

ANNEX

**Implementing the Children Act 2004 in  
Hampshire**

**Second Consultation Paper**

**February 2005**

# Main consultation document

## Introduction

1. The Children Act 2004 introduces new duties on a range of public services to cooperate to promote the well being of children and young people. In October 2004 statutory partners in Hampshire were consulted on the arrangements for implementing these new duties. The proposals in this consultation paper have been informed by suggestions and comments from the statutory partners and draft guidance issued by central government in December 2004 and January 2005.
2. Comments on the proposals and issues discussed in this paper are sought from children, young people their families and carers, those providing help and support for them and others living and working in Hampshire.
3. Comments are invited by the end of April. They should be sent to Colin.Hardy@hants.gov.uk or Colin Hardy, Trafalgar House, The Castle, Winchester, Hampshire, SO23 8UQ.
4. Some specific questions are suggested to prompt debate but these are not intended to constrain - all comments and suggestions will be welcome. The proposals will then be revised in the light of those comments and statutory guidance due to be issued from March 2005 onwards.

## Background

5. The Children Act 2004 places a duty on services for children and young people to work together to promote the well-being of children and young people. The new duty relates to physical and mental health; protection from harm and neglect; education, training and recreation; the contribution made by children and young people to society; and emotional, social and economic well-being. This consultation paper seeks comments on proposals for implementing the new duty in Hampshire. It is written at a time when all of the services affected face challenges they need to work with others on.
  - social care services are working with partners to ensure the lessons learned from the enquiries into Victoria Climbié and the Soham murders are learned and implemented;
  - the education services are seeking to implement the proposals in the Five Year Strategy for Children and Learners published by the Government in 2004. This envisages that from 2006 every school will have guaranteed budgets for three years geared to pupil numbers and a guaranteed increase per pupil each year. Hampshire County Council

will act as commissioner and quality assurer of educational services in the county. This work on school improvement will be integrated with work supporting children and families with high needs.

- health services for children and young people are striving to work with others to implement the Children's National Services Framework and the proposals in the recent public health white paper Choosing Health to reduce teenage pregnancies; tackle drug, alcohol and substance abuse and help children and young people with mental and physical health needs;
  - some young people are homeless. Shortages of social housing are projected to increase. Best use needs to be made of all available stock with help and support put in place for those tenants that need it;
  - the police are working with others to prevent and detect crime and tackle anti-social behaviour; and
  - the youth service and Connexions will be considering with partners the proposals in the Youth Green paper the Government plans to publish in March 2005.
6. Services for children and young people in Hampshire are committed to promote the well being of children and young people working in co-operation with each other. They recognise that to do this effectively there is a wide range of issues that need to be addressed some of which are identified below. Following consultation with children, young people, families and statutory partners the Children Services Board established by Hampshire County Council proposes to take the work forward as outlined below. These proposals will be reviewed in the light of comments received on this paper and the statutory guidance issued by central government under powers included in the Children Act 2004. This is expected to include guidance on the duty to cooperate and the roles of the Lead Member and Director of Children's Services to be issued in March 2005 and guidance on planning and multi-agency working to be published in April 2005.

## **Consultation with children and young people**

7. Children, young people and their families were consulted at ten workshops and a multi-agency conference held across the county based on the Green Paper "Every Child Matters". They gave the following views:
- we only want to tell our story to one person;
  - we don't mind if you share information if we know why you are doing it;
  - we want our services to be where we can easily get to them and to feel safe;

- we want to be involved with things that affect our lives.
8. Consulting with children and young people will become an integral part of the way the children's services authority, Hampshire County Council, commissions and delivers services for children and young people.

## The vision

9. The vision emerging from discussions at the Children Service's Board is of a county in which:
- Every child and young person is able to grow and develop in safety and have the best possible start in life; with every child and young person who is in difficult circumstances getting the extra support they need without stigma;
  - All children and young people treat others, and are treated, with respect and have their achievements celebrated;
  - Parents, children and young people are able to access information and advice on their children's health and development with support available through websites, extended schools, libraries, children's centres and primary healthcare;
  - All schools are extended schools, community schools, healthy, safe and inclusive schools and enterprising schools with real links to business. Every school will offer high standards in the context of a broad, enjoyable and exciting curriculum, excellent teaching, and a positive and attractive environment;
  - Services for children, young people and families are easy to reach and communicate with each other effectively; and
  - Staff, school governors and volunteers working directly with children and young people receive the help and support they need.
10. Children and young people do best in families and with carers where they are loved and are safe. Public services in partnership with voluntary and community services will help and support parents and families to look after their children and young people. Information and advice will be made available to parents and families to help them in their task..
11. All children and young people are entitled to a good education. As services for children and young people are joined up the school will be a natural place of delivery of services. Teachers and other staff working in schools, head-teachers and governors will be supported in their efforts to help children and young people thrive. All schools will enjoy good links with the police to help keep children and young people safe and free from fear.

