



**Haringey** Council

## **NOTICE OF MEETING**

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# **Corporate Parenting Advisory Committee**

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MONDAY, 25TH JANUARY, 2010 at 18:30 HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

MEMBERS: Councillors Adamou, Alexander, Allison, Engert, C. Harris, Patel and Reith (Chair)

### **AGENDA**

**1. APOLOGIES FOR ABSENCE (IF ANY)**

**2. URGENT BUSINESS**

The Chair will consider the admission of late items of urgent business. Late items will be considered under the agenda item they appear. New items will be dealt with at item 11 below. New items of exempt business will be dealt with at item 15 below

**3. DECLARATIONS OF INTEREST**

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or when the consideration becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member's judgement of the public interest.

**4. MINUTES (PAGES 1 - 8)**

To consider the minutes of the meeting held on 7 December 2009.

**5. MATTERS ARISING**

**6. PROGRESS REPORT - EMPLOYMENT OPPORTUNITIES FOR CARE LEAVERS (PAGES 9 - 16)**

A needs assessment progress report on care leavers employment opportunities.

**7. SUPPORT TO YOUNG PEOPLE LEAVING CARE TO FIND SUITABLE HOUSING**

To receive a verbal presentation.

**8. PERFORMANCE MANAGEMENT : CHILDREN AND FAMILIES - DECEMBER 2009 DATA (PAGES 17 - 26)**

To consider specified performance data for CiC.

**9. CONSULTING YOUNG PEOPLE IN CARE - STOCK TAKING EVENT PROPOSAL**

To provide a verbal update and proposals for moving forward on the participation of children in care and the “Ministerial Stocktake”.

**10. VIRTUAL HEAD TEACHER: GOVERNANCE ARRANGEMENTS (PAGES 27 - 32)**

This report sets out the proposal to establish a Head for the ‘Virtual School’ for Children in Care.

**11. NEW ITEMS OF URGENT BUSINESS**

To consider any items admitted at item 2 above.

**12. EXCLUSION OF THE PRESS AND PUBLIC**

That the press and public be excluded from the meeting for consideration of items 13 – 15 as they contain exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985): paras 1 & 2: namely information relating to any individual, and information likely to reveal the identity of an individual.

**13. MINUTES (PAGES 33 - 42)**

To consider the exempt minutes of the meeting held on 7 December 2009.

**14. CHILD SAFEGUARDING**

To provide a verbal update on safeguarding issues pertinent to the remit of the Committee.

**15. NEW ITEMS OF EXEMPT URGENT BUSINESS**

To consider any items admitted at 2 above.

Date of next meeting: 2 March 2010.

**16. ANY OTHER BUSINESS:**

Ken Pryor  
Deputy Head of Local Democracy and Member  
Services  
5<sup>th</sup> Floor  
River Park House  
225 High Road  
Wood Green  
London N22 8HQ

Carolyn Banks  
Principal Committee Coordinator  
Tel: 0208 489 2965  
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15 January 2010

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**MINUTES OF THE CORPORATE PARENTING ADVISORY COMMITTEE  
MONDAY, 7 DECEMBER 2009**

Councillors Allison, Egan, Engert, Patel and Reith (Chair)

Also Present: Eleanor Brazil, Chris Chalmers, Attracta Craig, Roy Choudhury, Denise Gandy and Rashma Toora

| <b>MINUTE NO.</b> | <b>SUBJECT/DECISION</b>   | <b>ACTION BY</b>                        |
|-------------------|---|---|
| <b>CPAC69.</b>    | <b>APOLOGIES FOR ABSENCE (IF ANY)</b><br><br>Apologies for absence were received from Cllrs Adamou, Alexander and C Harris.   |   |
| <b>CPAC70.</b>    | <b>URGENT BUSINESS</b><br><br>There were no items of urgent business.   |   |
| <b>CPAC71.</b>    | <b>DECLARATIONS OF INTEREST</b><br><br>Cllr Cooke declared an interest in respect of CPAC 74 as his job involves apprenticeships for 17+ year olds.   |   |
| <b>CPAC72.</b>    | <b>MINUTES</b><br><br><b>RESOLVED:</b><br><br>That the minutes of the meeting held on 20 October 2009 be agreed as an accurate record.  |   |
| <b>CPAC73.</b>    | <b>MATTERS ARISING</b><br><br><b>RESOLVED:</b> <ul style="list-style-type: none"> <li>• That Cllr Allison be sent the OFSTED report for Muswell House as a matter of urgency.</li> <li>• That information regarding re-offending rates be sent to Members</li> </ul> <p>With regard to the use of suitcases to move the possessions of CiC Members were advised that although there had been no methods for judging past non compliance, mechanisms were now in place to do so in the future. Notification had been sent to all Social Workers to ensure bin bags are never used. Suitcases are available in the offices. This will be monitored.</p> | Clerk<br><br>Clerk/<br>Leavin<br>g Care |

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MONDAY, 7 DECEMBER 2009**

|                       |   |                       |
|-----------------------|---|-----------------------|
|                       | <ul style="list-style-type: none"> <li>• That a hard copy of the DCSF statutory guidance on children who run away from home or care 2009 be re-circulated to Cllrs Patel and Allison.</li> <li>• That the revised version of the table on weekly unit costs for placements be circulated to Committee Members</li> </ul>  | <p>Clerk<br/>DDCF</p> |
| <p><b>CPAC74.</b></p> | <p><b>PROPOSED IMPROVEMENTS TO THE IN-HOUSE FOSTERING SERVICE</b></p> <p>The Committee received an update on Haringey's in-house fostering service and on changes to improve performance. It was noted that over the last three years the fostering service had failed to reach local performance targets for the recruitment of new foster carers, whilst the demand for local in house carers had increased. The number of children in care had risen by about 50 at any one time.</p> <p>The cost of placements in independent fostering agency placements was significantly higher than the cost of in-house placements, consequently it was planned to reduce expenditure in placements by increasing the number of in- house foster carers.</p> <p>There had been some impact from the extension of the recruitment campaign and it is anticipated that 20 foster carers will be approved during this year. No single operational Manager in fostering had had responsibility for overseeing the recruitment which had resulted in poor co-ordination and delays in responding to enquiries and in processing applications. A dedicated recruitment team is to be piloted within the service. The Committee noted the problem of recruiting carers was a national one. There were a number of reasons for the low level of interest including poor follow up of initial enquires and poor co-ordination. Last month there had been approximately 50 enquires, of which around 20 were immediately considered as unsuitable. From the remaining 30, 10 were visited immediately with 5 subsequently dropping off. The remaining 4/5 reached the F Form stage with the possibility of 3 actually becoming foster carers. Once recruited the retention rates were good, with some foster carers having 15 years or more service.</p> <p>The pilot team will be responsible for fostering campaigns, information events, enquiries, preparation training and foster carer assessments. Although initially there would be three social workers in the team, this would need to be reviewed and may need to be increased. . Also it was noted that independent assessors maybe required if the numbers of assessments surpassed the capacity of the team.</p> <p>The Committee noted that the service had commissioned a review of the in-house fostering service to run alongside the pilot, which would be completed within two months and would inform proposals on future permanent arrangements. The Members felt that it was important that there was effective monitoring of the pilot scheme.</p> <p><b>RESOLVED:</b></p> |                       |

