

SCRUTINY COMMITTEE

Thursday, 3rd April, 2014

2.00 pm

**Darent Room, Sessions House, County Hall,
Maidstone**





AGENDA

SCRUTINY COMMITTEE

Thursday, 3rd April, 2014, at 2.00 pm
Darent Room, Sessions House, County Hall,
Maidstone

Ask for: **Anna Taylor**
Telephone:

Membership

- Conservative (6): Mr R J Parry (Chairman), Mr J E Scholes (Vice-Chairman),
Mrs S V Hohler, Mr A J King, MBE, Mr L B Ridings, MBE and
Mrs P A V Stockell
- UKIP (2) Mr M Baldock and Mr C P D Hoare
- Labour (2) Mr G Cowan and Mr R Truelove
- Liberal Democrat (1): Mrs T Dean
- Church
Representatives (3): Mr D Brunning, Mr Q Roper and Mr A Tear
- Parent Governor (2): Mr P Garten and Mr G Lawrie

Refreshments will be available 15 minutes before the start of the meeting

Timing of items as shown below is approximate and subject to change.

County Councillors who are not Members of the Committee but who wish to ask questions at the meeting are asked to notify the Chairman of their questions in advance.

Webcasting Notice

Please note: this meeting may be filmed for live or subsequent broadcast via the Council's internet site – at the start of the meeting the Chairman will confirm if all or part of the meeting is being filmed.

By entering the meeting room you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes. If you do not wish to have your image captured then you should make the Clerk of the meeting aware.

UNRESTRICTED ITEMS

(During these items the meeting is likely to be open to the public)

A - Committee Business

- A1 Introduction/Webcast Announcement
- A2 Substitutes
- A3 Declarations of Interests by Members in items on the Agenda for this Meeting
- A4 Minutes of the meeting held on 12 November 2013 (Pages 5 - 8)
- A5 Minutes of the meeting held on 20 January 2014 (Pages 9 - 12)
- A6 Minutes of the meeting held on 12 February 2014 (Pages 13 - 16)

B - Any items called-in

None for this meeting

C - Any items placed on the agenda by any Member of the Council for discussion

None for this meeting

D - Items for Discussion

- D1 Update Report on the Domestic Abuse Select Committee (Pages 17 - 74)
- D2 Update report on the Apprenticeships Select Committee (Pages 75 - 100)

EXEMPT ITEMS

(At the time of preparing the agenda there were no exempt items. During any such items which may arise the meeting is likely NOT to be open to the public)

Peter Sass
Head of Democratic Services
(01622) 694002

Wednesday, 26 March 2014

Please note that any background documents referred to in the accompanying papers maybe inspected by arrangement with the officer responsible for preparing the relevant report.

KENT COUNTY COUNCIL

SCRUTINY COMMITTEE

MINUTES of a meeting of the Scrutiny Committee held in the Darent Room, Sessions House, County Hall, Maidstone on Tuesday, 12 November 2013.

PRESENT: Mr R J Parry (Chairman), Mr M Baldock, Mr G Cowan, Mrs T Dean, Mr P Garten, Mr C P D Hoare, Mrs S V Hohler, Mr A J King, MBE, Mr J E Scholes (Vice-Chairman), Mrs P A V Stockell and Mr R Truelove

ALSO PRESENT: Mr M J Angell

IN ATTENDANCE: Mr R Hallett (Head of Business Intelligence), Mr R Moys (Head of International Affairs), Mr A Corcoran (Traffic Schemes & Member Highway Fund Manager), Ms E Sanderson (Strategic Business Advisor (Corporate & Communities)), Ms D Fitch (Democratic Services Manager (Council)) and Mrs A Taylor (Scrutiny Officer)

UNRESTRICTED ITEMS

30. Introduction/Webcast Announcement

(Item A1)

1. The Chairman welcomed Members to the Scrutiny Committee meeting. For the benefit of new Members and the webcast Committee Members introduced themselves and which division they represented.

31. Election of Vice-Chairman

(Item A4)

1. The Chairman asked for nominations for Vice Chairman.
2. Mr King proposed and Mrs Stockell seconded Mr Scholes as Vice Chairman.
3. The Chairman then asked for any other nominations.
4. Mrs Dean proposed and Mr Cowan seconded Mr Baldock as Vice Chairman.
5. The Chairman put these proposals to the vote

Mr Scholes: 5 votes

Mr Baldock: 5 votes

As there was a tie the Chairman used his casting vote for Mr Scholes

RESOLVED that Mr J Scholes be elected Vice Chairman of the Scrutiny Committee.

32. Minutes of the meeting held on 23 May 2013

(Item A5)

1. In response to a question from a Committee Member it was confirmed that the minutes of the meeting on 17 April 2013 should have appeared on this agenda for approval and would form part of the agenda for the next meeting of the Scrutiny Committee.

RESOLVED that the minutes of the meeting held on 23 May 2013 are correctly recorded and that they be signed by the Chairman.

33. Select Committee Work Programme

(Item B1)

Select Committee Proposal - Commissioning

1. Mr Angell introduced the first Select Committee proposal, a review into Commissioning. He set out the reasons for the review; the Select Committee would focus on removing barriers to entry for the provision of KCC services from new providers, particularly small to medium sized enterprises and members of the voluntary, community and social enterprise sector.
2. In response to a question Mr Angell explained that the Select Committee should report to County Council on 15 May 2014.
3. Members agreed that this was a vitally important topic. Changes to the Commissioning process were essential to drive down cost.
4. Richard Hallett confirmed that it was possible to resource this review with a Research Officer from the Business Intelligence Team but that it would mean that this resource would be diverted from other tasks.

Select Committee Proposal – Review of Kent’s European Relationship

5. Mr King introduced the second Select Committee proposal, a review of Kent’s European Relationship. This Select Committee would look at what had been achieved between 2009 and 2013 in difficult economic times, what the benefit was to trade and lessons to be learned for the future. This Select Committee would report to County Council on 27 March 2014.
6. One Member expressed his concern about the short timescale for this review, that it might be a more in depth piece of work if it reported to County Council during summer 2014.
7. It was considered that Kent’s relationship with Europe was fundamental to the growing economy of Kent.
8. Some Members expressed the view that this review could be a desktop exercise, a statement of what has been achieved which could be reported back to the

relevant Committee. There was a suggestion that the review was delayed to enable the issues and scope to be re-drawn with tighter and more cohesive aims and objectives. The proposal form should confirm how this review would contribute to the corporate objectives of KCC and incorporate the concerns of some Members of the Scrutiny Committee.

9. Mr King explained that he understood the points that had been made, he assured Members that, if the Select Committee was established, it would devote time at its first meeting to making sure that there were detailed Terms of Reference.
10. Other Members welcomed this Select Committee which would set out what Kent had gained and lost in its relationship with Europe as the Front Line County.
11. On being put to the vote the establishment of the European Select Committee was agreed by 7 votes to 2.

Select Committee Proposal – KCC policy towards traffic speed restrictions and methods of implementing them

12. Mrs Dean introduced her Select Committee proposal on traffic speed restrictions and explained that this review had originally been suggested 12 months ago and it was accepted that the County Council had moved on since then. The proposer was content for the review to be scheduled for 12 months time. The Select Committee had been proposed following concerns about traffic speed and there were also concerns about the Council's policy of turning off streetlights in some areas and any changes as a result of this decision.
13. In response to a question Mr Corcoran explained that areas where streetlights were to be turned off would still be subject to a 30mph speed limit but it would be necessary to implement a Traffic Regulation Order (TRO) to ensure that the 30mph was enforceable.
14. In relation to the proposed Select Committee review Mr Corcoran explained that it was expected that most of the issues raised by the proposal would be covered by the Casualty Reduction Strategy (which was expected to be submitted to the Environment, Highways and Waste Cabinet Committee in December 2013) (POST MEETING NOTE: This would now be submitted to the Cabinet Committee in April 2014) and the recently adopted 20mph policy. It was considered that this review might be more appropriate if it were to commence in January 2015 (12 months from the planned strategy adoption date).
15. It was suggested that the proposal form be reworded and brought back to the next meeting of the Scrutiny Committee.
16. In response to a query about the costs of implementing speed restrictions Mr Corcoran explained that in the short term the typical cost of a speed limit is provided as part of the Member Highways Fund pack, however, there were a number of local factors to consider such as location and other geographical factors.

RESOLVED that the Scrutiny Committee agree to establish the Commissioning Select Committee, to report to County Council on 15th May 2014 and establish the

Review of Kent's European Relationship Select Committee to report to County Council on 27th March 2014. The Committee agreed that the proposed review on 'KCC policy towards traffic speed restrictions and methods of implementing them' would be revised and brought back to the next meeting of the Scrutiny Committee (10 December 2013) for consideration.

KENT COUNTY COUNCIL**SCRUTINY COMMITTEE**

MINUTES of a meeting of the Scrutiny Committee held in the Darent Room, Sessions House, County Hall, Maidstone on Monday, 20 January 2014.

PRESENT: Mr R J Parry (Chairman), Mr M Baldock, Mr R H Bird (Substitute for Mrs T Dean), Mr N J D Chard (Substitute for Mr L B Ridings, MBE), Mr G Cowan, Mr P Garten, Mr C P D Hoare, Mrs S V Hohler, Mr A J King, MBE, Mr C R Pearman (Substitute for Mr J E Scholes), Mrs P A V Stockell and Mr R Truelove

ALSO PRESENT: Mr J D Simmonds, MBE and Miss S J Carey

IN ATTENDANCE: Mr A Wood (Corporate Director of Finance and Procurement), Mr D Shipton (Head of Financial Strategy), Mr K Abbott (ELS Director Finance Business Partner) and Mrs A Taylor (Scrutiny Officer)

UNRESTRICTED ITEMS**32. Minutes of the meeting held on 17 April 2013**

(Item A4)

1. RESOLVED that the minutes of the meeting held on 17 April 2013 be approved as a correct record and that they be signed by the Chairman.