### **Consultation question 1**

Is there a need for a shared vision for children's services in Hampshire? Is the one offered here on the right lines?

## **Aims, outcomes and key performance measures**

12. The aim of in the Children Act 2004 is to improve the well-being of children and young people. The Act says that arrangements made to deliver the aim must relate to:
  - physical and mental health and emotional well-being;
  - protection from harm and neglect;
  - education, training and recreation;
  - the contribution made by children and young people to society; and
  - social and economic well-being.
  
13. In October, following discussions with some partners, Hampshire County Council consulted a wider range of colleagues working in statutory partners on a range of performance measures. In December the Department for Education and Skills and the Inspectorates began consultation on new inspection arrangements for children's services. These included a list of proposed performance indicators from DfES and another from the inspectorates. These are summarised at Annex A. In the light of comments received from partners and the published advice from central government it is proposed to focus initially on the following 12 key performance measures as top level indicators for the performance of children's services in Hampshire. These indicators are all included in the DfES list and are all currently collected by local services.
  - i. infant mortality rate;
  - ii. death rate from suicide and undetermined injury;
  - iii. number of 0-15 year olds injured or killed in road traffic accidents;
  - iv. half days missed from school through absence;
  - v. the percentage of 11 year olds achieving level 4 plus in English and Maths, including floor targets;
  - vi. the percentage of 14 year olds reaching levels 5 plus in English, Maths, Science and ICT (Information and Communications Technology), including floor targets;
  - vii. the percentage of 16 year olds gaining the equivalent of 5 A\*-C GCSE, including floor targets;
  - viii. educational achievement of looked after children at age 11 compared with their peers

- ix. educational achievement of looked after children at age 16 compared with their peers
  - x. permanent and fixed term exclusions
  - xi. under 18 conception rate;
  - xii. the percentage of 16-18 year olds in continuing education, employment and training.
14. There are some areas not covered by the list above that ought to be filled when suitable performance indicators have been developed. In the light of further work at county and national level it is proposed to develop and, as resources allow, adopt new performance measures covering:
- xiii. the percentage of obese under 11 year olds;
  - xiv. the percentage of 0-15 year olds who state they have been bullied in the last 12 months;
  - xv. fear of crime and anti-social behaviour;
  - xvi. level of offending;
  - xvii. voluntary and community engagement.
15. The County Council has a particular responsibility to looked after children (sometimes described as children in care) and proposes to use the same indicators to monitor their well-being as for the population as a whole.
16. The key performance measures will be supported by a broader range of indicators monitoring inputs, workloads, processes and outputs of services. In addition there are over 400 performance indicators used to manage children's services and reported to central government.

### ***Consultation question 2***

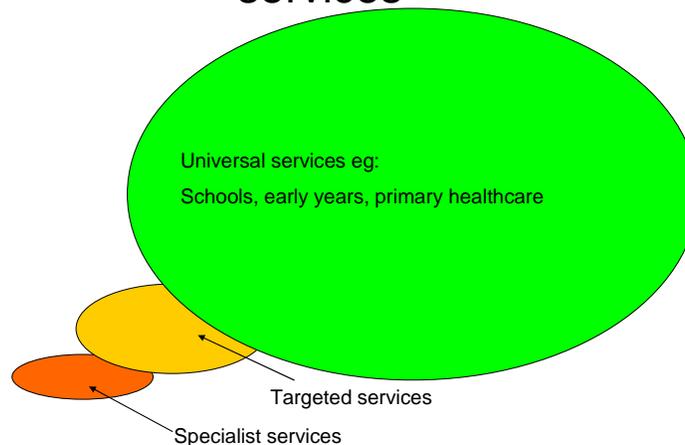
Is there a need for 12 key performance measures to focus partnership work? If so, are those proposed here the right ones to focus on?

## **Duty to cooperate to promote well-being**

17. The Children Act 2004 puts a new duty to co-operate to promote the well-being of children and young people on the following services in Hampshire:
- The County Council, which is the children's services authority for Hampshire;
  - The district councils in Hampshire;
  - Hampshire Constabulary and Hampshire Police Authority;
  - Hampshire Probation Service and youth offending team;

- The Strategic Health Authority and Primary Care Trusts serving Hampshire;
  - Southern Central Connexions and Southern Central Learning and Skills Council.
18. Schools have a comparable duty under section 175 of the Education Act 2002 which requires them to safeguard and promote the welfare of children who are pupils at the school.
  19. Each of these services is empowered by the Children Act 2004 to provide staff, goods, services, accommodation or other resources and to establish and maintain a pooled fund to help co-operation to promote the well-being of children.
  20. Children and young people, parents, families and carers, early years services, schools and voluntary organisations will be largely responsible for how much progress is made in improving well being. So the main emphasis of the emerging vision is to build capacity in the universal services which help and support all children and young people.