**MINUTES OF THE CORPORATE PARENTING ADVISORY COMMITTEE  
MONDAY, 7 DECEMBER 2009**

|                |  |                        |
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|                | <ol style="list-style-type: none"> <li>1. That a progress report be presented to the Committee in three months.</li> <li>2. That figures on retention rates be provided for the next meeting.</li> <li>3. That the Committee be provided by e-mail with a breakdown of the number and types of carers.</li> </ol>  | Head Ser (Res & Plcmt) |
| <b>CPAC75.</b> | <p><b>EMPLOYMENT OPPORTUNITIES FOR CARE LEAVERS</b></p> <p>Concern was expressed by Members over the excessive use of acronyms in the report. Following the previous meeting there had been multi agency meetings which had resulted in a draft employment action plan, intended to improve employment opportunities for care leavers.</p> <p>The main gaps within the current provision were identified.</p> <p>Although there are a number of employment and apprenticeship initiatives available for care leavers they appeared to be unaware of these opportunities or they were unable to utilise them due to the issues below.</p> <ul style="list-style-type: none"> <li>➤ There is no lead person responsible for advising young people within leaving care and asylum service about employment opportunities</li> <li>➤ Young people need to be made aware of new developments on employment opportunities for young people e.g. care2 work program, apprenticeships</li> <li>➤ The apprenticeship opportunities that are available have stringent criteria that young people are unable to fulfil</li> <li>➤ Lack of data analysis and young peoples involvement in identification of employment or courses that will meet their needs</li> </ul> <p><b>The action plan was noted.</b></p> <p><b>RESOLVED:</b></p> <p>That a needs assessment progress report be presented to the next meeting to include the number of people involved and their tasks, opportunities for work experience and links with local employers and more information on the gaps in provision.</p> | Leav Care/ CiC         |
| <b>CPAC76.</b> | <p><b>ACCESSING OF SOCIAL NETWORKING SITES BY CHILDREN IN CARE (CIC)</b></p> <p>The Committee were advised that all children's homes and foster carer households were provided with computers, albeit with restrictions on accessing certain sites. Children in care were requesting access to social network sites. Following research it was proposed that the restrictions on social networking sites be lifted to allow access to My</p>   |                        |

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|                       | <p>Space and Facebook sites within the proposed framework.</p> <p>Foster carers and residential staff had been provided with training and support to monitor children's usage of the internet. In addition to restricting use of Facebook to those over the age of 11, guidance had been provided for young people, foster carers and staff to support safe use. Furthermore the service proposed that children and young people be encouraged to allow a trusted adult friend to be accepted as a friend on their Facebook page to enable the "friend" to monitor and provide guidance where appropriate, although it was noted that this could not be enforced.</p> <p>Members expressed some concern over the tone and language used in the guidance to young people and attention was drawn to suitable guidance on this matter published by the police and by NSPCC. Officers advised that the guidance would be proof read by a young person and would be written in a user friendly language. It was noted that the service would be able to interrogate what sites were being accessed and foster carers and social workers would be fully trained in supporting the young person to use the internet safely.</p> <p><b>RESOLVED:</b></p> <p>That the report be noted.</p>  |  |
| <p><b>CPAC77.</b></p> | <p><b>EDUCATIONAL ATTAINMENT OF LOOKED -AFTER CHILDREN (LAC)</b></p> <p>The Committee were provided with the annual educational results for children in care. Nationally children in care have consistently underachieved in national examinations and were over represented in the prison and homeless populations. It is the Authority's responsibility to ensure that children in care did as well as possible to achieve positive outcomes. It was also a major Government priority to narrow the gap between Children in care and their peers.</p> <p>The dedicated Children in care education team works in close collaboration with officers in children and families school improvement and collaboration and with schools in and out of the Authority to improve educational outcomes for these young people. The Committee were pleased that the outcomes for CiC at the end of KS1 were exceptionally good. Although in real terms in 2009 there had been an increase in the academic achievement of children in care at the end of KS2 the figures were not as good as at KS1. There were a number of possible reasons for this, such as because it was a different cohort, or some may have moved out of care. At key stage 4, as a result of specific interventions over the years progress had been made since 2005 and there had been an increase in the number of young people in care gaining GCSE's. It was noted that across all age groups huge efforts had been made to get to know and be interested in the young people. Foster carers and social workers were in regular contact with schools and there was an expectation that CIC would attend school and do well.</p> |  |



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|                       |   |   |
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|                       | <p>The Committee were advised that from January 2010 Haringey schools and social workers were to adopt the Pan London personal education plan. This PEP was considered an easier document to work with and would be more useful to a range of agencies. Each young person's PEP was to be reviewed twice during the Academic year, in October and again in March. There were four sections to each PEP which would enable different professionals to provide information most relevant to their professional expertise. The action to be taken to improve the current low completion rate was outlined. It was noted that the new PEP's would be monitored by both the Authority and by OFSTED</p> <p><b>RESOLVED:</b></p> <p>That the Committee receive a report on the take up and success of the training to be provided to teachers in relation to CiC, including the implementation of PEPs.</p>   | <p>Team<br/>Man<br/>CiC<br/>Ed<br/>Team</p> |
| <p><b>CPAC78.</b></p> | <p><b>PERFORMANCE MANAGEMENT: CHILDREN AND FAMILIES - OCTOBER 2009 DATA</b></p> <p>The Committee received a report setting out the October performance monitoring data in relation to CiC within the Children and Families Service and details of statistical neighbour comparative data collected by central government on a national basis for 2008/09 for a range of CiC outcome indicators based around health and education.</p> <p>The Committee were advised that since early 2008 there had been an increase in the number of children in care but that the numbers were now beginning to stabilise.</p> <p>A manual audit of a small sample of 10 children in care for over a year had been carried out to provide an indication of the turnover of allocated social workers within the children in care team. Three out of the 10 sampled retained the same social worker for the 12 months, 4 children had two social workers and 3 children had 3 social workers. Given the turmoil that Social workers had faced over this time period it was felt that the continuity was reasonable, but in the future it was hoped that this would improve. The Committee noted that the workload allocation of social workers to children was done according to need. Although there was provisional data it was noted that the next meeting would receive a report setting out the annual outcome indicators for children in care.</p> <p>Details of the new case audit framework which had been implemented throughout September was given. The first sets of audits focussing on quality of practice were implemented in October whereby 65 files had been reviewed and 55 in November. This gave the service a wealth of information on the quality, and supervision of practice. Members noted that the majority of cases were judged good or adequate but there had been three cases identified as inadequate with a need to improve supervision in particular. Members were informed of a range of strategies being taken to ensure that there was regular good quality</p> |   |

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|                |   |      |
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|                | <p>supervision for social workers and that training around supervision management was in place.</p> <p>Heads of service were responsible for following up actions in relation to all audits rated as inadequate. A sample of the audits would be re-audited on a quarterly basis to ensure that issues were followed up and action taken as necessary. The audit would be carried out monthly and reported to the Children and families Performance Management group for discussion. The Committee were informed that improvements had already been made from the previous month's audits.</p> <p>Committee Members questioned the figure of 90.6% up to date visits to CIC at the end of October, which it is was noted was a fall from the previous month. Also there was a discussion around the figure of 90% of NI 66 reviews in timescale and it was noted that this was below the target. Members were advised that this was due to a member of staff leaving unexpectedly.</p> <p><b>RESOLVED:</b></p> <ul style="list-style-type: none"> <li>• That the October performance report be noted.</li> <li>• That future reports contain comparison performance indicator figures and target figures with the previous month and if there were significant changes an explanation be provided.</li> </ul> | DDCS |
| <b>CPAC79.</b> | <p><b>NEW ITEMS OF URGENT BUSINESS</b></p> <p>There were no new items of urgent business.</p>   |      |
| <b>CPAC80.</b> | <p><b>EXCLUSION OF THE PRESS AND PUBLIC</b></p> <p><b>RESOLVED:</b></p> <p>That as items 13 to 18 contained exempt information (as defined in Section 100a of the Local Government 1972; namely information likely to reveal the identity of an individual, and information relating to any individual) members of the press and public should be excluded from the remainder of the meeting.</p>   |      |
| <b>CPAC81.</b> | <p><b>MINUTES</b></p> <p><b>RESOLVED:</b></p> <ul style="list-style-type: none"> <li>• That the exempt minutes of the meeting held on 20 October 2009 be agreed as an accurate record.</li> </ul>   |      |
| <b>CPAC82.</b> | <p><b>UPDATE REPORT ON HARINGEY PARK CHILDREN'S HOME</b></p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"> <li>1. That the update report be noted.</li> <li>2. That the Committee be provided with the OFSTED report, when</li> </ol>  | Head |