33. Minutes of the meeting held on 12 November 2013

(Item A5)

1. Mr Baldock raised a number of queries about the minutes of the meeting held on 12 November 2013.

RESOLVED that the minutes of the meeting on 12 November be deferred and considered at the next meeting of the Scrutiny Committee.

34. Draft Budget 2014/15 and Medium Term Financial Plan 2014/17

(Item B1)

1. The Cabinet Member for Finance and Procurement explained that there were extensive savings to be made by the County Council. Continued Government cuts and increasing pressures on the County Council meant that the scale of the task to balance the budget should not be underestimated. Reduced grants, increased costs and rising demand for services meant savings of over £250m would need to be found over the next three years.
2. Mr Wood gave a presentation on the 2014/15 Budget and 2014/17 Medium Term Financial Plan (MTFP). POST MEETING NOTE: Mr Wood's presentation was circulated to Members on 29 January 2014.

3. One Member commented on the complexity of putting the budget together, each year it had got more difficult to produce a balanced budget which served the people of Kent well. The ever increasing numbers of residents over the age of 85yrs presented a significant cost problem to the Council. In response to a question around whether the Council had allocated enough money for the increased number of people over 85yrs. Mr Simmonds explained that extra money had been put into the adult social care budget, and that to the best of Members' and Officers' knowledge there was sufficient funding in the budget for changes in demography.
4. There had been an increase in the money put into the adults with learning disability and in care budgets, a Member asked how the future need was predicted and allocated. Mr Simmonds explained that the work the Council had undertaken with Newton Europe, an efficiency specialist, had helped to predict the future need in this area of the service. Mr Wood explained that this area was a complex area to work through; past trends were used as an indicator of future demand. It was possible to determine the numbers of young people transitioning into the relevant age brackets, and it was often necessary to look at individual cases to determine when they would be likely to enter the care system. Within Children's Services work was being undertaken to see where unit costs could be reduced. In-house foster carers and permanent social workers would help to reduce the cost.
5. Members discussed the level of detail contained within the budget book and MTFP. The majority of Members considered that the budget book contained an appropriate level of detail and that the subsequent explanation by the Director and Cabinet Member demonstrated the depth of skill which went into the process. It was always possible for Members to arrange individual briefings with Officers and the Cabinet Member to discuss areas of the budget in detail.
6. Comment was made on the timing of the release of information from the Government, there was a very tight timescale in which to put together the budget information.
7. In relation to the cessation of the Kent Safe Schools project Mr Abbott confirmed that the three year contract ended in summer 2014. Schools were now buying this service directly and so this specific contract had become duplicated.
8. In relation to the Connexions service Mr Abbott explained that over the past 3 years the contract with Connexions had been scaled back, there was no dedicated funding available for this service and the contract with Connexions would cease in March 2014.
9. The Youth Opportunity Fund would be ending; however young people would continue to get support through an integrated service which was built into the budget rather than a direct cash payment.
10. Mr Shipton would send a written response to Members regarding a query on the following issues:
 1. Connecting with Kent (Budget Book pg13 line 5)
 2. The re-provision of AE accommodation in Sittingbourne. (Budget Book pg27 line 2)

3. Arts development and the £11m levered into the county. (Budget Book pg29 line 51)
4. Freedom Pass saving (MTFP p96)
5. Development Planning (Budget Book pg 53 line 71)
6. Property and Infrastructure Support (Budget Book pg 63 line 160)

POST MEETING NOTE: A response to the above queries was circulated to Scrutiny Committee Members on 29 January 2014.

11. In response to a query about why the cost of streetlighting had gone up Mr Shipton agreed that this was disappointing, however it was due to the cost of energy which was more significant than any savings made by turning streetlights off.
12. In response to a question around the freedom pass and the level of takeup amongst those eligible for assistance with the pass, the figures were a best estimate. It was impossible to prejudge which families may or may not apply for assistance with the pass. It was important to remember that the Freedom Pass was a totally discretionary service.
13. There was a discussion around the Big Society fund and it was confirmed that no further money was being allocated to it as applications had been disappointingly low.
14. In relation to the Children's Centre, the money contained within the budget reflected the decisions the Cabinet Member had recently taken with regard to closures and part time opening etc.
15. In response to a query around the pension costs of school staff Mr Abbott explained that these were historic costs that the Council had to fund, however it was possible to recharge some of this cost to the Dedicated Schools' Grant.
16. In relation to the one off costs in the budget book pg 61 line 138, every year staff left the authority and this resulted in associated redundancy costs to the authority, it was a case of spend to save and whilst there were likely to be further redundancies this would result in staff savings of around £50million per year. Miss Carey made it clear to Members that redundancy was not the first option and the Council always sought to redeploy staff where possible.
17. There was a discussion around the costs of elected Members, it was confirmed that there had been a careful look at the cost of democracy and there was due to be an Electoral Boundary Review by the Local Government Boundary Commission for England during the next year. Members were reminded that compared to some other similar authorities the cost per member at Kent County Council was low.
18. In response to a query about the Officers confidence in achieving the income targets set out within the Budget Book and MTFP Mr Wood explained that the budget was based on reasonable estimates, Officers were reasonably confident and services had been sensible about income generation. Mr Simmonds explained that staff were encouraged to use their expertise, for example CRB checks were now undertaken for other organisations which was generating income.

19. A Member asked about progress with EduKent, Mr Abbott explained that there were 16,000 separate contracts within EduKent, providing £22million income.
20. There was a discussion around the Harelott Centre, this was one of KCC's outdoor education centres teaching young people life skills, it was generally highly regarded although some members queried whether there were other options in Kent which could offer a similar experience to young people.
21. Officers were congratulated on the work completed in such a short period of time. It was appreciated that many areas were a best estimate with risks associated. Mr Simmonds and Mr Wood were asked which were the most concerning areas given the risks relating to the budget.
22. Mr Wood explained that Children's Services was potentially a very volatile budget. Demand curves demonstrated the high cost of some placements, some of which the Council was unable to do very much about, e.g. secure accommodation.
23. Mr Simmonds commented on the Safeguarding aspects of KCC's duty. Public reaction was changing due to technology and the speed at which people could communicate. It was considered that within the current reorganisation staff morale had remained relatively high.

RESOLVED that the Scrutiny Committee:

24. Thank Mr Simmonds, Miss Carey, Mr Wood, Mr Shipton and Mr Abbott, and their teams, for the work undertaken on the budget.
25. Thank Mr Simmonds, Miss Carey, Mr Wood, Mr Shipton and Mr Abbott for attending the meeting and answering Members' questions.

35. Exempt Minute - 17 April 2013

(Item C1)

2. RESOLVED that the minutes of the meeting held on 17 April 2013 be approved as a correct record and that they be signed by the Chairman.

KENT COUNTY COUNCIL**SCRUTINY COMMITTEE**

MINUTES of a meeting of the Scrutiny Committee held in the Darent Room, Sessions House, County Hall, Maidstone on Wednesday, 12 February 2014.

PRESENT: Mr R J Parry (Chairman), Mr J E Scholes (Vice-Chairman), Mr M Baldock, Mr G Cowan, Mrs V J Dagger (Substitute for Mrs S V Hohler), Mr J A Davies (Substitute for Mr A J King, MBE), Mrs T Dean, Mr C P D Hoare, Mr P J Homewood (Substitute for Mr L B Ridings, MBE), Mrs P A V Stockell and Mr R Truelove

ALSO PRESENT: Mr D L Brazier, Mr P M Hill, OBE and Mr C W Caller

IN ATTENDANCE: Mrs A Taylor (Scrutiny Officer) and Mrs L Whitaker (Democratic Services Manager (Executive)) (for part of the meeting)

UNRESTRICTED ITEMS

36. Decision 13/00088, Revision of 13/00062 - New Combined Member Grant Scheme
(Item B1)

1. The Chairman introduced the item and explained that the meeting had been convened to discuss the call-in of Decision number 13/00088 – New Combined Member Grant Scheme.
2. Mr Brazier and Mr Hill were present at the meeting to answer Members' questions and Mr Baldock queried whether it would be possible for them to be accountable for the decision given they were not the decision takers. Ms Taylor explained that this decision had been taken by the Leader because it was a joint decision that fell across Mr Brazier's and Mr Hill's portfolio and both Cabinet Members were able to answer Members' questions.
3. Mrs Dean queried the decision being a revision of a previous decision, and whether it had been published on the list of Forthcoming Executive Decisions.
4. In response to Mrs Dean's queries Mrs Whitaker explained that because the decision was taken on 24 January it would not have appeared on the 27 January Forthcoming Executive Decisions list. The decision was published from July 2013, it was revised in December 2013, it was clear that the decision was the combined review. Ms Whitaker would discuss Mrs Dean's further queries outside of the Scrutiny Committee meeting.
5. Mr Caller explained his reasons behind the call-in, one of which was that the Leader had not been present at the Cabinet Committees at which the decision had previously been discussed. Mr Caller was disappointed that the Leader had not been available at the Scrutiny meeting, this view was echoed by some other members of the Committee. The Chairman advanced his opinion that via close

liaison with the Leader both Cabinet Members had come to the meeting fully briefed and able to answer Members' questions.