## Universal, targeted and specialist services



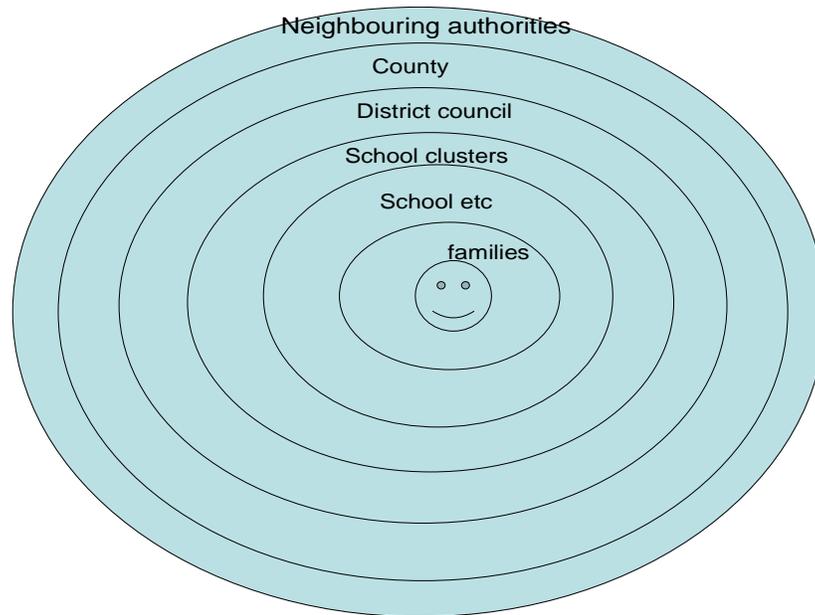
21. But on occasion the universal services need help and support from targeted and specialist services. Examples of services that might be organised in targeted and specialist teams are at Annex A. Some of these staff might be managed in one team for each area serving a cluster of schools or one or more districts so that staff working in the universal services know who to approach. Others may need to be organised on a county basis to make best use of scarce resources.
22. No additional resources are being made available by central government which is expecting efficiency savings to be found in this, as in other, areas. The organisation of targeted and specialist services will need to be made in the light of what is most economic, efficient and effective. Choices will

need to be made whether to put the resource available for services for children into universal or targeted services.

23. The approach envisaged is to put the emphasis on building capacity in universal services. Children and young people do best in universal rather than specialist services, but it will be essential to have enough additional support for those who need it. The Family and School Support Team (FASST) is an excellent example of building universal capacity and targeting support to those children who need it most. The FASST project encouraged each participating school to appoint a member of staff to do home visits when a child or young person appears to need more help and support. High quality training and supervision is provided by the social worker who leads the team. In many cases the home visit can resolve the problem. Should more specialist or multi-agency support be required the home school link workers refer the case to a regular multi-agency meeting where the issues are shared and possibilities discussed before appropriate support is requested from these more specialist services.
24. Co-operation needs to take place at a variety of levels within the county economically, efficiently and effectively:
  - a. Within schools, early years services and primary healthcare services, in each of which different staff are likely to be helping and supporting individual children and young people
  - b. Clusters of schools. There may be some functions that could be organised by clusters of schools, such as the provision for children at risk of exclusion
  - c. Partners in each district may wish to decide how best to fulfil the statutory duty to cooperate. Some may wish to use Local Strategic Partnerships which are increasingly the key bodies for a range of initiatives including community strategies and local public services agreements. For example the East Hampshire Community Partnership has a Children's and Young People's steering group to bring together relevant agencies working in the district. The Government is piloting local area agreements based on five priority areas of which *children and young people* is one. From April 2005 all local authorities are to have mini-local area agreements covering use of a *Safer and Stronger Communities Fund* worth £210 million a year nationally. The Fund will bring together funding streams on wardens, neighbourhood management, community empowerment and liveability, building safer communities, antisocial behaviour and funding through Government Offices.
  - d. Local Implementation Team level. The Strategic Health Authority is required to ensure Local Implementation Teams are set up to implement the *Children's National Services Framework*. They have proposed that this be done in each of the 7 Primary Care Trust areas.
  - e. Child and adolescent mental health service Local Implementation Teams and the county strategy and commissioners groups prepare a needs analysis for each locality and commission services to meet them.