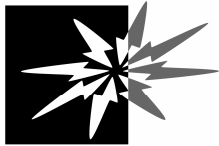
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|                |   |                              |
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|                | <p>available and that in future they be sent any OFSTED reports automatically.</p> <ol style="list-style-type: none"> <li>3. That update reports on both Haringey Park and Muswell House be provided regularly to the Committee.</li> <li>4. That officers notify Cllr Allison and the Chair whether there were any disabled children in care resident at Hazelmere</li> </ol>  | Ser<br>(Res &<br>Plcmts<br>) |
| <b>CPAC83.</b> | <p><b>MANAGEMENT REVIEW OF EMERGENCY DUTY TEAM</b></p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"> <li>1. That a follow up report be presented to Committee three months after the transfer of responsibility to the Children and Young people's service.</li> <li>2. That information be provided to Members on the number of children in care who came through the EDT.</li> </ol>                     | DDCS<br><br>DDCS             |
| <b>CPAC84.</b> | <p><b>CHILD SAFEGUARDING</b></p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"> <li>1. That a report be presented to the meeting after next on the strategies in place for managing children in care with particular challenging needs.</li> <li>2. That a report be presented to the next meeting on the support given by Housing for young people leaving care to find suitable accommodation.</li> </ol> |                              |
| <b>CPAC85.</b> | <p><b>NEW ITEMS OF EXEMPT URGENT BUSINESS</b></p> <p>There were no new items of exempt urgent business.</p>   |                              |
| <b>CPAC86.</b> | <p><b>ANY OTHER BUSINESS</b></p> <p>There were no items of further business.</p>  |                              |

Cllr Lorna Reith

Chair

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Haringey Council

Agenda item:

**[No.]****Corporate Parenting Advisory Committee****On 25/01/2010**

|   |                                |
|---|--------------------------------|
| Report Title: <b>PROGRESS REPORT - EMPLOYMENT OPPORTUNITIES FOR CARE</b>  |                                |
| Forward Plan reference number (if applicable): n/a  |                                |
| Report of: <b>The Director of The Children and Young People's Service</b>   |                                |
| Wards(s) affected: <b>All</b>   | Report for: <b>Information</b> |
| <b>1. Purpose (That is, the decision required)</b><br>A needs assessment progress report on care leavers employment opportunities presented to Members identifying number of people involved and their tasks, opportunities for work experience and links with local employers. |                                |
| <b>2. Introduction by Cabinet Member (if necessary)</b>   |                                |
| <b>3. Recommendations</b><br>Members of the Corporate Parenting Advisory Committee are asked to note the contents of the report   |                                |
| Report Authorised by: Eleanor Brazil<br>Deputy Director<br>Children and Families  |                                |
| Contact Officer: Rashma Toora<br><b>Telephone:</b> 5845<br><b>E-mail:</b> Rashma.toora@haringey.gov.uk  |                                |
| <b>4. Director of Finance Comments</b>  |                                |
| <b>5. Head of Legal Services Comments</b>   |                                |
| <b>6. Local Government (Access to Information) Act 1985</b>   |                                |

## **Background information**

### **Needs assessment progress report on care leavers employment opportunities**

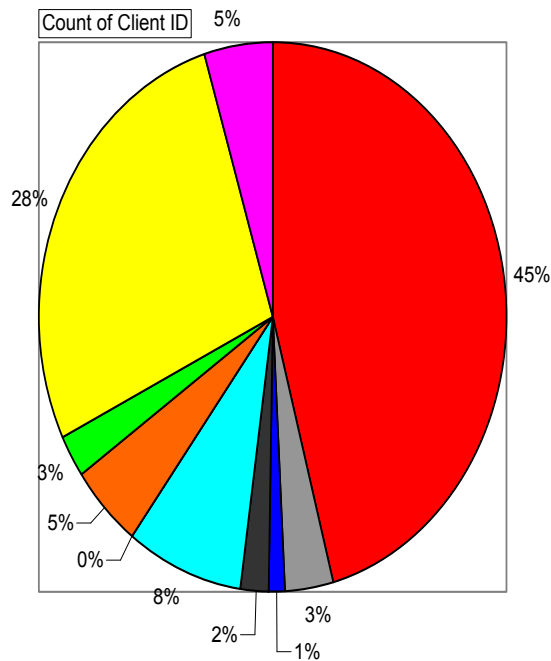
1. Haringey has an excellent record of educational outcomes for young people leaving care. Only 45 young people out of a group of 477 are not engaged with education, employment or training. Furthermore, Haringey has recently been praised for improving the educational, employment and training outcomes for young people at age 19 as 70.2% of Haringey's care leavers are engaged in education, employment and training in comparison to a national average of 63% of young people.
2. The Corporate Parenting Committee requested this report after a care leaver highlighted that although this maybe the case for educational outcomes, there appeared to be a lack of opportunities available for young people who wanted to pursue an alternative career path such as employment. Thus, the Corporate Parenting Committee requested a report to improve their understanding of what gaps in provision exist in relation to employment and training opportunities for young people and how we can address these to ensure that all young people have an opportunity to attain their career goals and achieve their ambitions.
3. It is the lead responsibility of the social workers in the leaving care team and the personal advisors in the team to address educational and training opportunities with young people. This work is done in partnership with other agencies such as schools, training providers, the Department for Work and Pensions, Connexions, The Haringey Guarantee. The Youth Offending Service, the targeted youth support service, the Learning and Skills Council, local colleges and universities, Haringey Council, the North London partnership and accommodation providers.
4. The report is written bearing in mind a number of changes that are planned, outlined in the New Opportunities for the Future White Paper (January 2009). This identified substantial support for young care leavers, outlining specific actions including: a national employment support programme for care leavers, as part of the wider drive to improve the quality of transition from care to adulthood. The Government is funding the National Care Advisory Service (NCAS) for the next two years to work with local authorities to develop and test models of support for care leavers into employment. There will be a creation of a national network of employers from the private, public and third sectors who will sign up to a commitment to develop employment support initiatives in their organisations for young people leaving care. Employers will offer opportunities for work experience and mentoring support, matched to the specific needs of the young person and including a package of training; from September 2009, the offer of an Apprenticeship place to all suitably qualified care leavers by the National Apprenticeship Service which will work with NCAS; and government intend to make this a legal entitlement from 2013; and over time, all care leavers will be offered an enhanced career planning pathway that will cover their next two to eight years, using a personalised, flexible model to help tackle barriers to work

The specific information that was requested by the Corporate Parenting Advisory Committee was as follows:

- The number of young people who are unemployed, enrolled on training courses and those in education
- opportunities for work experience
- links with local employers
- more information on the gaps in provision
- An update on the position

| Count of Client ID                                 |            |
|--|------------|
| Current Situation                                  | Total      |
| Full time education                                | 219        |
| Full time employment with no planned training      | 15         |
| Full time employment with planned training         | 6          |
| Full Time Training                                 | 9          |
| Part-time employment, education or training        | 38         |
| Removed  | 1          |
| Underage   | 23         |
| Unemployed as a result of ill-health or disability | 12         |
| Unemployed for other reason                        | 132        |
| Unknown  | 22         |
| <b>Grand Total</b>                                 | <b>477</b> |

Total



| Current Situation                                  |
|--|
| Full time education                                |
| Full time employment with no planned training      |
| Full time employment with planned training         |
| Full Time Training                                 |
| Part-time employment, education or training        |
| Removed  |
| Underage   |
| Unemployed as a result of ill-health or disability |
| Unemployed for other reason                        |
| Unknown  |

| Count of Client ID                            |  |            |
|---|--|------------|
| Team  | Current Situation                                  | Total      |
| Children's Aftercare 18 - 21 yrs              | Full time education                                | 8          |
|   | Full time employment with no planned training      | 5          |
|   | Full time employment with planned training         | 1          |
|   | Full Time Training                                 | 2          |
|   | Part-time employment, education or training        | 7          |
|   | Unemployed as a result of ill-health or disability | 10         |
|   | Unemployed for other reason                        | 27         |
|   | Unknown  | 3          |
| <b>Children's Aftercare 18 - 21 yrs Total</b> |  | <b>63</b>  |
| Leaving Care Team                             | Full time education                                | 76         |
|   | Full time employment with no planned training      | 3          |
|   | Full time employment with planned training         | 2          |
|   | Full Time Training                                 | 4          |
|   | Part-time employment, education or training        | 8          |
|   | Underage   | 2          |
|   | Unemployed as a result of ill-health or disability | 2          |
|   | Unemployed for other reason                        | 48         |
| Unknown                                       | 7  |            |
| <b>Leaving Care Team Total</b>                |  | <b>152</b> |
| Personal Advisors Team                        | Full time education                                | 21         |
|   | Full time employment with no planned training      | 2          |
|   | Full time employment with planned training         | 3          |
|   | Full Time Training                                 | 2          |
|   | Part-time employment, education or training        | 10         |
|   | Unemployed for other reason                        | 29         |
| Unknown                                       | 3  |            |
| <b>Personal Advisors Team Total</b>           |  | <b>70</b>  |
| Specialist Team                               | Full time education                                | 39         |
|   | Unemployed for other reason                        | 1          |
| <b>Specialist Team Total</b>                  |  | <b>40</b>  |
| Unaccompanied Minors                          | Full time education                                | 75         |
|   | Full time employment with no planned training      | 5          |
|   | Full Time Training                                 | 1          |
|   | Part-time employment, education or training        | 13         |
|   | Removed  | 1          |
|   | Underage   | 21         |
|   | Unemployed for other reason                        | 27         |
| Unknown                                       | 9  |            |
| <b>Unaccompanied Minors Total</b>             |  | <b>152</b> |
| <b>Grand Total</b>                            |  | <b>477</b> |