6. Mr Baldock proposed that the meeting be postponed and reconvened on another date, this was seconded by Mr Hoare, however Mr Cowan suggested that the meeting continue because County council was being held on Thursday 13 February and it was important for this issue to be debated. Mr Baldock subsequently withdrew his proposal and the Chairman confirmed that the meeting would continue.
7. Mr Hill explained that this review began within the Customer and Communities Service Medium Term Plan which was required to make savings, along with all other services within the Council. The Combined Members Grant Scheme was to combine the three Member Grants with the Member Highway Fund to create a single Member Grant of £25,000. This would be flexible and could be spent on highways or community projects at the members' discretion. Mr Hill's view was that there were lots of benefits, not only financial in the form of essential savings, but in the flexibility of the scheme.
8. Mr Caller explained that one of the reasons behind his call-in of this decision was because it affected the wider members of the Council who had not had the opportunity to put their views forward. Mr Caller explained that the change in the Members Grant was putting upward pressure on the base revenue account.
9. Mrs Dean asked for clarification of how the system would work, how it would avoid some of the bureaucracy, costs and delays, how the design costs would be dealt with and whether they would be met by Members?
10. Mr Brazier considered that these questions could have been asked before the meeting, he was prepared to answer the reasons behind the call-in, set out in the agenda pack, and declined to answer Mrs Dean's questions. In response to Mr Caller's question, Mr Brazier explained that he had, on advice from officers, invited the Leader to sign the decision, mainly because the matter concerned two directorates and this was the proper way of dealing with the issue.
11. Mr Hill explained that the Community Engagement Officers would have more involvement with the Highway Fund, to take initial applications and this was a manageable workload.
12. Mr Baldock asked the guests whether the Leader took this decision with the full knowledge of the attitudes of all members affected. Mr Brazier confirmed that the Leader was asked to sign the Record of Decision to avoid any complications of the matter involving two Directorates, no formal comments were made. The Chairman confirmed that the Leader was spoken to by a number of members from different parties regarding this decision. The Leader was aware of the general views of Members, the majority of the Cabinet Committee was in favour of the decision, and Mr Brazier was advised by the Cabinet Committee that he should sign this decision.
13. Mr Truelove felt that Members should be looking at whether this was a good decision, it had been taken to save money, to improve the scheme and make it more efficient and he couldn't see how Mrs Dean's questions were not legitimate.

14. Mr Caller questioned the influence of Cabinet Committees, Mr Brazier expressed the view that the Cabinet Committee system was a good one, and it was the Cabinet Member's position to listen and that was what had happened. The comments made at the Cabinet Committee were taken on board but in this case it did not ultimately change the decision that was taken.
15. Mrs Stockell explained that this issue had been discussed at great length at the Environment, Highways and Waste Cabinet Committee, the scheme was less bureaucratic and simpler for Members and the public.
16. In response to a question about whether this scheme would actually produce a saving for the two directorates, Mr Hill and Mr Brazier confirmed that they were both making savings.
17. The Chairman confirmed that all paperwork for the Cabinet Committees had been published 5 working days in advance of the meetings; all members had the opportunity to be aware of the items being discussed by the Cabinet Committees.
18. Members discussed the level of consultation that had been undertaken in relation to this decision there were differing views on whether all Members would have been aware of the debate around the Members Grant scheme.
19. In response to a query about how the votes were recorded at the Cabinet Committee Mrs Whitaker explained that the record of both of the Cabinet Committees was accurate and complete. In response to a question on whether the Record of Decision had thoroughly reflected the minutes of the Cabinet Committees. Mrs Whitaker confirmed that there was no requirement for such detail to be included but accepted that it might have been beneficial. One Member commented that all the minutes were available online for Members to view.
20. In relation to an earlier point from Mr Cowan, Mrs Whitaker explained that Article 12 (2) of the constitution related to 'due consultation' the call-in was accepted because it was considered that under the circumstances whilst this scheme could have been publicised more widely, there was no such requirement to do so.
21. Mr Caller suggested that the matter be referred to full council.
22. In response to a question the Chairman confirmed that, after consultation with the officers present, the Committee would only discuss the processes and the reasons advanced for the call-in.
23. Mrs Dean proposed that the Scrutiny Committee:
 - a. require implementation of the decision to be postponed pending reconsideration of the matter by the decision-maker in the light of the Committee's comments
 - b. make the following comments,
 - i. that Mr Carter was not informed of the views taken by the Cabinet Committee Members where it was shown to be of serious concern,

- ii. that the Record of Decision should include any comment received when the matter was considered
- iii. that details of any vote taken should be included in the report to the Cabinet Member and that he should be informed that whilst all Members should have been informed they were not.

24. This was seconded by Mr Baldock.

25. On being put to the vote, there were 5 votes in favour and 5 votes against. In accordance with Committee Procedure Rule 2.26 (2) the Chairman used his casting vote against the motion and so it was lost. Mr Baldock requested that it be noted that he voted for the proposal.

26. The Chairman proposed that the Scrutiny Committee make no comments, this was seconded by Mr Scholes.

27. On being put to the vote, there were 6 votes in favour and 5 votes against therefore this motion was carried.

28. RESOLVED that the Scrutiny Committee make no comments.



By: Stuart Beaumont, Head of Community Safety & Emergency Planning

To: Scrutiny Committee – 3rd April 2014

Subject: Final Progress Report on the Achievement of the Domestic Abuse Select Committee Recommendations

Classification: Unrestricted

Summary: This report summarises the progress achieved in the implementation of the recommendations set out within the Domestic Abuse Select Committee Report (issued in December 2012).

1.0 Introduction

- 1.1 The establishment of a Domestic Abuse Select Committee was proposed at the Crime and Disorder Policy Overview and Scrutiny Committee in July 2011 as a result of concerns that victims of domestic violence and abuse often fell through the ‘safety net’ or discontinued pursuing their cases in Court due in part to a lack of clarity on referral points.
- 1.2 The Select Committee established the following terms of reference for the review:
- To investigate breaking the vicious cycle and impact of domestic abuse in Kent, focusing on equitable access to support for victims and the efficacy of perpetrator programmes in reducing repeat victimisation and repeat offending.
 - To examine co-ordination and collaboration within and between statutory and voluntary agencies, with a particular focus on delivering efficient services and maximising safety while reducing negative impacts of organisational change in key organisations.
 - To make recommendations for Kent County Council and partner organisations (having explored funding options and feasibility) in order to improve outcomes for, and reduce long term damage to, individuals and families affected by domestic abuse.

- 1.3 The Select Committee held eight hearings to gather oral evidence from a range of experts from the statutory and voluntary sectors. In addition, written evidence was gathered from a wide range of contributors from all sectors and desk-based research was undertaken to inform the review.
- 1.4 Eight visits took place during the review and these primarily provided the opportunity for Members to speak to people with direct experience of domestic violence and abuse, in supportive surroundings.
- 1.5 The final Select Committee report was presented to meetings of the KCC Cabinet and County Council in December 2012.

2.0 Key Findings from Final Report

- 2.1 The key themes identified within the report's 14 recommendations included:

Strengthening the multi-agency response to DVA by:

- o Developing a clinical care pathway to assist GPs and other medical professionals in responding to domestic violence and abuse.
- o Improving information-sharing by health professionals.
- o Retaining front-line specialist health visitor roles.
- o Strengthening Police contact, referral and information exchange processes.
- o Developing the Central Referral Unit.
- o Improving the 'safety net' for cases not meeting social care thresholds.
- o Strengthening the co-ordinated community response in terms of contacts and access to specialist support.

Improving the sustainability and equity of services through joint commissioning.

Ensuring that domestic violence and abuse (DVA) is given a high priority.

Raising public awareness of DVA and ensuring that Members as well as officers (multi-agency) receive appropriate training.

Ensuring that perpetrators are held accountable for their actions including the damage done to children

Seeking to break the vicious cycle of domestic violence and abuse by:

- o Improving services for children affected by DVA as well as seeking to raise awareness of DVA among young people universally.
- o Improving awareness of the impact of DVA on children and young people among those involved in educating and working with young people.
- o Maintaining and improving links between education and specialist social care and other support.
- o Ensuring children and young people have access to information and resources on domestic violence and abuse.

3.0 Delivery Process

- 3.1 A multi-agency Task and Finish Group, comprising of key agency lead officers, was established to consider the work that could be undertaken to assist the achievement of the recommendations identified within the Select Committee Report. The Kent and Medway Domestic Abuse Strategy Group (KMDASG) which is a sub-group of the Kent Community Safety Partnership was asked to lead on co-ordinating this work.
- 3.2 The Task and Finish Group has met bi-monthly during 2013 to capture the progress made by agencies towards achieving the recommendations set out within the Report.
- 3.3 Progress towards the achievement of the recommendations was monitored by the KMDASG at all their quarterly meetings during 2013.

4.0 Progress of the Recommendations Implementation

- 4.1 A Green/ Amber/ Red key has been used to monitor the progress towards the achievement of the recommendations where:
 Green = Recommendation completed/advanced progress made
 Amber = Progress is underway
 Red = No significant progress has been made
- 4.2 Of the 14 recommendations within the Select Committee Report, 12 have now been marked as Green within the Action Plan (see Appendix A). Where work is continuing to take place during 2014 the Action Plan provides information on the agency or partnership that has adopted the recommendation/ work stream, for example some elements of Recommendation 1 have been included in the KMDASG Domestic Abuse Strategy 2013-16.
- 4.3 The 2 remaining recommendations (number 10 and 11) have been marked as Amber within the Action Plan. Work has already been conducted towards the achievement of the recommendation and is still being undertaken by the partners involved but some of the elements of

these particular recommendations will take longer to achieve and/or require the commitment of significant funds to address the gaps in service that have been identified.

5.0 Conclusion

- 5.1 The agencies and teams involved in the implementation of the Domestic Abuse Section Committee's recommendations made significant progress in the achievement of the majority of those recommendations during 2013.
- 5.2 Work to address any ongoing issues identified within the recommendations will be taken forward by either the key agency/ team involved or by the relevant partnership group.
- 5.3 The KMDASG used the work undertaken by the Select Committee to inform the development of the new Kent and Medway Domestic Abuse Strategy, which was issued in 2013, therefore a number of the recommendations will continue to be priority areas of work for the KMDASG over the life of their new Strategy.

6.0 Recommendation

- 6.1 For members to note the progress made by agencies in the achievement of the Domestic Abuse Select Committee Recommendations and the plans in place to continue work as described above.

