role'.</p>	

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<p>OBCB117</p>	<p>ELECTION OF VICE-CHAIR FOR 2009/10</p> <p>RESOLVED:</p> <p>That Dave Grant be appointed as Vice-Chair of the Children's Trust for 2009/10.</p> <p>The Chair thanks the previous Vice-Chair, Sue Baker, for her hard work in this role over the last two years.</p>	<p>Xanthe Barker</p>
<p>OBCB118</p>	<p>ELECTION OF REPRESENTATIVE TO THE HARINGEY STRATEGIC PARTNERSHIP FOR 2009/10</p> <p>RESOLVED:</p> <p>That Peter Lewis be appointed as the Children's Trusts representative to the Haringey Strategic Partnership.</p>	<p>Xanthe Barker</p>
<p>OBCB119</p>	<p>CHILDREN'S WORKFORCE DEVELOPMENT COUNCIL: PROPOSALS FOR A WORKFORCE DEVELOPMENT STRATEGY FOR THE CHILDREN'S TRUST</p> <p>The Trust received a report setting out proposals around the establishment of a Workforce Development Strategy.</p> <p>It was noted that the JAR Action Plan had identified a number of workforce issues that needed to be addressed. The new Children and Young People's Plan also provided an opportunity for the Trust to consider the needs of staff employed by organisations within its membership.</p> <p>It was noted that the Children's Workforce Development Council (CWDC) had produced advice with respect to workforce development. A presentation was provided on the framework developed by the CWDC to support the delivery of the five Every Child Matters outcomes.</p> <p>The Trust was advised that the adoption of the framework provided a focal point for workforce development and also acted as a forum for generating and sharing ideas for improvement.</p> <p>In response to concern expressed in relation to the establishment of a strategy, the Chair noted that at the Away Day held in May, the Trust had recognised that a better understanding of the work carried out by partners agencies was required. There had also been agreement that staff from all agencies should primarily see themselves as working together for children in the Borough. In order to achieve this an agreed approach with respect to developing a more integrated workforce was required.</p> <p>It was noted that the draft strategy did not set out in detail how it would be resourced or whether additional funding would be required.</p>	

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	<p>The Trust was advised that consideration would need to be given to how the resources available to the Trust were allocated. Existing resources may need to be used differently to provide the joint training and other initiatives required to achieve a better integrated workforce.</p> <p>The Trust discussed the establishment of a Workforce Development Strategy and there was a general consensus that there should be more detailed discussion around the financial implications and the practicalities of this before more detailed proposals were presented to the Trust.</p> <p>RESOLVED:</p> <p>That the key partners discuss further the development of a Workforce Strategy in more detail, particularly with respect to the resources available and how these may need to be realigned.</p>	<p>EPMG</p>
<p>OBCB120</p>	<p>EVALUATION OF THE CHILDREN AND YOUNG PEOPLE'S PLAN 2006-9</p> <p>The Trust received the final draft of the Evaluation of the Children and Young People's Plan for 2006-9.</p> <p>It was noted that the document was now being finalised and would be published on the Council's website and in hard copy in September. It was requested that Partners also made the document available on their respective websites.</p> <p>The Trust discussed the document and it was suggested that it should provide further examples of actions that had resulted in successful outcomes and conversely where actions taken had failed to provide any significant improvement. This would be useful in determining where resources should be targeted within the new CYPP.</p> <p>The Chair noted that the Evaluation was a public document and therefore it might be more appropriate if more detailed financial information was provided in a report to the CT EPGM for consideration.</p> <p>It was suggested that the new CYPP should build in evaluation and that milestones should be set and monitored to ensure that performance could be monitored through its life. It was proposed that milestones should also be aligned to spend to ensure that resources were being used as effectively as possible.</p> <p>RESOLVED:</p> <ol style="list-style-type: none"> i. That the document set out in more detail where actions arising from the CYPP had made a positive impact and where barriers had prevented positive achievements and how this might be overcome in future. ii. That the Evaluation of the Children and Young People's Plan 2006-09 be noted. 	<p>Janette Karklins</p> <p>Janette Karklins</p> <p>Janette Karklins</p> <p>All to note</p>

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	<p>RESOLVED:</p> <ul style="list-style-type: none"> i. That the Children and Young People's Plan 2009-2020 be noted. ii. That the Implementation Plan 2009-2012 be noted. iii. That approval of the final draft plans making up the Children and Young People's Plan be delegated to the Chair of the Children's Trust. iv. That the CT EMPG should consider the financial aspects of the CYPP before the document was finalised. 	<p>Janette Karklins</p>
<p>OBCB127</p>	<p>LESSONS FROM SERIOUS CASE REVIEWS</p> <p>The Trust received a verbal report from the Chair of the Local Safeguarding Children's Board (LSCB) on the key lessons to be learnt from the Serious Case Reviews (SCRs).</p> <p><u>Serious Case Reviews: Overview</u></p> <p>Research into SCRs showed that there were four common areas where organisations failed:</p> <ul style="list-style-type: none"> • Lack of capacity • Competent and well managed staff • Communication between agencies • Ineffective governance structures and lack of leadership <p><u>Lessons from the Baby Peter SCR</u></p> <p>The Trust was advised that the key criticism of the initial SCR into the death of Baby Peter, Chaired by the Director of Children's Services, was that it had lacked challenge. In order to provide the critical eye required an independent Chair should be appointed to lead the SCR, as was recognised in best practice guidelines.</p> <p>It was recognised that in many cases where a child was abused or died the parents were superficially seen to be cooperating with social workers but were often highly adept at deceiving the agencies involved in monitoring the child.</p> <p>Greater scepticism and a less optimistic approach when dealing with parents and carers was required and all agencies should be more prepared to challenge what they were being told, particularly if there were clear indicators that contradicted the information they were being given.</p> <p>Another key issue to emerge was that the safeguarding of children needed to be better embedded throughout all organisations, including schools, and that information needed to be shared and passed on where appropriate. The perceived 'hierarchy' of proceedings often caused a</p>	