### Opportunities for work experience



5. All council departments offer work opportunities for students, young people, international students, trainee social workers and apprenticeships. In addition to this, opportunities are available with Tottenham Hotspurs. Haringey has commissioned the Haringey Guarantee to deliver work experience opportunities to all Haringey residents. They have work placements available for young people that can help build a CV, gain a reference and give young people a valuable experience (and confidence) in a chosen field of work. Work placements are available in the following areas: NHS Haringey-working for health, Positive employment: positive futures, Work Placements for Employment, Working Links: Altogether Better, Positive Employment: Positive Futures and with the Employment Action Network
6. Furthermore, Haringey Guarantee provides a professional quality information, advice and guidance service that includes: Vocational training, Work placements, employment support, advice and job brokerage, Guaranteed interviews when applying for employment opportunities with our partners, Vocational training and training for the care sector. These opportunities are provided through the following partners:
  - 2XL Training Ltd
  - Skills training including Basic Skills
  - KIS Training
  - Sport Coaching and Volunteering
  - Haringey Sports Futures
  - Training for the Security Industry
  - Aidevian
  - Neighbourhood Resource Centre
  - Training to enter to Fashion Industry
  - Fashion Enter - Stitch in Time Personal Best (Preparation for Event Volunteering)
7. Personal Best is a unique opportunity to develop skills and knowledge and increase your opportunities for work and training. It offers guidance and support together with an accredited qualification to raise your aspirations and build confidence. Graduates of the Personal Best Programme will be guaranteed an interview to become a games time volunteer for the Olympics and Paralympics in 2012.
8. Southgate College are leading the delivery in partnership with: KIS Training, First Rung, CLaSS. A creative, learning environment, supporting young people in gaining a tailor-made accredited qualification at Level 1. The course is an introduction to volunteering at events and in the community. This is achieved through 9 taught units covering a range of learning outcomes together with a minimum of 30 hours of volunteering. The 9 units covering the following:
  - Becoming a Volunteer
  - Volunteering and the Olympics
  - Emergency and Basic Fire Awareness
  - Public Safety Awareness
  - Understanding Effective Customer Relations

- Understanding Equality and Diversity
- Introduction to Conflict Resolution in a Public Environment
- Developing Team and Interpersonal Skills
- Preparing for and Reflecting on a Volunteer Placement

### **Links with local employers**

9. The main area for development appears to be that although there are national links with employers and organisations, Haringey Guarantee are attempting to establish links with local employers. This is at an early stage.
10. The Care 2 Work programme, a new DCFS initiative is targeted specifically at care leavers with the aim of working with employers to improve educational outcomes for young people. They have developed national links with employers such as Asda, BT, Co-op, Sainsbury's, Marks and Spencer, O2, The Odeon cinema group, Orange, Comet, etc.. The leaving care service has established links with this programme recently and has completed the mapping process and developed a draft plan to improve education, employment and training opportunities for care leavers. The aim of the leaving care service would be to work with Connexions providers and the Haringey Guarantee to develop these links locally. This process has commenced.
11. Other opportunities that are available in the Council include: Connexions sending local vacancies to young people via text, young people being involved in the recruitment process by interviewing new staff, The combined disabilities team- Personalisation agenda that is developing a scheme to recruit young people to be involved in mentoring, advocacy and brokers for young people with disabilities. Haringey placements team are recruiting young people for regulation 33 visits and to complete evaluations for placements. In addition to this young people are also employed in the Youth Service and as part of the participation agenda as mentors.

### **Barriers to employment**

The main barriers to employment for care leavers appear to be;

- If young people do not live in Haringey, we cannot provide the same level of personalised service or refer to specialist resources
- Criminal convictions
- Lack of rolling programmes
- Intensive personalised support whilst on training and work placements
- Young people who are in custody
- Young people who are in hospital due to mental health conditions
- Young people who are pregnant or who are parents

### **Progress update**

Since, the last meeting, the following progress has been made on the Education, Employment and Training Action plan:

1. The meeting with care2work has taken place to map services, share the action plan and consider good practice from other local authorities. This will be signed off by Eleanor Brazil once finalised.
2. We are arranging a meeting with other partnerships to consider a 16+ forum exploring how we can support young people who are not in education, employment and training
3. We have increased the work opportunities available for young people by meeting with the placements team and arranging for young people to conduct regulation 33 visits and complete evaluations. In addition, the disabilities team has also offered additional opportunities to young care leavers to mentor young people with disabilities, and provide personalised support under the personalisation agenda.
4. Training has been conducted with the leaving care team to make better use of the Framework I database so we can identify the numbers of young people who are unemployed and therefore target those young people for intensive work
5. We are sharing information on young people with our connexions partners so we can work more effectively to identify how we can engage young people in education, employment and training
6. The Council was successful in bidding for the Future Jobs Fund aiming to create up to 221 temporary jobs. These opportunities will also be available for young care leavers
7. We have explored good practice from other local authorities to examine how we pay young people who work with the Council to recruit new staff by taking part in interviews. We will be using a variety of methods to pay them including vouchers, payments and through the Councils Human Resources department.
8. We have raised awareness of the issues facing care leavers with other partners such as Connexions, Education team, Care2work and the Haringey Guarantee. The next step will be to identify and promote specific opportunities for care leavers which will lead to more effective commissioning by providers of education, employment and training for the future.

### **Summary**

Further work is required to encourage young people who want to explore an alternative career path to education such as training or employment. Although as this report notes there are a number of opportunities available for young people to engage in employment and training opportunities, they are not well publicised to young people or staff, robust systems need to be developed operationally and strategically to commission and monitor provision for care leavers, there needs to be a co-ordinated approach to care leavers post 16 which involves all partnership agencies and lastly we must ensure that we have reliable data available within the service to identify young people who are not engaging in employment and training so we can target them specifically and refer to appropriate agencies.

The actions required to deliver these changes were outlined in the draft action plan which was presented to the committee at its previous meeting.



**Haringey Council**

|                      |   |
|----------------------|---|
| <b>Briefing for:</b> | Corporate Parenting Advisory Committee                                    |
| <b>Title:</b>        | Performance Management Data in Children and Families – December 2009 Data |
| <b>Lead Officer:</b> | Eleanor Brazil  |
| <b>Date:</b>         | 25 January 2010   |

**1. To provide a monthly update of performance monitoring activity in relation to Children in Care (CiC) within the Children and Families Service.**