Supporting Documents:

1. KCC Select Committee Report on Domestic Abuse - <https://shareweb.kent.gov.uk/Documents/council-and-democracy/select%20committees/Domestic%20Abuse%20Report.pdf>
2. Appendix A – Select Committee Domestic Abuse Action Plan
3. Appendix B - Domestic Abuse Task and Finish Group Membership List
4. Appendix C – Kent and Medway Domestic Abuse Strategy 2013 – 16
5. Appendix D – Glossary

For further information contact:
Alison Gilmour
Kent and Medway DV Co-ordinator
Tel: 01622 650455
Email: alison.gilmour@kent.pnn.police.uk

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

VERSION CONTROL & MANAGEMENT

Document Title	Select Committee Domestic Abuse Action Plan
Editor	Alison Gilmour
Owner(s)	KCC
File Ref	Electronic Copy: P:\Alisons Folders\Select Committees\Action Plans\DVA Recommendations Action Plan.doc
Current Status:	Complete

Change History			
Version:	Date:	Editor:	Summary of Change:
V1	17.12.2012	AG	Master copy supplied by Business Strategy and Support
V2	04.02.2013	AG	Addition of lead names following KMDASG suggestions
V3	07.03.2013	AG	Additions following 1 st meeting of Task and Finish Group
V4	14.03.2013	AG	Reformat of plan and additional inclusions from partners
V5	19.03.2013	AG	Additional inclusions from partners
V6	06.06.2013	AG	Additional inclusions from partners
V7	26.06.2013	AG	Additional inclusions from partners
V8	16.07.2013	AG	Additional inclusions from partners
V9	24.09.2013	AG	Additional inclusions from partners
V10	20.11.2013	AG	Additional inclusions from partners
V11	20.01.2014	AG	Final additions

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 1	Progress to date	Status
<p>That KCC seeks to collaborate with Clinical Commissioning Groups in Kent so that the Kent and Medway domestic violence and abuse care pathway can inform the development of a Map of Medicine Clinical Care Pathway to assist all General Practitioners (GPs) in identifying and responding appropriately to cases of domestic violence and abuse and asks</p> <p>That NHS Kent and Medway:</p> <ul style="list-style-type: none"> expedites use of the Health Information Service Business Intelligence (HISBI) system to enable sharing of information on the presence of domestic violence and abuse (actual/disclosed or strongly suspected) in health settings such as Accident & Emergency (A&E) departments, GPs, Midwifery, Ante-natal and maternity settings. That in line with established protocols this information is shared and collated within Health and made available to other appropriate agencies/bodies such as Multi-Agency Risk Assessment Conferences (MARAC) especially when frequency of attendance indicates potential heightened risk to a patient or their child/children; Retain and develop specialist Domestic Abuse Health Visitor roles across Kent. 	<p>NHS Kent and Medway are drafting a pathway outlining DA support available to assist GPs to take to Clinical Commissioning Groups seeking their approval for use across county by Qtr 2 2013/14. They will also use the GP bulletin to promote the DA website as a tool to assist signposting patients to relevant services.</p> <p>GP surgeries have been encouraged to use flagging systems; the responsibility for the GP services lies with the Area Team (NHS England) so further work will need to be undertaken with them regarding this and any further plans for flagging systems to be used.</p> <p>A DA flagging system is being developed currently in an East Kent GP practice. Once evaluated this scheme can be shared as an example of good practice across different health settings if it is found to be effective – training will be required to support flagging systems and will need to be built into a roll out plan. GP surgeries use different IT systems so not possible to introduce a standard flagging system currently. DA website is available of all of the CCG's websites.</p> <p>NHS England (Health Education) is funding GP training for Kent and Medway on safeguarding issues, which will include DA; this is expected to be delivered locally by April 2014.</p> <p>The Domestic Abuse Health Visitor service has recently been reviewed and development options are currently being considered by Kent and Medway Health visitors Commissioning Managers. All health visitors across county now use an assessment tool to identify their clients' needs that also addresses domestic abuse issues. DA Health Visitor recruitment is underway during November and December 2013 to expand provision to also cover West Kent.</p> <p>During Qtr 3 2013/14 Kent Domestic Abuse Consortia (KDAC) plan to establish a pilot project to host an IDVA (Independent Domestic Violence Advisor) within a selection of GP surgeries to work with surgery staff and offer their services directly to their patients (known as the IRIS project). This will be piloted as an additional development from IDVA funding with a view to generating an evidence base which will enable the service to seek to secure grant funding from 2014/15 onwards. All CCGs received a report</p>	<p>Significant progress has been made to achieve this recommendation by a variety of partners who have undertaken reviews of their services to determine how to address the issues raised.</p> <p>Work will continue to support the development of these recommendations within the Kent and Medway DA Strategy 2013-16.</p>


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Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

	<p>offering to run an IRIS project in their areas during October 2013 – awaiting responses.</p> <p>DoH publication 'Mind the Gap, 2012' includes domestic abuse as a priority area for health professionals.</p> <p>The KMDASG will establish a Health Task and Finish Group to take forward the goals within the 2013-16 DA Strategy relating to increased awareness of DA amongst health professionals.</p>	
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**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 2	Progress to date	Status
<p>That to mitigate the loss of specialist domestic abuse police officers and to strengthen contact and referral processes:</p> <p>Kent Police:</p> <ul style="list-style-type: none"> ensure that there is a system for flagging the number of domestic abuse incidents and making this information available to responding officers and that a third (and any subsequent) incident, regardless of risk level, should trigger an automatic discussion with a domestic abuse specialist to determine whether a MARAC referral is required (in line with Co-ordinated Action Against Domestic Abuse (CAADA) guidance on potential escalation of domestic abuse cases); carry out an immediate review of information provision and referral to partner organisations including those in the voluntary sector and in particular Victim Support and, in addition, agree (with input from key partners) a process or processes to expedite urgent information requests. <p>Kent Police with KCC and Health:</p> <ul style="list-style-type: none"> Determine whether the presence in the Central Referral Unit (CRU) of a domestic violence and abuse specialist worker could help with the effective triaging of cases; Ensure that all staff in CRU are trained in CAADA Domestic Abuse Stalking and Harassment (DASH) risk assessment; 	<p>Kent Police have reviewed their systems with the aim of ensuring adherence to good practice/guidance. A new IT system (Project Athena) is being constructed for use by a number of Police Forces, including Kent Police, and will assist with identification of DA cases; this should be implemented by the end of 2013.</p> <p>The development and consolidation of the new Kent Police Model has responded to a number of Homicide Review recommendations particularly those centring on a holistic review of DA to establish emerging risk. These new processes capture the review of past cases and consider the impact of a number of incidents requiring reviewing officers to account for previous incidents within their written review.</p> <p>When domestic incidents take place the Force Control Room will bring flags and operational information to the attention of the officers attending. This involves a check on the address and individuals within it. The number of incidents are visible and available. Once the officer has dealt with the incident they make direct contact with the Investigation Management Unit who record the incident directly on to Genesis. At this point the IMU investigator is able to see the previous incidents and assist the officer at the scene with their risk assessment.</p> <p>Once recorded this report will be reviewed at the CRU where a Detective Sergeant will check the incident and all previous incidents making an assessment of the overall risk. If a CRU DS determines that any incident has not been assessed correctly they will raise the risk and if high risk they will be sent to the DS CST on area for further review and safeguarding action including MARAC referral. With this system in place a numerical trigger may not be helpful. It might increase workloads and create delay.</p> <p>Partner agencies need to be able to contact safeguarding officers. Under the current structure the safeguarding officer depends on the risk level allocated. If it is high risk the responsible officer will be in the CST for that area. If it is Medium risk it will be a neighbourhood officer for that area. If it is standard risk then it remains the attending officer.</p> <p>Partner agencies will know their local CSTs but a 101 call asking for the Combined safeguarding team that covers the area will not be a problem for high risk cases. Neighbourhood officers are easily identified for each area</p>	<p>Significant progress has been made to achieve this recommendation by a variety of partners who have undertaken reviews of their services to determine how to address the issues raised.</p> <p>Work will continue to support the development of these service.</p>

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<ul style="list-style-type: none"> Put in place a process to ensure that domestic abuse notifications (DANs) not meeting social care thresholds are linked to a Common Assessment Framework (CAF) pathway so that families have the opportunity to access appropriate community support. <p>Kent Children and Adult Safeguarding Boards:</p> <ul style="list-style-type: none"> Give urgent consideration to a process by which risk (for adults and children) can be monitored in the above case, where a CAF is declined. 	<p>via the Kent Police Website. The neighbourhood sergeant or any of the local officers will be able to help identify the appropriate officer. The attending officer can be identified from the incident number, his name or collar number.</p> <p>Kent Police and Victim Support implemented a revised procedure at the end of 2012 to ensure that Victim Support receives all DA incident referrals that are made to Kent Police. KDAC and Victim Support will work together to ensure that there is a seamless for victims moving between their services when it is appropriate for them to do so – discussions are underway between the services.</p> <p>2 specialist CAF co-ordinators have now been located within the Kent Police Central Referral Unit (CRU) that will ensure domestic abuse notifications (DANs) not meeting social care thresholds are linked to a Common Assessment Framework pathway. CRU staff now use the DA website to ensure that appropriate service information is provided to victims and families affected by domestic abuse. In addition Kent and Medway NHS will be recruiting 2 additional CAF co-ordinators during 2014. LADO is also located within the CRU. CRU is currently examining the issue of DANs involving 16/17 year olds to determine the level of need/scope of issues.</p> <p>DASH training was provided to CRU staff during 2012.</p> <p>KSCB partners are currently reviewing what processes are in place, or can be put in place, for those families when CAF permission has been declined. Work has taken place around how workers can engage with 'hostile' families, which would include those who will not co-operate with CAF, and training is currently being cascaded by KSCB on this issue.</p> <p>KDAC have offered to place an IDVA within the CRU as a pilot project for 3-6 months. The proposal was considered and accepted by the CRU board in May 2013. The pilot commenced in September 2013 and will run for an initial period of 6 months.</p> <p>KSCB plan to add training on DA and the effects on Children to their training calendar during 2013/14.</p>	
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**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 3	Progress to date	Status
<p>That KCC seeks to strengthen and develop the co-ordinated community response to domestic violence and abuse, in particular by:</p> <ul style="list-style-type: none"> • promoting the Kent and Medway Domestic Abuse Strategy Group (KMDASG) domestic abuse website • establishing a single point of telephone contact to complement the domestic abuse website • gaining commitment at strategic level from relevant agencies e.g. housing, Police, solicitors, health agencies, Victim Support, to the development and staffing of Multi Agency Domestic violence and abuse One Stop Shops (OSS) and facilitating more flexible provision (to include evenings and exploring ways to reach remote communities). • providing funding to publicise the One Stop Shop widely in each area • seeking to support through the joint commissioning process the development of a Specialist Domestic Violence Court in the south of Kent 	<p>Website posters and cards have been widely distributed in GP surgeries, social services offices etc and made available to agencies working across the county; banners advertising the website have been used at several multi-agency events during 2012 and will be at forthcoming events during 2013.</p> <p>A revised Kent and Medway IDVA service is currently being commissioned as part of this service the successful provider will have to ensure easy access arrangements such as single telephone contact number. This service will be operational during April 2013. The single point of contact telephone number for the IDVA service commenced in July 2013.</p> <p>One Stop Shops (OSS) are continuing to be developed at local level – more flexible provision being actively reviewed by partners, with Canterbury district partners opening their second OSS service to address the needs of their coastal residents in November 2012. In November 2012 support for the OSSs was discussed at Kent CSP and all partners were asked to support the resource and development of the OSSs. Good Practice Protocols for OSS to follow were designed in December 2012 and have been adopted by all 12 OSSs currently operating across Kent and Medway. Numbers of DA victims seeking support at OSSs continues to grow.</p> <p>All OSSs have been made aware that they can apply for Member grants to assist with costs for publicity. Some OSS receive ongoing funding support from their local community safety partnerships.</p> <p>The South Kent Specialist Domestic Violence Court will become operational in July 2013 (commissioned under the Kent and Medway IDVA Service).</p> <p>Information around Troubled Families had recently been featured in the KMDASG DA newsletter – discussions had also taken place around ensuring all troubled families practitioners having DA training by adding this to their training requirements.</p>	<p>Significant progress has been made to achieve this recommendation and work will continue in supporting these services.</p>