- f. County level. Economies of scale can be achieved by ensuring common standards, common systems and common training is developed across Hampshire County Council.
25. Targeted and specialist services will need to ensure children, young people, parents and carers can receive a service which is joined up with the services provided by the universal services and other targeted and specialist services. All services will need to be able to interact efficiently and effectively at all levels: schools; districts, primary care trusts and county. There should be one point of contact when help is needed. Pathways for making references on to other services need to be clear.
26. Co-ordination within Hampshire needs to be complemented with co-operation with other areas and in particular with
- a. Isle of Wight, Portsmouth and Southampton who are served by the same police and health services as the county;
  - b. Neighbouring children services authorities The other children services authorities sharing boundaries with Hampshire: Surrey, Wiltshire, Dorset and unitary authorities in Berkshire as well as Isle of Wight, Portsmouth and Southampton. On each boundary there will be children living in one area and receiving services in another.
  - c. Nationally. Services in Hampshire will have regard to guidance from central government. There will be a need for national agreements between authorities to ensure children from one area who move to another are treated fairly.

**Chart 1: Co-operation needs to take place at a variety of levels within Hampshire**



**Consultation question 3**

Do services for children and young people need to work together at school, district, primary care trust and county level? If so how are the necessary partnership arrangements to be put in place?

**Consultation question 4**

How should leaders emerge to lead local co-operation at district and school cluster level? Who should ensure they do?

**Co-location**

- 27. Opportunities will be sought to co-locate staff from different agencies working with the same children, young people and schools. In some cases extended schools or children’s centres may be suitable. In other cases co-locating on one existing or new office site may be economic and improve efficiency and effectiveness. However the priority is to improve services to children and young people. Opportunities to co-locate will be taken where they promote value for money.

**Planning**

- 28. There is a strong case for the authorities who are paying for services for children and young people to co-ordinate their planning and a new

requirement to do so is included in the Children Act 2004. During 2005 the first county wide statutory, Children and Young People's Plan for Hampshire will be prepared with a view to finalising it by April 2006. The County Council anticipate that work to develop the Children and Young People's Plan will take a year, working with a range of partners. An audit of need based on data from a number of agencies will be a key part of this work. An initial meeting will be held soon to consider draft guidance from central Government on the Children and Young People's Plan and discuss the best way of developing it.

29. To take forward joint delivery, Health partners have suggested mapping existing services for children and young people by school clusters and districts. The NHS is developing a mapping tool to help describe health provision and its interface with social care and education. It envisages that National Child Service Mapping will be an annual data collection exercise to describe child health provision across England. The first year will establish a baseline and the yearly exercise thereafter will monitor the change in service over time. First data collection is planned for November 2005. The aims include:
- to support the bid for new resources by illustrating the distance between current service provision and new standards;
  - to support the development of meaningful performance indicators for children's services;
  - to support the development of children's trusts and joint commissioning strategies through the provision of information that will support a comprehensive needs assessment and clearly define health's contribution in resource terms.

### **Consultation question 5**

How would you like your stakeholder group to be involved in developing the Children and Young People's Plan for Hampshire due by April 2006?

## **Information sharing**

30. An information protocol setting out how services in Hampshire are to share information has been developed. It is anticipated that this will be signed by partners by March 2005.
31. The Children Act 2004 requires statutory partners to have regard to guidance to be produced by the Secretary of State on information sharing. This is expected to require the establishment of an index system to identify children and young people; to identify which other practitioners are also involved with that child or young person and to indicate to other practitioners whether they have a concern about a child or young person. The national design is intended to ensure that information follows the child

or young person across local boundaries. This will be facilitated by a Unique Identifying Number, the source of which will be determined in the light of operational effectiveness, public acceptability and cost. “The Government will announce the timescale for implementation of the index approach in autumn 2005, subject to approval of a business case and identification of the necessary resources” (3.36, *Every Child Matters: Change for Children, Department for Education and Skills, December 2004*).