**2. Background information**

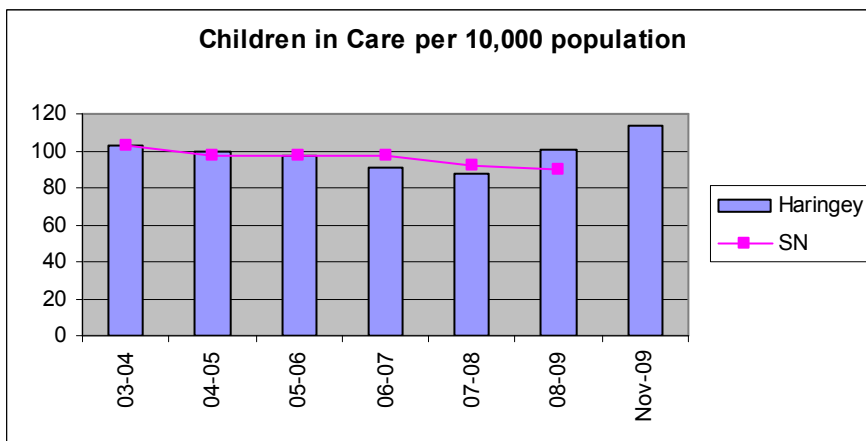
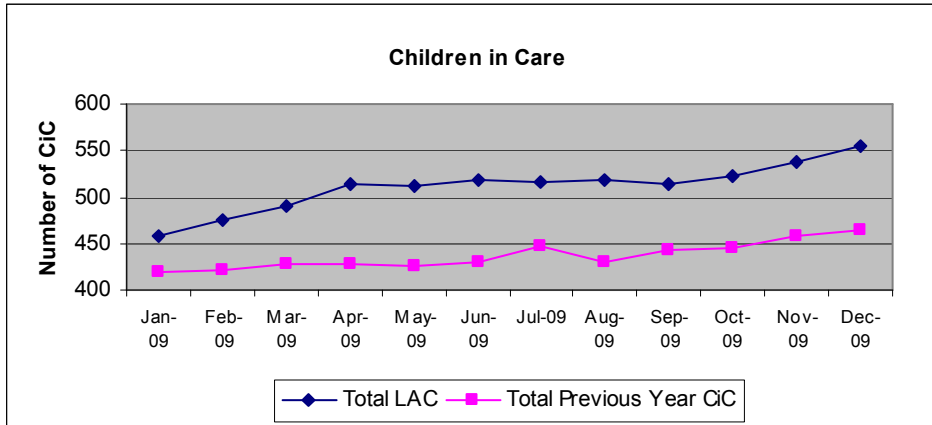
2.1. The total number of CiC at the end of December 2009 was 555 compared to 537 children in November (113 per 10,000 population compared with 90 per 10,000 for our statistical neighbours in 2008/09). Of the 555, 50 children are unaccompanied minors. These numbers have remained consistent for some time.

2.1.1. 35 children became looked after in December and 21 children ceased to be looked after. Care proceedings were initiated on 11 children in December.

2.1.2. Since early 2008 we have seen increasing numbers of children in our care population, this number stabilised throughout most of 2009 but is now beginning to increase. The first chart below compares the number of children in care over the last year with the previous year and the second chart compares the yearly position with our statistical neighbour averages over the same period.



**Haringey Council**



2.2. Children Missing from Care - Between November & December 2009, 26 children went missing from care. The total number of occasions these children went missing in that period was 70. On 13 occasions children went missing for more than 24 hours. On 31 occasions children went missing overnight – the 18 occasions in addition to those who went missing for over 24 hours are young people who go out in the evening and return the following morning/day. One young person was reported as being harmed whilst they were missing from care (15 year old girl). One young person committed an offence whilst they were missing from care (a 13 year old boy).

2.3. Allocations. One child did not have an allocated worker at the end of December. This case has now been allocated.

2.4. A manual audit of a small sample of 10 children in care for over a year has been undertaken to provide an indication of allocated social workers within the children in care team. 3 out of the 10 children sampled retained the same social worker for the 12 months, 4 children had 2 social workers over the 12 month period and 3 children had 3 social workers over the twelve month period. The children who had 3 or more social workers can be explained due to changes in worker and workers leaving the council.



**Haringey Council**

2.5. Visits to CiC. 92% of CiC had an up to date visit at the end of December. 45 children did not have an up to date visit. Further follow up is being done on these cases to ensure that if visits have taken place, that they have been recorded accurately on framework i.

2.6. NI 66 Reviews in timescale. The percentage of CiC for whom there was a review held in timescale was 96.4% at the end of December. Out of 524 children who had been looked after continuously for the previous 4 weeks, 474 had been reviewed within the required timescales. The number of reviews held out of timescale in the year to date is 19.

2.7. Adoptions and special guardianship of CiC. 19 children have been made subject to a special guardianship order in the year to date, the target is 28 by the end of March 09. 9 of these were special guardianship orders and 10 adoption orders.

2.8. NI63 - This indicator is based on children under 16 who have been looked after for at least 2.5 years and have been in the same placement for at least two years or are placed for adoption. The position at the end of December is 69.72%. Of 142 children who had been looked after for at least 2.5 years, 99 were in the same placement for at least 2 years.

2.9. NI62 - This is an indicator of the number of children who have had 3 or more placements during the year. In the last 12 months, 12.3% of children have had 3 or more placements (68 out of 555). Our target for this indicator is 11%. Since April 09, 50 children have had 3 or more placements and 120 children have had 2 placements.

2.10. Personal Educational Plans (PEP). 85% of CiC have a PEP in place at the end of December. Out of 424 children who require a PEP, 362 have one. 48% of these are up to date (174 out of 362).

2.11. Health Assessments. Children in Care are expected to have a health assessment undertaken once a year. Although this indicator is only collected annually, to assist us in monitoring progress in this area we have developed an indicator which looks at the percentage of children who have been in care for over a month who have had a health assessment within the previous 12 months. The position at the end of December is 68% (356 out of 526).

2.12. Dental Checks. Children in Care are expected to have a dental check at least once a year. As above, we have developed an indicator which looks at the percentage of children who have been in care for over a month who have had a dental check within the previous 12 months. The position at the end of December is 57% (300 out of 526).



**Haringey Council**

2.13. Outcome indicators for children in care – Appendix 1 shows a breakdown of educational and health outturns for children in care 2009-10.

2.14. NI 147 Care Leavers in suitable accommodation. This indicator looks at care leavers who were in suitable accommodation on or around their 19th birthday. The percentage of care leavers in suitable accommodation at the end of December is 78.6% (33 out of 42 who turned 19 in the year to date).

2.15. NI 148 Care leavers in Education, Training or Employment. This indicator looks at care leavers who were in Education, Training or Employment on or around their 19th birthday. 61.9% of young people who have turned 19 in the year to date were in Education, Training or Employment on or around their 19th birthday (26 out of 42 who turned 19 in the year to date). These figures are based on low numbers who have left care so far and will vary considerably from month to month.

2.16. Audits of Quality

2.16.1. A new audit framework has been developed was implemented throughout September with the first set of audits focusing on quality of practice completed in October. A random sample of cases were selected from across Children and Families and allocated to Heads of Service and Senior Team Managers for auditing. 11 Children in Care and Leaving Care cases were audited in December.

2.16.1. The audit is divided into 10 domains/sections (Referral and Response, Risk Assessment, Key Decisions, Key Assessment Episodes, Key Planning and Reviewing, Child/YP focused practice, Supervision/ Management Overview, Direct Engagement/professional relationships, Reporting and Recording and Case Transfer and Closure). Of the 11 cases audited, overall, 4 cases were rated as good, 7 as adequate and none as inadequate or critical. The strongest area of practice in this sample was highlighted as Child and Young Person Focused Practice with 7 cases rated as good in this area. The weakest areas related to Key Assessment Episodes and Key Planning and Reviewing with 2 cases rated as inadequate in this area.

2.16.2. Heads of Service are responsible for following up actions in relation to all audits rated as inadequate. A sample of these audits will be re-audited on a quarterly basis to ensure any identified issues have been followed up and relevant action taken. This audit is to be undertaken on a monthly basis with a monthly report and overview presented to the Children and Families Performance Management Team for discussion.