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 4	Progress to date	Status
<p>That KCC seeks to rationalise the existing patchy provision of domestic violence and abuse services and drives up the quality of services, by devising and implementing a commissioning plan, beginning with Independent Domestic Violence Adviser (IDVA) services and aiming to achieve joint commissioning of a 'domestic violence and abuse care pathway' informed by needs assessments and taking account of different forms and types of DVA.</p> <ul style="list-style-type: none"> • that joint commissioning is enabled by consolidating existing funding sources and seeking to align this with further funding from internal and external sources (e.g. Supporting People, KDAAT, Families and Social Care (FSC), Public Health, Police, Fire and Rescue, Probation, Health and Mental Health, the Police and Crime Commissioner (PCC), Health and Wellbeing Boards (HWB) and Clinical Commissioning Groups (CCGs) to provide a multi-agency domestic violence and abuse commissioning 'pot'; • that commissioned domestic violence and abuse services are monitored and evaluated through a Quality Assurance Framework. 	<p>A thorough joint needs assessment was completed in late 2012 and a joint commissioning business model was established.</p> <p>A range of public services have pledged contributions totalling £770K for 13 /14 including KCC, Medway Council, Public Health, The Police & Crime Commissioner, Probation, KFRS and the majority of District Councils.</p> <p>Pooled commissioning arrangements of the Kent and Medway IDVA Services were confirmed and the contract with the new service provider commenced in April 2013. The IDVA service will have feedback from clients built in via 6 month follow up interviews; these will be undertaken by staff not involved in the delivery of the IDVA service to enable clients to give their feedback freely.</p> <p>Public Health colleagues are leading on discussions with the Clinical Commissioning Groups (CCGs) during Qtr 1 and 2 2013/14 with a goal for CCGs to adopt health contribution element of this service in their commissioning arrangements for 2014 onwards. Papers were circulated to CCGs September/October 2014.</p> <p>KCC Commissioning Team tendered for Independent Needs Analysis work to look into different commissioning models. This work will look at a range of commissioning arrangements that KCC are currently involved in and partner agencies will also be asked to contribute to this review. The review will be completed Summer 2013 and will help inform future commissioning processes involving those funded internally by KCC and those that could be, or are currently, funded through partnership arrangements. Needs Analysis is underway and a draft commissioning plan is with the Commissioning Body. Expect to ratify plan and develop a communication strategy in January 2014. KCC Commissioning Team Plan to recommission DA services during 2014 and will link this work to Health & Wellbeing and Public Health priorities</p> <p>Quality Assurance is included within DA service specifications and outcome monitoring arrangements. KMDASG can be used as a QA body for any DA services.</p>	<p>Significant progress has been made to address this recommendation.</p>

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 5	Progress to date	Status
<p>That KCC demonstrates strong leadership and commitment to addressing domestic violence and abuse by:</p> <ul style="list-style-type: none"> ensuring that basic awareness training in domestic violence and abuse awareness is included in the Member Development Programme so that all Members can be ambassadors and advocates for a change in public attitude (and can signpost effectively to help and support); identifying a Member Champion for Domestic abuse to help drive forward changes and expedite the development of a network of Domestic violence and abuse Champion roles including in Health, (within Clinical Commissioning groups, GP surgeries, Accident and Emergency Departments); ensuring that the Member chosen to sit on the Police and Crime Panel (which will scrutinise the work of the PCC) is also a domestic violence and abuse Champion; having Member (Champion) representation on the Kent and Medway Domestic Abuse Strategy Executive Group.¹ 	<p>KCC HR Organisational Development will ensure that DA is included within the Member development programme following the May 2013 elections. DA awareness training (delivered by KMDASG partners) will be made available to members (KCC and District councillors) from Qtr 3 2013/14 onwards. DA training to members was delivered during October and November 2013. Further sessions will be made available during 2014.</p> <p>Cllr. Mike Hill is currently the nominated KCC Member on the Police and Crime Panel and also the meeting Chair.</p> <p>KCC Community Safety will progress Member Champion recommendations following May 2013 elections.</p> <p>A description outlining the role of a Member Champion has been prepared; discussions with members have taken place.</p> <p>Cllr. Penny Cole has accepted the offer to become the member champion on domestic abuse.</p>	<p>Complete.</p>

¹ One or more Members could undertake these roles.

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Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 6	Progress to date	Status
<p>Members welcome the development of a Kent and Medway domestic violence and abuse training matrix in order to rationalise existing provision and ensure all statutory sector professionals have the appropriate level and content of training and recommend that:</p> <ul style="list-style-type: none"> to complement current training resources: a portfolio of domestic violence and abuse webinars is developed, with the involvement of survivors, offering professionals an alternative, quick and easy way to increase their knowledge and engagement. KCC Learning & Development Team take a more proactive role in the development of training on domestic violence and abuse and ensure that there is a mechanism to engage survivors in the development of training, policy, practice and future services. 	<p>A Training Matrix for Kent and Medway DA services has been completed and is available on the DA Website. It has been publicised in the Kent DA Newsletter and will continue to be highlighted there as a resource for all agencies.</p> <p>To build upon the Training Matrix, KCC Learning and Development Team will establish a small multi-agency working group to devise a portfolio of webinars. The Learning and Development Team has tasked a member of their staff to lead on taking this work forward. The group is to complete this work by December 2013.</p> <p>The KIASS Skills Ladder seeks to ensure that all practitioners working with young people are knowledgeable and able to support young people to make positive and informed choices. Part of the Skills Matrix is developing practitioners to understand emotional resilience, resilient networks and how to support young people to make better choices. Domestic Abuse is an issue being picked up as a key theme. Schools are included in the programme. On-going development opportunities will be embedded in practice and specialist DA staff can be invited at regular opportunities to give practice updates.</p> <p>KCC member training sessions on DA were delivered during October and November 2013.</p> <p>KMDASG Training Task Group will take forward development of a DA training programme as part of the DA Strategy 2013-16.</p>	<p>Significant progress has been made to address this recommendation.</p> <p>Work will continue to support the development of these recommendations within the Kent and Medway DA Strategy 2013-16.</p>

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 7	Progress to date	Status
<p>That KCC seeks to influence attitudinal change on domestic violence and abuse using a 'multi-pronged' approach:</p> <ul style="list-style-type: none"> • asking the incoming Police and Crime Commissioner to have domestic violence and abuse as a top priority in the Police and Crime Plan for the duration of the Plan and that given domestic abuse represents 25% of violent crime in Kent, the new PCC is invited by Kent and Medway Domestic Abuse Strategy Group (KMDASG) to become a domestic violence and abuse Champion and to receive appropriate support and training for that role. • asking that the County Community Safety Partnership continues to have domestic abuse as a high priority and cascades this to the local Partnerships • using a Public Health campaign to help change perceptions • using Safeguarding Week 2013 to raise awareness of domestic violence and abuse • using established community safety routes to get domestic violence and abuse information and links into the public eye (e.g. Fire & Rescue Service leaflets in GP surgeries) 	<p>Domestic Abuse is recognised as a priority by the Police and Crime Commissioner and it features within her Police and Crime Plan. The Commissioner has co-commissioned, with the KCJB and Community Safety partners the provision of a countywide IDVA service. Additionally the PCC has met with representatives from some of the DA service providers.</p> <p>Domestic Abuse will continue to be a priority for all CSP's following the PCC's adoption of the County Community Safety Agreement as the key policy driver for the next 4 years.</p> <p>DA is a public health priority area both for vulnerable children, reducing reoffending and improving mental wellbeing. The Public Health communications plan will reflect this. The DA website and the Kent and Medway IDVA Service are both participating in a Public Health information exchange event in June 2013. DA features within the JSNA.</p> <p>Domestic Abuse information and services featured in the 2013 Safeguarding Week.</p> <p>Various methods are being utilised by the KCC Community Safety Team to expand the current circulation of domestic abuse information and add further information sources, such as:</p> <ul style="list-style-type: none"> • Technical support for the DA website; • Use of the Community Safety Portal to cascade DA information to partner agencies; • Production and distribution of publicity for the DA website; • Support/stands at DA events and other community based events across the county. 	<p>Significant progress has been made to address this recommendation.</p>