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	<p>delay or prevented information being shared and this needed to be addressed.</p> <p>The Chair of the LSCB concluded by advising the Trust that copies of the second SCR would be circulated and asking the Trust to look at the section contained within this document that set out the lessons to be learnt in more detail.</p> <p>The Chair thanked the Chair of the LSCB for his presentation and noted that there were lessons to be learnt by all of the agencies involved. At present the Chair was highlighting safeguarding issues with Head Teachers and school Governors.</p> <p>The Chair also noted that it was important to ensure that social workers and the other agencies involved in Adults Services were mindful of safeguarding children.</p> <p>RESOLVED:</p> <p>That the presentation be noted.</p>	
<p>OBCB124</p>	<p>JAR ACTION PLAN -PROGRESS REPORT</p> <p>The Trust received a report that provided an overview of progress made in relation to the JAR Action Plan since the previous meeting.</p> <p>It was noted that there had been a downturn in performance against the completion of Core Assessments and it was reported that this was due to a greater emphasis on quality.</p> <p>The Trust was advised that the recent Ofsted assessment had found that whilst good progress had been made in some areas, there had not been sufficient progress in other areas and therefore the report concluded that overall, limited progress had been made.</p> <p>It was noted that the timetable attached to the JAR Action Plan had slipped slightly and that this had largely been due to the backlog of cases, which was far greater than originally estimated. The refreshed JAR Action Plan took account of this and progress would be reviewed again by Ofsted in January 2010.</p> <p>RESOLVED:</p> <p>That the report be noted.</p>	
<p>OBCB124</p>	<p>PERFORMANCE MONITORING</p> <p>The Trust received a report that provided an overview of performance against the Local Area Agreement (LAA) National Indicators (NIs) within its responsibility during the first quarter of 2009/10.</p> <p>The Trust was advised that when the report had been compiled not all of</p>	

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	<p>the performance data for the first Quarter had been available.</p> <p>It was noted that the targets for NI 59 and NI60, which respectively related to the number of initial assessments for children's social care carried out within seven working days of referral and the number of core assessments for children's social care carried out within thirty-five working days of their announcement, had been revised down. This had been necessary as the original targets had been based on inaccurate data and were not achievable.</p> <p>The Chair advised that staff had been encouraged to provide quality assessments. There was a recognition that assessments may take longer to complete, however, this approach was considered appropriate.</p> <p>It was noted that there was no data to monitor the local indicator on victim support services, which was measured by Community Safety. The Chair requested that officers resolved this prior to the next meeting.</p> <p>The Trust was advised that the HSP Performance Management Group (PMG) would be taking a more rigorous approach to performance monitoring and would require an explanation of the actions being taken to address any areas of under performance from each of the Thematic Boards. Where targets were measured annually milestones should be set to track performance.</p> <p>It was requested that an explanation with respect to any areas of underperformance should be included within the next report and that this was also included within the report received by the CT EPMG.</p> <p>It was suggested that performance information in relation NI59 and NI60 should be benchmarked against performance in other Local Authorities and that milestones should be created and reported on with respect to these indicators.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> i. That the report be noted. ii. That future reports should include a full explanation of any areas of under performance and the remedial action being taken to address this. Milestones should be included, where appropriate, to demonstrate progress. 	<p>Jean Croot / Patricia Walker</p> <p>Patricia Walker</p> <p>Patricia Walker</p> <p>Patricia Walker</p>
<p>OBCB125</p>	<p>UPDATE FROM THE EXECUTIVE PERFORMANCE MANAGEMENT GROUP</p> <p>The Trust was given a verbal update on the work of the Executive Performance Management Group (EPMG):</p> <p><u>Terms of Reference and Membership</u></p> <p>Following concerns raised around the size of the Trust it was agreed that its effectiveness should be reviewed as part of the six month review.</p>	

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	<p>That the quorum should be raised to one third.</p> <p>That consideration should be given to holding an away day to consider how the Trust would operate and to reinforce the new expectations attached to membership.</p> <p><u>Developing the Trust</u></p> <p>It was agreed that a Decision Log would be formed to track the progress and implementation of decisions made by the Trust.</p> <p><u>Performance Monitoring</u></p> <p>There was agreement that the Trust would receive information with respect to all of the targets within its responsibility and detailed exception reports.</p> <p><u>Work Programme for the Trust</u></p> <p>It was agreed that the Trust should receive reports on the LSCB Annual Report and Infant Mortality at future meetings.</p> <p>RESOLVED:</p> <p>That the update be noted.</p>	All to note
OBCB126	<p>NEW ITEMS OF URGENT BUSINESS</p> <p>No new items of Urgent Business were raised.</p>	
OBCB127	<p>ANY OTHER BUSINESS</p> <p>No items of AOB were raised.</p>	
OBCB128	<p>DATES OF FUTURE MEETINGS</p> <p>The Chair asked members of the Trust for their views as to whether the start time of the meeting should be moved. There was a general consensus that the existing dates should be kept, but if possible, the start time should be moved forward.</p> <p>The Trust was asked to note the following dates of future meetings:</p> <ul style="list-style-type: none"> • 5 October 2009 • 17 December 2009 • 9 February 2010 • 15 April 2010 	Xanthe Barker

COUNCILLOR LORNA REITH

Chair

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The meeting closed at 8.42pm.