## **Duty to safeguard welfare**

32. The Children Act 2004 also introduces a new duty to cooperate to safeguard the welfare of children and young people. A statutory Local Safeguarding Children Board will be established to replace the Area Child Protection Committee. Hampshire County Council as the children’s services authority will be required to establish the Board including representatives from each of the statutory partners. These are:
- The district councils;
  - Hampshire Constabulary;
  - Hampshire Probation service and the youth offending team;
  - The Strategic Health Authority and Primary Care Trusts
  - The NHS trusts whose hospitals and facilities are in Hampshire, including any NHS Foundation Trusts that may be established;
  - South Central Connexions;
  - The Children and Family Court Advisory and Support Service.
33. The objective of the Local Safeguarding Children’s Board is to co-ordinate what is done by each body represented on the Board for the purpose of safeguarding and promoting the welfare of children in Hampshire and to ensure the effectiveness of what is done by each body. It will report to the Children’s Services Board (and its successor) for fulfilling its responsibilities so any overlap between the two can be managed. It will be responsible for ensuring the work of the Area Child Protection Committee is built on and lessons of Lord Laming’s report into the death of Victoria Climbié and Sir Michael Bichard’s report into the Soham murders are implemented in Hampshire. It will ensure that the lessons are learned from every child death and that families are provided with appropriate support after a child dies. It will be required to take account of national guidance due to be issued in December 2005 and must be in operation by April 2006.

## Children's Trust and commissioning

34. Education, Social Services and Primary Care Trusts in Hampshire are piloting a Children's Trust which is jointly commissioning child and adolescent mental health services. The Children's Trust is undertaking a county wide consultation with young people, parents and carers about their preferred means of accessing services and the kinds of information they need about the services on offer. Lessons from the pilot will be learned. If the benefits to children's services are greater than the costs, consideration will be given to applying the commissioning approach to other areas of children's services.

## Audit and inspection

35. As common systems are introduced opportunities will be sought to develop common quality assurance procedures. Joint reviews of child protection cases have already been carried out by police and social services to promote joint learning.
36. The Children Act requires the Chief Inspector of Schools to devise a framework for Inspection of Children's Services setting out principles to be applied by all of the inspectorates. The principles being adopted by OFSTED aim to improve the outcomes for children and young people by focussing on the experiences and achievements of children and young people; encouraging self assessment and evaluating the contribution services make to their well-being. Inspections of services for children and young people, including schools, will evaluate how they contribute to the five key outcomes for children and young people: being health; staying safe; enjoying and achieving; making a positive contribution; and achieving economic well-being.
37. In addition to inspection of individual services, national inspectorates will be co-operating to conduct two types of review:
  - i. Annual performance assessments will take place in every children services authority, beginning in May 2005. The framework will be designed to support improvement in the quality of children's services including partnership working. The results will provide an independent check on progress and inform more detailed three yearly reviews.
  - ii. Joint area reviews will take place from 2005 and cover each children services authority every three years. They will be conducted alongside the Comprehensive Performance Assessment. The draft list of inspections shows the inspectorates currently plan to inspect Hampshire between April 2007 and March 2008.
38. Both types of inspection will use self assessment as a starting point. The first self assessment for Annual Performance Assessment against 125 indicators must be submitted in May 2005 with a joint team from national

inspectors expected to visit Hampshire to discuss the self assessment in July 2005.

## **Communications**

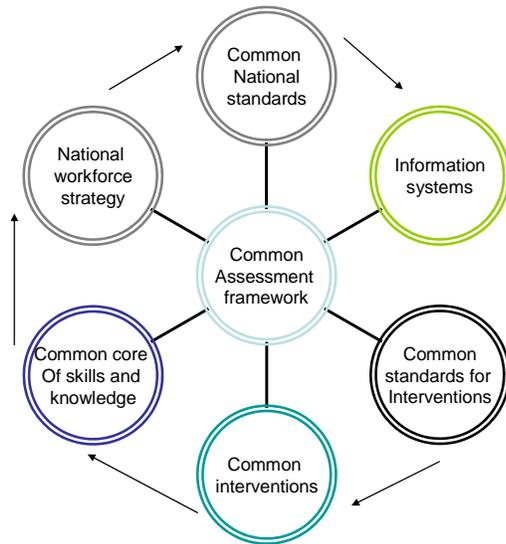
39. The next few years will see rapid changes in many services for children and young people as steps are taken to implement the Children Act 2004 nationally and in Hampshire. Clear communications will be particularly important to ensure people know what is going on, or where to find out. A communications network has been established to co-ordinate this activity.