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Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 8	Progress to date	Status
<p>That in implementing its Early Intervention and Prevention Strategy KCC creates culture change – through a process of:</p> <ul style="list-style-type: none"> • Embedding understanding of domestic violence and abuse and its impacts throughout the organization • Examining the interface with individuals and families experiencing domestic violence and abuse • Ensuring that practice, processes and communications are as supportive as possible to non-abusing parents (where this does not conflict with the duty to safeguard children) 	<p>KSCB, KCC Adult Safeguarding and KCC Specialist Children’s Services are all offering DA training to staff currently.</p> <p>Early Intervention work commissioned by KCC in 2012 is already identifying an unmet need for those affected by domestic abuse and this is being reviewed with the aim of commissioning if funds available. Parenting programmes are currently being commissioned and this avenue is also being explored to determine if DA can be covered as part of these programmes.</p> <p>Customer feedback is built into the commissioning process and will be used to inform future commissioning of further services.</p> <p>Troubled families FIP workers will be trained to understand DA and have awareness of local services available to support those affected by DA.</p> <p>Canterbury Christchurch University has been funded during 2013 to complete work on designing measures to capture outcomes from DA preventative work with young people and to cascade good practice in this field. This work is due to be completed by December 2013.</p> <p>Working with schools and Early Intervention teams, KIIASS will utilise the practice development Case work Action Learning Sets to raise awareness of the use of CAF for those who may have indicators that suggest experience of DA or sexual exploitation; using triggers to identify adolescents who are at risk of DA in their relationships:</p> <ul style="list-style-type: none"> • Drug and alcohol issues • Vulnerable groups such as those with learning difficulties, mental health issues • Absenteeism from school. • Poor relationships with family and peers. • Intense romantic relationship with partner isolating young person from friends • Self-harm • Displaying violent outbursts <p>Current transformation of KCC services may allow KIIASS to have even more focus on DA in the future via. prevention agenda/work streams.</p>	<p>Significant progress has been made to achieve this recommendation and work will continue in supporting these services.</p>

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 9	Progress to date	Status
<p>That KCC asks the Criminal Justice Board to carry out a review to determine whether breaches of Non-molestation or Restraining order in domestic abuse cases are being dealt with effectively by criminal justice agencies.</p>	<p>KCJB have asked the Select Committee for further clarification around wording of this recommendation:</p> <p>If an order is breached, the Police are asked to arrest the offender and they will be brought back to court – the KCJB has checked with the courts and these breaches are featuring regularly in court, therefore they believe the process is working.</p> <p>From the 1st week in July 2013, all DA criminal cases will be heard in a Specialist Domestic Violence Court (SDVC); additional data on restraining orders issued and breaches will be captured via the SDVC reporting system.</p>	<p>Having considered this issue KCJB reported back that they consider DA cases are dealt with appropriately.</p> <p>If any agency has any evidence to the contrary they would be willing to re-examine this issue at that time.</p>

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Recommendation 10	Progress to date	Status
<p>That (in the light of the Family Justice Review, and given the proven impacts on children of witnessing/experiencing domestic violence and abuse) KCC lobbies the Ministry of Justice (MoJ) with regard to making perpetrators of domestic violence and abuse more accountable for their actions:</p> <ul style="list-style-type: none"> The select committee support the recommendations of Children and Family Court Advisory and Support Service (CAFCASS) and RESPECT² that, as a condition of perpetrators having contact with their children, they should be required to attend a specialist perpetrator programme and/or parenting classes and ask that these recommendations are taken into consideration by Families and Social Care during case conference proceedings That KCC and relevant partners conduct a review of arrangements in Kent for parental contact (including those families not in touch with Families and Social Care) and seeks opportunities for further safeguards to be put in place regarding supervision where a parent has perpetrated domestic violence and abuse 	<p>KCC Specialist Children's Services are developing options to take forward this recommendation and to identify other key partners that should be involved; scoping work is being completed to inform lobbying approach and also to determine what actions can be delivered locally.</p> <p>The Assistant Director for North Kent is leading a review around contact issues and the role of Social Work Assistant's, therefore we should have further updates on his findings during Qtr 3 2013/14. The review of social work assistant posts is ongoing (Nov 2013) and will incorporate the issue of contact with a view to establishing a dedicated model for contact services around the county. These will for the most part be concentrated on those cases in court proceedings where SCS have court ordered contact arrangements that need to be complied with. The working party will report at the end of the calendar year with a view to the necessary work being progressed in the 1st quarter of 2014 so that the new structures and services are in place for April 2014.</p> <p>KSCB completed an audit of multi-agency referrals to examine the application of thresholds and the quality of referrals in April 2013. A recommendation from this audit was: <i>'KSCB to consider facilitating a learning event on safeguarding practice in response to domestic abuse, with a focus on engaging fathers/perpetrators in assessment and intervention'</i> KSCB are currently (July 2013) scoping the need to develop an event to address this issue.</p> <p>Kent Integrated Children's Services Board are conducting a deep dive study into the experiences of children who have been in care who then end up in custody – this may assist in providing a source of evidence regarding how young people can be affected by domestic abuse witnessed/experienced during their childhood or adolescence. Kent integrated Children's Services Board finding are available in a presentation format.</p>	<p>Work and discussions have taken place to start to address this recommendation.</p>

² Membership association for domestic violence perpetrator programmes and associated support services

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	<p>Gap in services – the community perpetrator programme is not a commissioned service. Its availability is currently limited by the funds it has available to put on programmes.</p>	
Recommendation 11	Progress to date	Status
<p>Members welcome the new services commissioned by FSC for children aged 5-13 who have experienced domestic violence and abuse and those targeted at healthy relationships (girls aged 11-16) and would like to see services commissioned for boys of this age to address unhealthy attitudes and behaviours towards girls or same sex partners in their peer relationships. Members would also like to see the gap in universal services to address healthy relationships within schools addressed through the commissioning process to augment schools' own teaching.</p>	<p>A small working group has been set up by KCC Specialist Children's Services looking into the current commissioned services provision, demand, unmet need and gaps in service.</p> <p>During Qtr 1 2013/14 the group plan to conduct a needs and resource analysis, with a view to addressing future service alignment issues and resourcing gaps in service. The needs analysis is due to be completed by October 2013; this will then inform commissioning plans for 2014 onwards.</p> <p>No current KCC funds are available to commission gaps that have been identified in services. FSC continue to link other (external) funding sources to help augment existing commissioned services.</p> <p>DAVSS (voluntary sector DA service) have secured their own voluntary sector grant funding to work with boys in the Tonbridge and Malling District.</p> <p>Services for Children and Young People are also addressed within the Progress Reports for Recommendations 12 and 13.</p> <p>From September 2013 KIASS is working with Public Health to review emotional resilience work - including within school work, PHSE, citizenship.</p> <p>Kent Youth County Council is also currently considering the role/content of PHSE.</p> <p>KIASS are currently (Nov 2013) piloting a bespoke support group in Ashford for boys aged 14-17 who have domestic abuse or relationship issues.</p>	<p>Work is underway to address this recommendation.</p>

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Recommendation 12	Progress to date	Status
<p>That KCC takes a number of actions designed to increase knowledge and understanding within schools of the impact of domestic violence and abuse on children and young people:</p> <ul style="list-style-type: none"> • supports links between social care and education and retains vital Family Liaison Officers/Parent Support Adviser-type roles within schools; • asks the Kent Safeguarding Children Board (KSCB) and Kent Head Teachers to ensure there is a focus on healthy relationships within the schools' Personal, Social and Health Education (PSHE), religious or ethics frameworks and that staff are trained to recognise and respond to issues of domestic violence and abuse affecting pupils at home or in their peer relationships. • writes to the Teaching Agency asking them to require that teacher training programmes include compulsory modules on the impact of domestic violence and abuse on children and young people • writes to the Department for Education asking that schools are encouraged to place a greater emphasis on the health and wellbeing of pupils, in order to underpin their ability to achieve academically. 	<p>Early intervention workers already link with FLOs and PSAs. DA information is already cascaded to FLOs. Communications with Academies are being reviewed.</p> <p>KSCB will raise the issues around healthy relationship education within schools and do currently offer training and support to schools, including DA training.</p> <p>Letters will be drafted in consultation with the KCC Business Intelligence Unit. Letters were sent to Teaching Agencies and DoE during Autumn 2013.</p> <p>Medway Council currently send DA notifications to schools and health partners in pilot wards – the aim of this is to enhance information sharing concerning vulnerable families/children.</p> <p>KIASS has established a team of Young Health Champions whose task is to raise issues of health and wellbeing with their peers, predominately in schools and colleges but also through events and campaigns. Over 2013/4 academic year they will be developing Youth Health Champions in each school. Their target is to work with the YHC to review PSHE and including positive relationships, domestic abuse is touched upon. Over 2013/4they plan to utilise this initiative to build on the work of KSCB. In addition to this KIASS are establishing a School health champion in each school, this will be a member of staff already in a school but one who is able to be the key point of contact around health and wellbeing and who will support the YHC. The first area that is being supported is sexual health and positive relationships. An interschool's debate is taking place in July 2013.</p> <p>KIASS is leading with Public health on the new teenage pregnancy and sexual health strategy. A key ambition in that strategy is on strengthening emotional resilience amongst young people and driving toward a programme that relates to building positive relationships.</p> <p>KIASS is in the process of pathway planning –The pathway for DA support can be more widely shared through the KIASS e forum. This provides practitioners with support for key triggers that lead to services across the continuum of need.</p> <p>KIASS has been organising 'conversation' events with young people,</p>	<p>Significant progress has been made to achieve this recommendation and work will continue in supporting these services.</p>