**3. Options for consideration**

**4. Financial Implications - none**





**Haringey** Council

- 5. Legal Implications - none**
- 6. Policy Implications - none**
- 7. List the proposed routing for the report through the formal decision making process**
- 8. Appendices – Appendix 1 – Outcome Indicators for Children in Care 2009-10**

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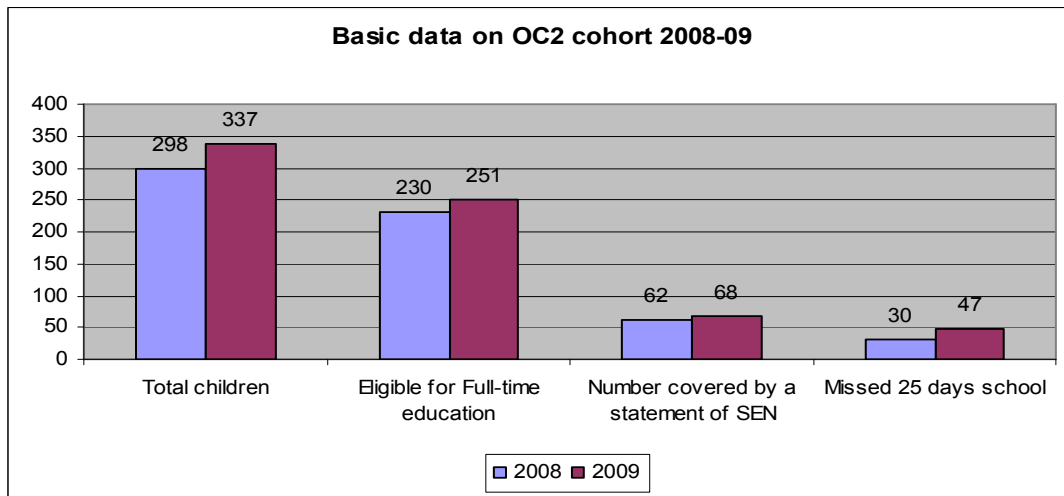
**Appendix 1 - Summary of OC2 Statistical return 2008-09**

**1. Coverage of OC2**

The OC2 is an annual return to the DCSF that looks at the health and education outcomes of children who have been in care for at least 12 months at 30<sup>th</sup> September.

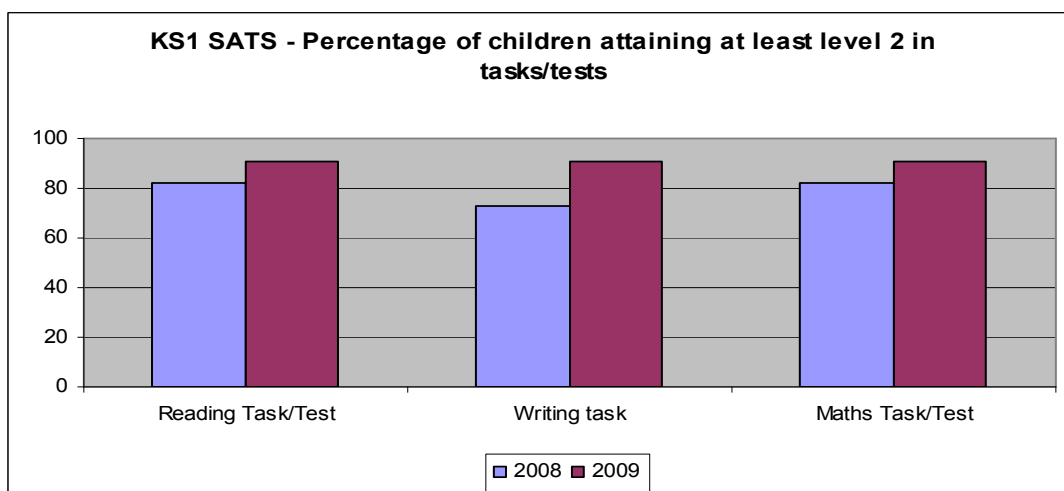
**2. General Information and education**

At 30 September 2009 there were 337 children in care to Haringey who had been looked after for at least 12 months. Of these, 251 were eligible for full-time education, 68 (27%) were covered by a statement of Special Educational needs and 47 (18.8%) had missed at least 25 days schooling during the academic year.



**3. Key Stage 1**

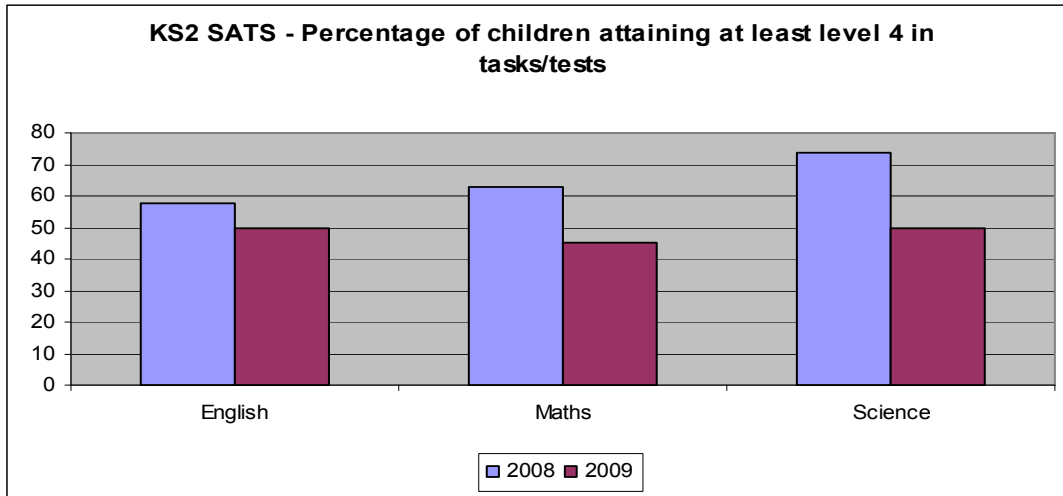
KS1 covers children in year 2 at school who attained at least level 2 in the reading tasks/tests or who attained at least level 3 in the reading comprehension test and at least level 2 in the writing and maths tasks. There was an improvement on the 2008 position in all areas with 91% of children achieving at least level 2 in all areas.



**4. Key Stage 2**

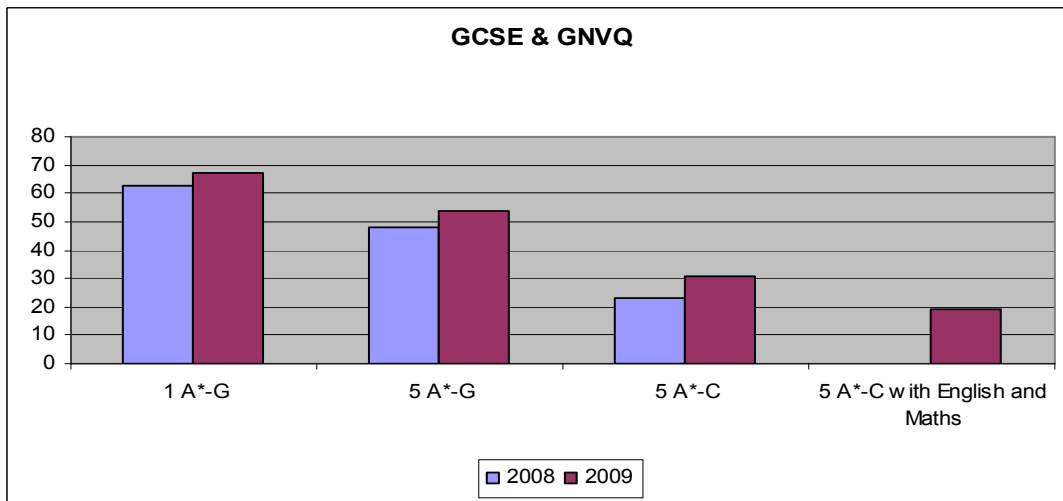
KS2 covers children in year 6 at school who attained at least level 4 in English, Maths and Science. In 2009 the results at KS2 were lower in all subjects compared to 2008. However, we are still in line with the averages for all children in care in

England (2008 data) in English and maths. Our outturns for 2009 were: English 50%, Maths 45% and Science 50%.