## **Implementing the duty to co-operate in the longer term**

40. Action is in hand to produce systems that will allow for more integrated working in future. At present services for children and young people in Hampshire are being commissioned by a range of bodies including:
- Hampshire's Children's Trust for child and adolescent mental health services. The Trust includes education, social services and the primary care trusts working together.
  - Hampshire County Council
  - The district councils
  - The Primary Care Trusts
  - South Central Connexions
  - The Learning and Skills Council
  - Hampshire Constabulary
  - Hampshire Probation Service
41. The services that children and young people receive are greatly influenced by the service which first deals with them. Over time, the aim is to ensure that children and young people are dealt with in a consistent manner according to their needs and behaviour.
42. A Common Assessment Framework is being developed by the Department for Education and Skills. In the longer term this will be the heart of the new joined up approach. It is intended to act as part 1 of all the existing main assessments including the National Assessment for Children in need and their Families, the Connexions assessment tool, the Special Educational Needs Code of Practice and the Youth Justice Board's assessment tool. It will also act as a stand alone assessment that can be used by practitioners in any agency and with any professional background to

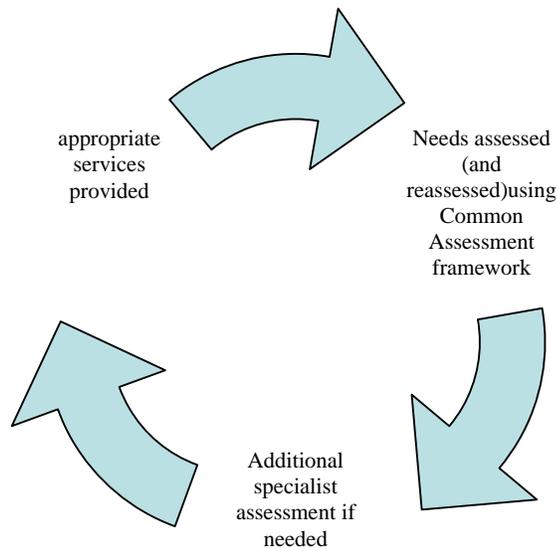
conduct an initial, overview assessment. It will help produce a high quality initial assessment of a child's needs. Where the assessment indicates that the child has urgent or complex needs requiring specialist assessment and intervention the common assessment will feed into the specialist assessment process.

**The common assessment framework  
will be at the heart of joined-up systems**



43. Hampshire will use the national Common Assessment Framework so that when children move between local areas or across boundaries their assessments can be transferred and used without the information having to be gathered again. Staff who move between areas will be able to use the same assessment system in their new area. The Common Assessment Framework will then be piloted in some areas with a view to national roll out in 2008.

### **So children and young people receive integrated services**



44. Assessment needs to be followed by intervention where appropriate. The Common Assessment Framework will provide the basis for common criteria for interventions, common standards, common information systems helping information sharing to provide a joined-up service; a common core of skills and knowledge and joint work-force planning so that children receive services that reflect their needs regardless of which profession or service first assessed them.

### **Workforce and joint training**

45. There are many examples of good working between agencies around Hampshire. The aim is to develop systems and organisations so this becomes the norm. Present knowledge within one service for children and young people about the aims and plans of other services is limited. Development of the *Children's National Service Framework*, the Common Assessment Framework and information sharing will create opportunities for joint training for staff from different agencies working with children and young people in the same area. As systems common to agencies are rolled out in Hampshire joint training will be organised area by area. Managers responsible for training will be expected to look out for such

opportunities. The Children's Trust is setting up joint training for primary mental health care workers and training for all children's services on a variety of themes including self harm.

46. Where teams are co-located or integrated it will be important to ensure that professionals in the teams have continuous professional development and appropriate clinical and professional supervision. The Wessex Youth Offending Team is an example of a team managed in this way.
47. In the longer term DfES plan to introduce a Common Core of Skills and Knowledge for the Children's workforce. A National Workforce Strategy will be published during 2005.

## **Structures and Resources**

48. To develop and implement these plans the County will during 2005:
  - a. appoint a lead member for services for children and young people;
  - b. appoint a Director for Children's Services to lead on education, social care for children and co-ordination between public services for children and young people. The post will be advertised and filled in Spring 2005;
  - c. establish and maintain arrangements to promote co-operation in Hampshire between the children's services authority, the statutory partners and others promoting the well-being of children and young people and safeguarding their welfare.
49. No additional resources are being provided by central government nor is there scope to raise more funds locally. To perpetuate a mainly individual referral model to provide support to children and young people in need is unrealistic. It will lead to overload, long waiting lists and disappointment. The emphasis within our vision of building capacity in universal services will ensure that the reforms make best use of the resources available. There is scope for improving efficiency by rationalising inter-agency work. In this way resources can be focussed on services. But it may not always be possible to provide all of the support every family would like to have. In those cases there will be common criteria to inform consistent decision making by all agencies can be used to explain how decisions are reached.

## **Conclusion**

50. This agenda is challenging. Children and young people in Hampshire and their families have made clear they want joined up services that they can access. The new statutory duties to co-operate require partnership working. This means a willingness to understand the concerns of others, to find common ground and be willing to work with people from different services

and professions to achieve it. There is widespread support for the approach and commitment to making it work from staff including managers and leaders. Together we will ensure that the well-being of children and young people in Hampshire is promoted and their welfare safeguarded.