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

	<p>exploring the typical behaviours of young people using the internet/risky behaviours/ cyber bully etc., to build a picture of how young people interact with each other. CEOP has produced useful videos for young people highlighting the risk they can expose themselves to and these are being used in different settings around the county by a variety of agencies.</p> <p>'Keeping Children Safe in Education' – this statutory guidance is being revised by DoE in January 2014 and will then be circulated to all schools.</p> <p>School DCPO and Head teacher Induction training - provided by KCC Education Safeguarding Team - covers domestic abuse issues/ awareness.</p>	
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**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 13	Progress to date	Status
<p>That KCC should take a lead on developing approaches to young people who show aggressive or violent behaviour towards their parent(s) and that this should be reflected in the Integrated Youth Support Strategy and pilot programmes and any other relevant strategies.</p>	<p>Discussions have taken place with lead services associated with the Integrated Youth Support Strategy to build the necessary links with IYSS and determine other work streams currently being progressed around this recommendation.</p> <p>KIASS has underway the following activities across Kent:</p> <p>Early support — multiagency parent drop ins – advice on establishing rules and consequences and advice to parents/carers on supporting young people understanding your teen.</p> <p>Early support – a safe space for young people - KIASS hubs to link young people to services who provide active listening and other emotional well - being support.</p> <p>Early support to help young people find healthy ways to relieve anger – links to activities and team sports. In Ashford KIASS has brought together a range of practitioners to develop a new programme that focuses on working with young people showing violent behaviour to parents and siblings. The team is comprised of Specialist Children’s Services, Education services, commissioned services, PRUs, and IYS. This programme will be tested and if successful rolled out across Kent. We are hoping to link with Brighton University who are leading a research project on this area.</p> <p>Family activity days to help families communicate. This programme has been established by KIASS working with schools and delivered at Swattenden. Delivered with support funding from Troubled Families.</p> <p>Multiagency Group work in conjunction with Supporting People providers for adolescents at risk of homelessness as a result of aggressive and violent behaviour. With Specialist Children’s Services addressing the issues of the Southwark judgement as a product of violent behaviour.</p> <p>KIASS are also developing a mentoring/coaching programme that draws on existing mentoring and coaching provision as well as developing new provision. This programme will support earlier interventions as well as providing an additional resource that can be used in a team around the family or to support a step down from a holistic assessment. KIASS mentors</p>	<p>Significant progress has been made to achieve this recommendation and work will continue in developing and supporting these services.</p>

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

	<p>will support young people to become emotionally resilient and increase their independence through longer 1-1 support, so they can make better choices and build and strengthen their own networks. Their major partner in this initiative is the Kent Fire and Rescue Service, however they are especially keen to expand this initiative to include retired professionals and working professionals from across the public, private and voluntary sectors. To support this programme they are developing a:</p> <ul style="list-style-type: none"> • Mentor- Match Bank that will support the coordination and management of mentors and mentees. • A mentoring specification, guidance pack, training programme and matching process we will ensure that the right young people are matched with the right mentors. <p>KIASS aim is to launch the Mentor/Coach Bank in Autumn 2013.</p> <p>KCC Integrated Youth Service Focus areas 2013/14: (i) Teen / Parent violence - to determine how we best respond to the behaviour of young people (males) who assault their parents (mothers) - plan to tie this work in to the overall strategy within the county - IYS have been researching work undertaken by other youth offending services. (ii) Delivery of training for staff on domestic abuse (focus on identification when assessing / working with families) - IYS have funding for 2013/14 - about 30% of young people known to the youth offending teams witness domestic abuse. IYS plan to use the funding to support the implementation of the agreed approach.</p> <p>KCC IYS held a workshop in Nov 2013 to scope DA issues that affect teens. On-going plans now include:</p> <ul style="list-style-type: none"> • holding a one day conference in March 2014 to raise awareness of teen/parent violence; • Using the workshop to then plan locally with services how we can respond to this issue and support teens and families most effectively. 	
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**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Recommendation 14	Progress to date	Status
<p>That KCC seeks to include information and links (such as www.thehideout.org.uk and the new Kent Domestic violence and abuse website - young people's resources) in materials published for young people.</p>	<p>Already in place for some teams.</p> <p>A number of partner agencies are also ensuring information is being cascaded.</p> <p>Discussions with KCC Communication Team have taken place to determine if they can assist with this recommendation and they have confirmed that they can support activity on domestic abuse within the wider 'Vulnerable People' agenda that they have been tasked with as a priority area for KCC. Plans will be developed for Qtr3 2013/14 onwards.</p> <p>The Children and Young People's section of the Kent and Medway DA website is being developed following consultation with young people in Qtr1 2013/14. This work was completed in October 2013.</p> <p>The KIAS Information Zone website which is in progress will be the young people facing web site for all Kent services. The site will provide hotlinks to each national site or specialist Kent site, such as kentchoice4u and 4YP, as well as access to all service working with young people, health, positive activities etc. The information relating to the Hideout can be accessed through this site. The site will also provide a space for campaigns, blogs, etc that can also be utilised. There will also be a section of the website that will provide information on healthy/positive relationship issues.</p>	<p>Significant progress has been made to achieve this recommendation and work will continue to ensure opportunities to cascade DA information to young people are utilised.</p>

Key:

- Green** = Completed /advanced progress
- Amber** = Progress underway
- Red** = No significant progress made

**Select Committee – Preventing and Responding to Domestic Violence and Abuse
Summary of Progress towards Recommendations (Lead Directorate – Customer & Communities)**

Additional Issues Raised During Consideration of Action Plan

Suggestion that a Multi-Agency Safeguarding Hub (MASH) is developed – possibly a project that could be led by KSCB and/or the CRU Board.
Health and Wellbeing Board should have a role in raising DA issues and these recommendations amongst Healthcare partners.
To replicate Medway domestic abuse notification pilot project in Kent.
To consider impact of work on outcomes.
Communication of work that has been undertaken.
DA Trial Delays
Lack of understanding of need to have a preventative focus and therefore need to commission preventative services.

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Appendix B - Domestic Abuse Task and Finish Group Membership List

7th March 2013

Attendees

Melanie Anthony	–	KCC, Commissioned Services
Andrea Cahill	–	KCC, HR Organisation Development
Justine Croft (–	KSCB
Pauline Dineen	–	NHS Kent and Medway
Lee-Anne Farach	–	KCC, Specialist Childrens Services
Caroline Friday	–	NHS Kent and Medway
Alison Gilmour	–	Kent & Medway DA Co-ordinator (chair)
Jo Kenny	–	Kent Probation
Niki Luscombe	–	K-DASH
Jim Parris	–	KCC, Community Safety
Jade Ransley	–	KCC, Community Safety (minutes)

Apologies

Alison Esson	–	KCC, FSC Commissioning (Children)
Kallie Heyburn	–	NHS Kent and Medway
Chris Turner	–	KCJB

23rd May 2013

Attendees

Lesley Burnand	–	KSCB
Andrea Cahill	–	KCC, HR Organisation Development
Alison Esson	–	KCC, FSC Commissioning (Children)
Lee-Anne Farach	–	KCC, Specialist Children's Services
Alison Gilmour	–	Kent & Medway DA Co-ordinator (chair)
Michelle Hagger	–	NHS Kent and Medway
Jo Kenny	–	Kent Probation
Dominic Kilbride	–	Kent Police
Niki Luscombe	–	K-DASH
Jim Parris	–	KCC, Community Safety
Jade Ransley	–	KCC, Community Safety (minutes)
Chris Turner	–	KCJB

Apologies

Melanie Anthony	–	KCC, Commissioned Services
Sharon Dodd	–	KIASS, Kent County Council
Kallie Heyburn	–	NHS Kent and Medway

Appendix B - Domestic Abuse Task and Finish Group Membership List

15th July 2013

Attendees

Charlie Beaumont	–	KCC, Integrated Youth Service
Andrea Cahill	–	KCC, HR Organisation Development
Sharon Dodd	–	KIASS, Kent County Council
Alison Esson	–	KCC, FSC Commissioning (Children)
Alison Gilmour	–	Domestic Abuse Co-ordinator (chair)
Mark Janaway	–	KSCB
Bose Johnson	–	KCC, Public Health
Jo Kenny	–	Kent Probation
Jim Parris	–	KCC, Community Safety
Jade Ransley	–	KCC, Community Safety (minutes)

Apologies

Deborah Cartwright	–	KDAC (Oasis DA Service)
Susana Darling	–	KCC
Lee-Anne Farach	–	KCC, Specialist Children's Services
Caroline Friday	–	KMCS
Sarah Robson	–	Maidstone Borough Council
Chris Turner	–	KCJB

16th September 2013

Attendees

Charlie Beaumont	–	KCC, Integrated Youth Service
Duncan Bruce	–	Maidstone Borough Council
Susana Darling	–	KCC
Sharon Dodd	–	Kent County Council
Lee-Anne Farach	–	KCC, Specialist Children's Services
Trish Galvin	–	KCC, IYS
Alison Gilmour	–	Domestic Abuse Co-ordinator (chair)
Michelle Hagger	–	KMCS – Child Health & Maternity Team
Mark Janaway	–	KSCB
Bose Johnson	–	KCC, Public Health
Dominic Kilbride	–	Kent Police
Jade Ransley	–	KCC, Community Safety (minutes)

Apologies

Andrea Cahill	–	KCC, HR Organisation Development
Jim Parris	–	KCC, Community Safety
Jo Kenny	–	Kent Probation
Kel Arthur	–	Kent County Council, Education Safeguarding
Andrew Coombe	–	Kent and Medway CCG's (Safeguarding team)
Deborah Cartwright	–	KDAC (Oasis DA Service)

Appendix B - Domestic Abuse Task and Finish Group Membership List

12th November 2013

Attendees

Mel Anthony	–	KCC, Commissioned Services
Kel Arthur	–	Kent County Council, Education Safeguarding
Charlie Beaumont	–	KCC, Integrated Youth Service
Andrea Cahill	–	KCC, HR Organisation Development
Andrew Coombe	–	Kent and Medway CCG's (Safeguarding team)
Domenica Dixon	–	Kent and Medway CCG's (Safeguarding team)
Allison Esson	–	KCC, Families and Social Care
Lee-Anne Farach	–	KCC, Specialist Children's Services
Trish Galvin	–	KCC, IYS
Alison Gilmour	–	Domestic Abuse Co-ordinator (chair)
Mark Janaway	–	KSCB
Bose Johnson	–	KCC, Public Health
Dominic Kilbride	–	Kent Police
Jim Parris	–	KCC, Community Safety
Jade Ransley	–	KCC, Community Safety (minutes)

Apologies

Sharon Dodd	–	KIASS, Kent County Council
Jo Kenny	–	Kent Probation

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**Kent & Medway
domestic abuse
Strategy Group**

**Kent and Medway
Domestic Abuse Strategy
2013 - 2016**

Issued October 2013

Produced on behalf of the Kent & Medway Domestic Abuse Strategy Group by:
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1 Foreword

Welcome to the second Kent and Medway Domestic Abuse Strategy. This builds upon the notable success and achievements gained from the previous three year strategy under the chairmanship of Stuart Beaumont (KCC).