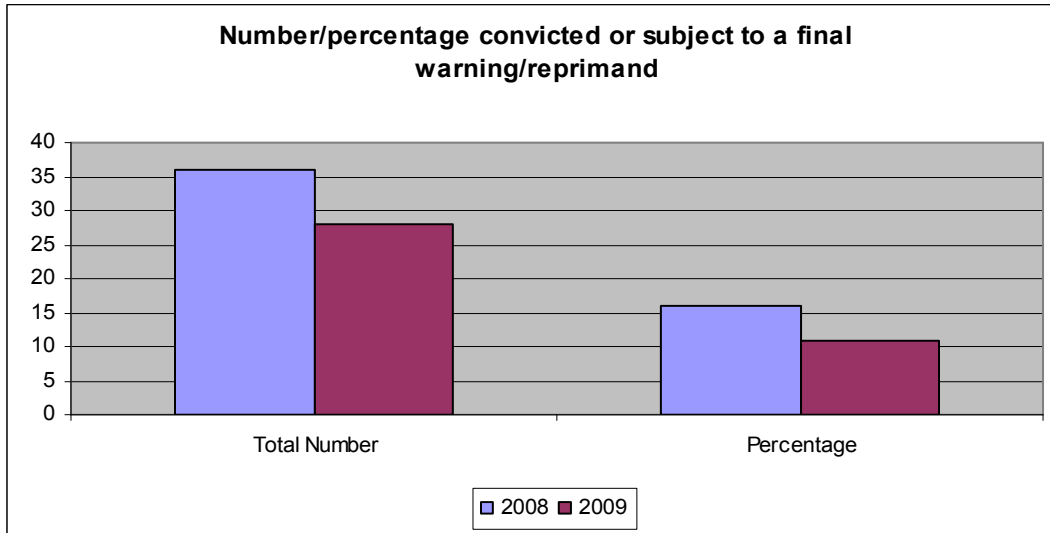
**5. Key Stage 4 (GCSE)**

There were improvements in GCSE results in 2009 for our children in care in the OC2 cohort and our achieved above the average level of all children in England (2008). A new indicator was introduced this year which measures the percentage of children who attained at least 5 GCSEs at grade A\*-C including English and maths. 18.75% of Haringey's children in Care achieved this.



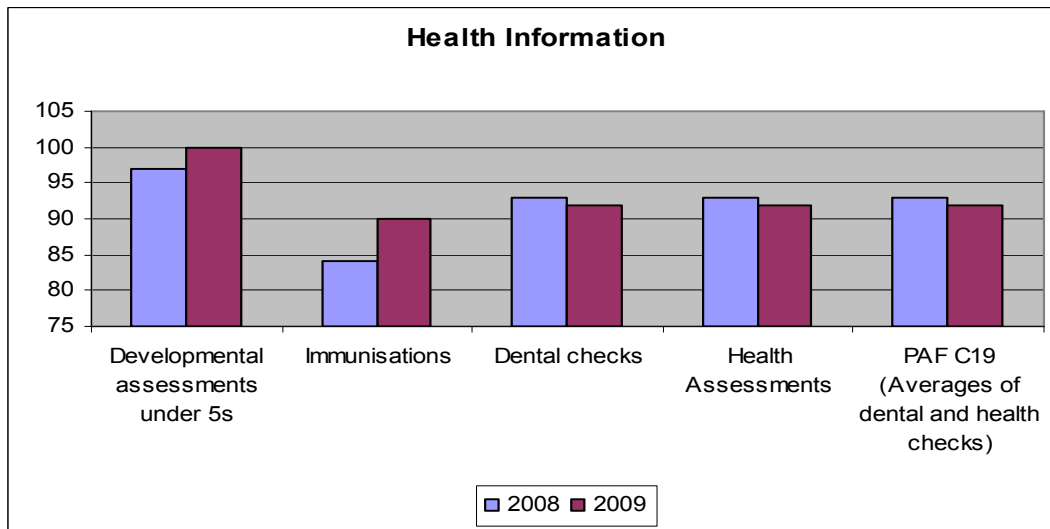
**6. Offending**

This indicator looks at the number of young people in care aged 10 and over who were convicted or subject to a final warning or reprimand during the year for an offence committed while being looked after. There was a reduction this year in the number of children offending – from 36 (16.1%) to 28 (11.4%). The PAF indicator (PAFC18) will be available when the official results are published. This is the proportion of children in care who received a caution or conviction during the year against all children aged 10 and over in the police force area who received a caution or conviction.



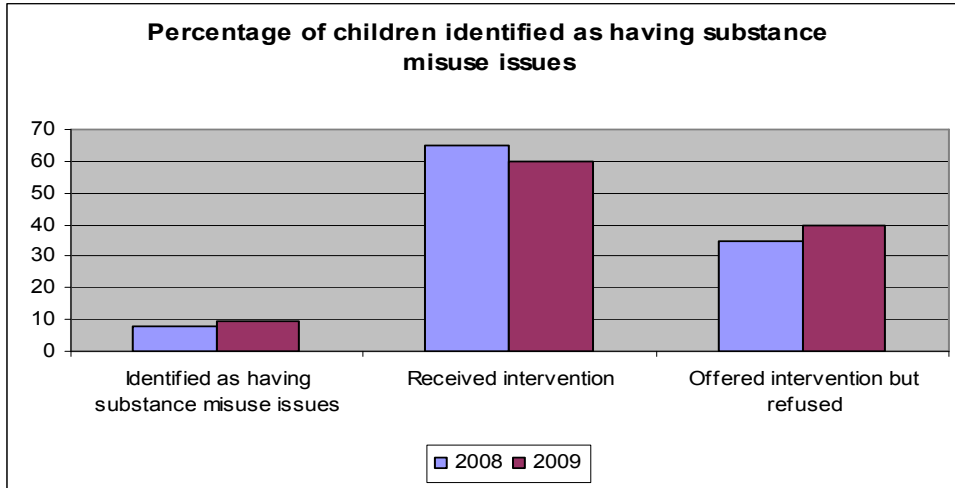
**7. Developmental checks, immunisations, health assessments and dental checks**

45 children under 5 were due to have a developmental check and 100% were up to date. 90% of children had up to date immunisations which was an improvement on last year's position of 84%. The average of health and dental checks in timescale (PAF C19) was slightly lower than last year with an outturn of 91.2% compared to 92.9% in 2008. The England average in 2008 for this indicator was 86.9%.



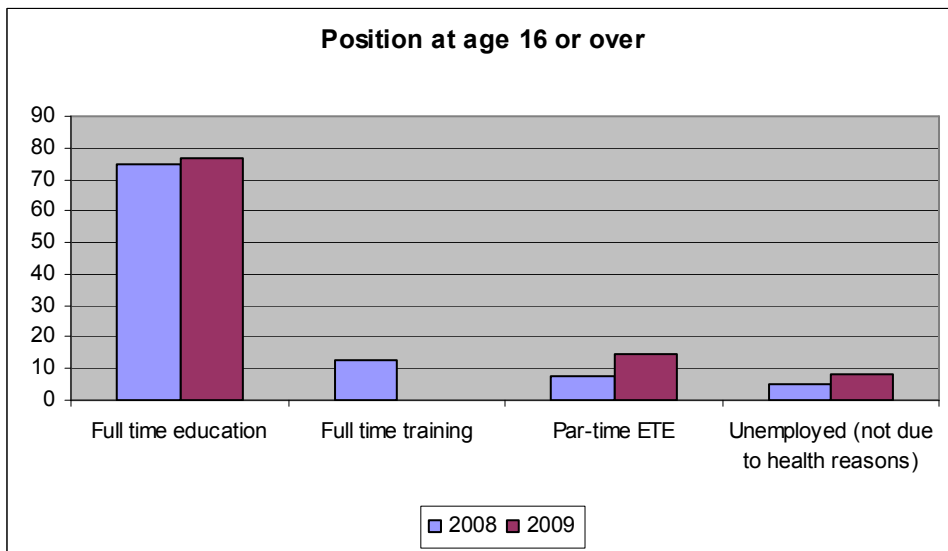
**8. Substance Misuse**

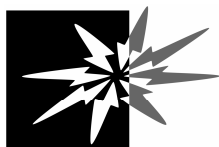
20 children and young people (aged 12 and over) were identified as having substance misuse issues. This is assessed by Social Workers completing a form with young people. Of these, 12 (60%) received some form of intervention for their substance misuse and 8 (40%) were offered intervention but refused.



**9. Position at Post 16**

44 (91.7%) of all young people leaving school were in education, training or employment at 30 September and 4 (8.3%) were unemployed for reasons other than health or disability.