***Consultation question 6***

What more should be done to implement the duty to co-operate to promote the well being of children and young people in Hampshire?

***Consultation question 7***

We welcome other comments, suggestions or feelings not covered by the questions above.

## Annex A

### Annex A: Performance measures

Key performance measures recommended in this paper are all on the DfES list and are shaded below.

Outcomes	First Hampshire consultation paper October 2004	Change for children: DfES, December 2004	Annual performance assessment Inspectorates, December 2004
<b>Be healthy</b>	U18 conception rate	U18 conception rate	Teenage pregnancy, conceptions below ages 16 and 18
	Mortality rates 0-12months, 1-11 years and 11-19 years	Infant mortality rate	Drug-related deaths for age groups under 1,1-4, 5-14 and 15-24
		Death rate from suicide and undetermined injury	
	% 0-19 year olds within healthy height weight range	% under 11 obese	Percentage of school children aged 5-16 having at least 2 hours sport/week
	% 0-19s who have been immunised	% Children who are regular smokers	Ofsted school inspection 5.8 – participation in sport
		% children consuming 5 portions of fruit and vegetables a day	Percentage of schools participating in the National Healthy Schools standard.
		Harm caused by illegal drugs: has 3 components including reduce use of class A drugs by under 25s	Drug related mental health and behaviour problems by age group
		Improvement in access to CAMHS	Drug overdoses by age group
	Rates of sexually transmitted diseases	Diagnostic rate of new episodes of sexually transmitted diseases among under 16s and 16-19 year olds	Incidence of sexually transmitted diseases among under 16 year-olds
		Average alcohol consumption	

Outcomes	First Hampshire consultation paper October 2004	Change for children: DfES, December 2004	Annual performance assessment Inspectorates, December 2004
<b>Stay safe</b>		Re-registrations on child protection register	Percentage of referrals that are repeat referrals within 12 months, where the reason for re-referral indicates that the response to the original referral did not appropriately meet the child's needs
		Number of 0-15 year olds injured or killed in road traffic accidents	Initial registration and Children Act inspections of childcare – suitable provider - by type of provider
	% of 5-16 year olds who self report having been bullied in the last year	% 0-15 year olds who state they have been bullied in the last 12 months	Maintained school inspections: pupil care, welfare, health and safety
	% of 0-19 years who self report being the victim of crime	Fear of crime and anti-social behaviour	Number of child referrals for child protection per 10,000 population
		% under 16 looked after for 2.5 years living in same placement for over 2 years or placed for adoption	Percentage of referrals of children in need that led to initial assessments
		% care cases completed in the courts within 40 weeks	Initial child protection conferences per 10,000 population aged under 18
			Percentage of initial assessments within 7 working days of referral
			Number of core assessment of children in need per 10000 population under 18
			[plus another 18 performance indicators]

Outcomes	First Hampshire consultation paper October 2004	Change for children: DfES, December 2004	Annual performance assessment Inspectorates, December 2004
Enjoy and achieve		Level of development reached at the end of the foundation stage, including narrowing the gap in the 20% most disadvantaged areas	The proportion of children assessed as satisfactory in their social development in the Foundation Stage profile
	Absence from school – authorised and unauthorised	Half days missed through absence	Authorised and unauthorised absence from primary and secondary school
		% 7yrs achieving level 2+ at key stage 1	Key stage 1 achieving level 2 plus in reading, writing and maths
	% 11 years reaching level 4 and 5 in English and Maths	% 11 years achieving level 4 plus in English and Maths including floor targets	Key stage 2 achieving level 4 plus in English, Maths, Science
		Educational achievement of looked after children aged 11 compared with their peers	
	%14 years reaching levels 5 and 6 in Eng, Maths, Science and ICT	%14 years reaching levels 5 and 6 in Eng, Maths, Science and ICT, including floor targets	Key stage 3 achieving level 5 plus in English, maths, science
	% 16 year olds gaining 5 GCSEs at A*-C	% 16 year olds gaining 5 GCSEs at A*-C, including floor targets	Percentage achieving 5 + A*-C
		Educational achievement of looked after children aged 16 compared with their peers	
	% 16 year olds leaving school with at least one qualification		Percentage achieving 1+A*-G
		Take up of sporting opportunities by 5-16 year olds	
		Take up of cultural and sporting activities among >16 year olds.	Plus another 22 education targets