Haringey Council

Agenda item:

**[No.]**

|   |
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| <b>Children and Young People's Consultative Committee      On</b> |
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|  |
|--|
| Report Title: <b>Haringey's 'VIRTUAL SCHOOL' Head proposal December 2009</b> |
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|--|
| Forward Plan reference number (if applicable): n/a |
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|---|
| Report of: <b>The Director of The Children and Young People's Service</b> |
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|                               |                                |
|-------------------------------|--------------------------------|
| Wards(s) affected: <b>All</b> | Report for: <b>Information</b> |
|-------------------------------|--------------------------------|

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| <b>1. Purpose (That is, the decision required)</b> |
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|--|
| This report sets out the proposal to establish a Head for the 'Virtual School' for Children in Care. |
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| <b>2. Introduction by Cabinet Member (if necessary)</b> |
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|---------------------------|
| <b>3. Recommendations</b> |
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| Members of the Corporate Parenting CC are asked to note the contents of the report |
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| Report Authorised by: Eleanor Brazil<br>Deputy Director<br>Children and Families |
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| Contact Officer: Attracta Craig<br><b>Telephone:</b> 2446<br><b>E-mail:</b> attracta.craig@haringey.gov.uk |
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| <b>4. Director of Finance Comments</b> |
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| <b>5. Head of Legal Services Comments</b> |
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| <b>6. Local Government (Access to Information) Act 1985</b> |
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## 1. Background information

### **Haringey's 'VIRTUAL SCHOOL' Head proposal December 2009**

The DCSF has recommended Local Authorities to adopt the model of a 'Virtual School' to track, monitor and raise attainment levels for all children in care. The recently published 'Improving Educational Attainment of Children in Care (Looked After Children) 2009 states:

'The 'Virtual School' in each Local Authority will 'rigorously track the schooling of every child in care, making sure ...that schools know when they have a child in care ...on their roll, and the school is putting in place appropriate additional targeted support for this child/children.'

Haringey has achieved very positive educational outcomes for Children in the Care of Haringey, Following year on year progress since 2005 Haringey Children Care now achieve above the national CIC averages. (See report for Corporate Parent Committee Nov '09).

Haringey's highly effective Children in Care Education Team, works in close partnership with colleagues in schools and services both in and out borough. This work is currently limited to raising the educational attainment of Haringey Children in Care aged 5yr – 16yrs.

The remit of the Virtual School would extend from 3 year olds in nursery provisions to 19 year olds in Key Stage 5 provisions.

There are 3 groups of children in care referred to in the DCSF documentation:

- Children in Care of **other authorities** educated in Haringey schools
- Children in the Care of Haringey educated in Haringey schools
- Children and young people in the Care of Haringey educated outside Haringey.

#### Head of the Virtual School

The 'Virtual School' Head would report to the Deputy Directors in Children and Families and School Improvement and Inclusion Services to improve systems for all Children in Care, prioritizing this group's access to targeted interventions, continuity of schooling and better life outcomes.

#### The 'Virtual School' Head will:

- contribute at a strategic level across the CYPS in narrowing the attainment gap for all CIC, including other borough CIC
- provide education reports on progress to the 'Virtual Governing Body'
- provide data on CIC in Haringey schools to SIIS colleagues and improve coordination of its' use



- lead work with SIIS colleagues, including SIPs, in prioritizing CIC in schools
- be included in Headteacher meetings, as appropriate, to raise the profile and needs of Children in Care. This would include 'In Year Fair Access Panel'; dissemination of new strategies; launching of support initiatives
- influence decision making panels through regular attendance of – Resources Panel, Complex Needs and SEN panel
- chair the multi-agency Attendance Forum and ensure systemic issues are resolved at a strategic level
- manage the Children in Care Education team which will become the 'Virtual School' staff

### Safeguarding

The Virtual Head will ensure Risk Assessments are in place for all trips and visits undertaken.

All staff under the management of the VSH will have up to date CRB checks in place. Photo or film images will not be released to any third party without explicit consent from young person and person with parental responsibility.

### The 'Virtual School' staff

1 administrator

1 data manager

1 attendance officer

1 Connexions PA – in partnership with Connexions in Haringey schools and targeted services

Children in Care Senior Teacher – Early Years and Primary, Training Co-ordinator

Children in Care Senior Teacher – Project Development to raise educational engagement and attainment, 3yr-19yr

Teacher – Key Stage 5 (new post)

Children in Care Teacher – monitoring and tracking Key Stage 3 and 4, also managing the weekly after school study club for CIC

Educational Psychologist 0.4 – oversight of transition of children and young people with complex needs, in collaboration with Haringey Education Psychology and SEN Services. Education Advisor on the Long Term Care Panel.

### The 'Virtual School' and Transition:

Approximately 20% of children and young people in care have Statements of SEN and have complex needs. The Virtual School through its tracking and monitoring system will ensure the 'Progression Guidance 2009/10' is implemented and used to inform planning. Transition reviews will be monitored and the 14-19 SEN Transition Panel will be kept up to date to enable young people's needs are met post 16 as appropriate.

The 'Virtual School' will:

- narrow the gap between the achievements of children in care and those of their peers; promote good educational outcomes.
- accelerate rate of progress of children in care by promoting their inclusion in additional targeted school based interventions;
- work closely with the School Improvement and Inclusion Service and School Improvement Partners to ensure that all Children in Care attending Haringey schools achieve the highest educational outcomes.
- work closely with Foster Carers, Social Workers, staff in residential units and across the range of education provision. This will ensure that all share high expectations of Children in Care and are clear about their roles in achieving positive outcomes for Children in Care
- ensure that robust procedures, strategies and systems are used to implement key legislation and guidance including:
  - Every Child Matters
  - National Strategies
  - The Common Assessment Framework (2006 updated July 2009)
  - The SEN Code of Practice
  - Revised Admissions Code
  - Revised Ofsted Framework (2009)
  - Progression Guidance 2009-10
  - Improving Educational Attainment of Children in Care (2009)
  - The Role and Responsibilities of the Designated Teacher for Looked After Children – Statutory Guidance for School Governing Bodies (2009)
  - Apprenticeship, Skills Children and Learning Act 2009
- advise School Improvement Partners and be part of the 'Vulnerable Children Conversations', to ensure Personal Education Plans are in place as part of the essential documentation required by Ofsted
- seek the views of children and young people 'on roll' of the Virtual School to inform the development of services and practices designed to enhance their life outcomes
- work with Head and Designated Governors for Children in Care, to ensure that robust monitoring of the progress of individuals in their school is embedded in school systems (using the statutory guidance).

The Virtual School 'Governing Body' will:

- develop cross-service agreement and multi-agency responsibility in the form of a strategic plan to prioritize the educational attainment of children in care
- set targets for the implementation of the strategic plan
- monitor performance and achievement and report to Corporate Parent Committee, the Children's Trust and the Children in Care Council
- ensure all stakeholders are aware of their responsibilities and are provided with regular feedback on the impact of their work;
- support and challenge the work of the Virtual School to maximise outcomes for Children in Care
- contribute to the Children and Young People's Plan, JAR and other reviews as required
- work with Young London Matters and other Local Authorities to self review and co-ordinate good practice with and for other authorities

It is proposed that the corporate parenting advisory group considers the membership of the 'Virtual Governing Body' which will oversee the work of the Virtual School and Local Authority network supporting children in care. Membership could include the following:

- Assistant Director of School Improvement and Inclusion
- Director of Children and Families
- 2 'Parent Governors' from the Corporate Parenting Committee
- Strategy Manager for Attendance and Welfare
- Primary, Secondary and Special Head teachers' representatives
- Haringey Primary Care Trust
- Senior Foster Care Manager
- Chair of The Haringey Local Fostering Association
- Tottenham Hotspur Foundation Community Manager
- CYPS participation manager
- Youth Offending Service manager
- CAHMs and Tavistock representation
- Youth Service manager

The 'Virtual School' Council

The 'Virtual School' Council will be a sub-committee of the Children in Care Council and will have an advisory/consultative role. The 'Virtual School' Council will be involved and consulted in the evaluation processes relating to the virtual school. The participation of young people and feedback on interventions will be formally sought and actively encouraged to inform the development of this work.

'Virtual School Council' and 'Virtual Governing Body' will provide feedback to the Children's' Trust on the progress of children in care in Haringey.

The Virtual School is a development from the very successful, well established work of the Children in Care Education Team which would be incorporated into the Virtual School

Changes to CIC Ed Team structure

One current teacher post would be promoted to extend the development of education and apprenticeship opportunities to Key Stage 5. This would build on the very successful partnership established with Tottenham Hotspur Foundation Community.

A new teacher post would deliver close tracking and monitoring of Key Stage 5 students to increase success at L3.

The current Team Manager post for CIC Ed team would be re-designated as Virtual School Head.

Document is exempt

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