Outcomes	First Hampshire consultation paper October 2004	Change for children: DfES, December 2004	Annual performance assessment Inspectorates, December 2004
<b>Make a positive contribution</b>		% children in secondary schools participating in (a) election of school/college council members (b) mock general elections	Initial registration and Children Act inspections of childcare
	% of 5-16 year olds reporting access to activities they want after school	Voluntary and community engagement	Section 122 inspections of nursery education
	Known offending by 10-17 years; 18-20 years	Reduce level of offending	Sept 2003 framework – contribution to society
		Crimes brought to justice	Sept 2003 framework – pupils freedom from bullying, racism and other forms of harassment.
	Excluded from school	Permanent and fixed term exclusions	
		10 -19 admitting (a) bullying another pupil in last 12 months; (b) attacking threatening or being rude due to skin colour, race or religion	
		%18-20 year who are self-employed, manage own business or have thought seriously about starting their own business	

Outcomes	First Hampshire consultation paper October 2004	Change for children: DfES, December 2004	Annual performance assessment Inspectorates, December 2004
<b>Achieve economic well-being</b>	%16-18 year olds in continuing education, vocational training or employment with training	%16-18 year olds in continuing education, employment and training	Schools with sixth forms: average point scores of students entered for GCE/VCE A/AS
		%19 achieving L2+in NVQ or equivalent	Number of schools which have inadequate sixth forms
		%18-30 participating in higher education	Extent of current provision and yearly change in providers and places – by types of provider.
		% social housing and vulnerable households in the private sector in decent condition	
		Cleaner safer and greener public spaces and quality of the built environment in deprived areas	
		Level of material deprivation and low income	
		% children living in relative low income households	
		%children living in workless households	
		Stock and take up of child-care for all families	

Note: shaded performance measures identify the performance measures in the DfES list recommended here as key performance measures for Hampshire.



## Annex B

### Annex B: Examples of targeted and specialist services

1. On occasion the universal services need help and support. Targeted and specialist services ought to be organised so that staff working in the universal services know who to approach. Some of these staff might be managed in teams serving local clusters of schools within a district council boundary. Others may need to be organised in larger teams including on a county basis to make best use of scarce resources. Local teams which might include:
  - behaviour support service
  - inclusion social workers
  - some education welfare service functions
  - child and adolescent mental health workers
  - portage and pre school special educational needs staff
  - some educational psychology service functions
  - teenage pregnancy support services
  - youth service functions
  - some Recreation and Heritage service functions
  - some functions of the Drug Action Team
  - reception and assessment services
  - independent reviewing services
  - family support services
  - children looked after services
  - leaving care teams
  - contact centres for the provision of information
  - early intervention services e.g. FASST
  - education other than at school.
2. Targeted services that might continue to be provided on a county level include
  - traveller education services
  - specialist teacher advisers
  - ethnic minority achievement service
  - the prosecution of attendance
  - the special education needs statutory assessment
  - specialist fostering and adoption services
  - parent development team
  - out of hours service
3. These include services for looked after children, the youth offending team, specialist child and adolescent mental health services, children with a disability teams and residential placements. These services need to be delivered through teams as close to the child and young person as is practical.



## Annex C

	March 05	April 05	May-Dec 05	2006
Statutory requirements		Duty to co-operate commences 1 April 2005	Duty to safeguard commences 1 October 2005  Duty to promote the educational achievement of looked after children commences June 2005	All Local Authorities to have established Local Safeguarding Children Boards April 2006
Central Government guidance	Guidance published on duty to cooperate ; and  Guidance published on Directors of Children's Services and Lead Members  Common Assessment Framework published	Guidance published on Children and Young People's plans  Guidance published on multi-agency working and lead professional	Integrated inspection framework issued May 2005  Guidance published on educational achievement of looked after children May 2005;  Guidance published on information sharing Sept. 2005.	Integrated children's systems due in social services 2006  Information Sharing and Assessment index guidance published 2006-07
Government policy	Green Paper on youth published  Pay and workforce strategy published Feb/March			
Hampshire	Consultation on implementation of the Children's Act March-April	Director of Children's Services appointed late Spring 2005	First Children and Young People's Plan prepared  Children's health services mapped	Children and Young People's Plan due April 2006

Guidance from central government can be found at [www.everychildmatters.gov.uk](http://www.everychildmatters.gov.uk). Drafts of the guidance on interagency co-operation to improve the well-being of children and on the role of the Director of Children Services and the Lead Member has been published at [www.dfes.gov.uk/consultations/](http://www.dfes.gov.uk/consultations/) and

Guidance from the inspectorates is published on [www.ofsted.gov.uk/everychildconsultation](http://www.ofsted.gov.uk/everychildconsultation)