The new strategy develops the consistent themes of the first strategy and aligns to the ambitions and objectives of the Government's approach to tackling domestic abuse.

There is no doubt in my mind that we have been able to create a collective vision of reducing domestic abuse as the impacts and effects are considerable. When I say 'we' I am referring to everyone that works in combating and dealing with domestic abuse and I pay tribute to all your efforts in getting the issue of domestic abuse to its current elevated status. We need to maintain this position and ensure we work together, share resources, provide quality interventions, prevent and reduce the risks associated with the root causes of domestic abuse.

We know that domestic abuse is now not such a hidden unspeakable crime it used to be, but we do also know we need to do more to help victims to feel they shouldn't hide or equally not seek help when subjected to this physical and mental trauma. Domestic abuse has the potential to affect every one of us and can impact on all ages in varying degrees.

I am staggered at the 20,000 plus cases of domestic abuse reported to Kent Police every year and this indicates the scale of the problem we face. We know we must continue to build a legacy of prevention, protection and response to all forms of domestic abuse to be able to deliver our vision. We have had a great start to achieving this with the strong partnership arrangements in place for domestic abuse as well as the introduction of our new Domestic Abuse Website (www.domesticabuseservices.org.uk) and the Kent and Medway commissioned Independent Domestic Violence Advisor (IDVA) service now in operation. This has been equally validated by the recent Standing Together Government and the KCC Select Committee reviews which has helped us shape this strategy from their constructive comments and endorsement of our achievements.

The next three years presents its own challenges with reductions in public sector budgets. However it will make us focus on the fundamental issues and ensure we link into other key initiatives such as Troubled Families as well as the opportunities that will be provided from the re-structure of the Health Service, and from other agencies that can assist in addressing the impact that mental health, alcohol and substance misuse has on domestic abuse.

This strategy aims to ultimately reduce domestic abuse incidents in Kent and Medway. Our focus must be on prevention and promoting the values and behaviours associated with healthy equal relationships incorporating respect and responsibility between people. We need to ensure we deal quickly and

effectively with high risk cases whilst understanding the need to react appropriately to medium and standard risk cases to prevent them becoming high risk.

It just remains for me to thank you for your on-going support and contribution to tackling domestic abuse as well as understanding the power and effect we can have when we join forces and resources to combat domestic abuse in its widest context.

Stuart Skilton
Chairman KMDASG
Area Manager Community Safety – Kent Fire & Rescue Service

2 Introduction

This Strategy aims to assist partnerships and agencies in delivering appropriate responses to those affected by domestic abuse across Kent and Medway, assisting people to live free from abuse.

The focus on local needs is informed by local needs analysis as well national research and developments. The Strategy will be accompanied with a Delivery Plan, which will be refreshed annually and will provide partners with a framework for domestic abuse work.

Tackling domestic abuse is a cross-cutting issue requiring varied responses across all sectors. This Strategy is underpinned by a recognition and commitment to partnership working and an understanding that no single agency can address domestic abuse in isolation. By working together more effectively agencies will be able to maximise the utilisation of existing resources and, where possible, seek to draw upon additional resources, to improve the response to domestic abuse across Kent and Medway.

3 Kent and Medway Reviews and Developments

A wide range of activities have been undertaken by a number of Kent and Medway agencies to explore the effects of domestic abuse, consider a variety of service development or in response to agency restructures.

Domestic Abuse Problem Profiles have been regularly produced for the KMDASG by Kent Police Analysts to assist our partners when reviewing local service delivery.

Examples of some of the activities which have been undertaken in the last year to inform service development are outlined below.

3.1 Independent Domestic Violence Advisor (IDVA) Needs Analysis and Joint Service Commissioning

During 2012/13, as an action from Kent Community Safety Partnership, a Task Group was established to conduct a needs assessment for IDVAs across Kent and Medway and then develop a commissioning model based on that needs assessment to present to partners.

The independently conducted needs analysis determined that a more strategic, jointly commissioned approach would help to address the need for more flexibility, better value for money, improved data for monitoring and planning purposes, and more consistent standards and processes.

By December 2012 sufficient funding pledges from agencies across Kent and Medway had been received for the Kent and Medway Domestic Abuse

Strategy Group (KMDASG) in partnership with the Kent Criminal Justice Board (KCJB) to be able to commence a commissioning process, with Kent Probation acting our commissioning agent.

In April 2013 the new Kent and Medway IDVA Service was commissioned to work with domestic abuse victims, specifically supporting the work of Multi-Agency Risk Assessment Conferences (MARACs) and the Specialist Domestic Violence Courts (SDVCs) across Kent and Medway, with the aim of reducing the harmful effects domestic abuse has on its victims.

3.2 Evaluation of Preventative Programmes for Children and Young People in Kent and Medway

In August 2012 Canterbury Christchurch University completed a research report outlining best practice both nationally and internationally, also reviewing the work currently being undertaken to address preventative domestic abuse programmes working with children and young people across Kent and Medway.

Their findings outlined what practices worked well, successes and lessons that could be learnt from various projects, which could be used to inform ongoing development and delivery of local prevention programmes.

Following this research additional funding was secured by the KMDASG and Canterbury Christchurch University to continue to work in partnership to establish an Outcome Framework Model for use by agencies working across Kent and Medway in this field to enable them to demonstrate the effects of their work on improving outcomes for children and young people. This framework will be piloted during autumn 2013 and has been incorporated into this Strategy's Delivery Plan.

3.3 KMDASG Partnership Review

During 2012/13 the KMDASG successfully bid to access an independent partnership review (this was funded by the Home Office and conducted by Standing Together, a specialist domestic abuse agency). The review took place during February 2013 and involved assessment of the Partnerships:

- Shared belief and commitment
- Structure
- Strategy
- Representation
- Resources
- Co-ordination
- Training
- Data
- Policies, Protocols, Processes
- Specialist Services
- Diversity
- Survivor's Voices

Overall the feedback received was positive and the KMDASG was given a score of 3 (where 4 = Excellent, 3 = Good, 2 = Satisfactory, 1 = Poor).

All the 39 domestic abuse partnerships that underwent a review during 2012/13 nationally were also anonymously ranked (1= highest performing and 39 = lowest performing). The KMDASG were ranked 12th.

The findings from this review have been used by the KMDASG to help clarify the areas of work we are already strong in as well as helping us to identify areas of work that we need to focus on improving to continue to develop the role of the KMDASG and our partners in tackling domestic abuse. We have used these findings from this work to inform the development of our 2013-2016 Strategy and Delivery Plan.

3.4 Kent County Council Domestic Abuse Select Committee

The Crime and Disorder Policy Overview and Scrutiny Committee at its meeting in July 2011 recommended the establishment of a Domestic Abuse Select Committee as a result of concerns that victims of domestic abuse often fell through the 'safety net' or discontinued pursuing their cases in Court due in part to a lack of clarity on referral points.

The Select Committee began their review in the Spring of 2012 and established the following terms of reference for the review:

- To investigate breaking the vicious cycle and impact of domestic abuse in Kent, focusing on equitable access to support for victims and the efficacy of perpetrator programmes in reducing repeat victimisation and repeat offending.
- To examine co-ordination and collaboration within and between statutory and voluntary agencies, with a particular focus on delivering efficient services and maximising safety while reducing negative impacts of organisational change in key organisations.
- To make recommendations for Kent County Council and partner organisations (having explored funding options and feasibility) in order to improve outcomes for, and reduce long term damage to, individuals and families affected by domestic abuse.

The Select Committee produced its final report in December 2012 and in February 2013 the KMDASG agreed to be the accountable body for delivering the recommendations set out within the final report due to the multi-agency nature of the work required to tackle domestic abuse.

Significant progress has already been made towards achieving the recommendations and this work will conclude in December 2013 when the KMDASG is due to report back to the Select Committee. This work has also informed the development of this Strategy.

4 National Developments and Legislative Changes

The Government's approach to tackling domestic abuse, is considered as part of their action plan which they identify as 'ending violence against women and girls'. This Action Plan has been in existence for a number of years and is usually refreshed annually.

Recent actions undertaken by the Government to address this issue are outlined below. Some of this work is already embedded locally across Kent and Medway as appropriate; other pilot projects may be rolled out nationally following evaluations if they are found to be successful.

4.1 Domestic Violence Disclosure Scheme

A pilot domestic violence disclosure scheme where individuals have a right to ask about any violence in a partner's past began in July 2012 in the Gwent and Wiltshire police force areas, with the Greater Manchester and Nottinghamshire police force areas joining soon after. The pilot is due to end in September 2013.

Under the scheme an individual can ask the police to check whether a new or existing partner has a violent past ('right to ask'). If police checks show that a person may be at risk of domestic violence from their partner, the police will consider disclosing the information.

The pilot will also look at how the police can proactively release information ('right to know') to protect a person from domestic violence where it is lawful, necessary and proportionate to do so. Both processes can be implemented within existing legal powers.

4.2 Domestic Homicide Reviews

Section 9 of the Domestic Violence Crime and Victims Act (2004) was enacted in April 2011; community safety partnerships now have a statutory duty to conduct multi-agency domestic homicide reviews whenever someone aged 16 or over is killed by their partner, ex-partner or a member of their close family/household.

A domestic homicide review should be carried out to find out what happened and, most importantly, to identify what needs to change to reduce the risk of such deaths happening in the future. Lessons learned from these reviews will be cascaded to all partner agencies.

4.3 Definition of Domestic Violence

The Government definition of domestic violence was widened in March 2013 to include those aged 16 to 17 and wording to reflect coercive control. The decision followed a consultation which saw respondents call overwhelmingly for this change.

Extending the definition will hopefully increase awareness that young people in this age-group experience domestic violence and abuse, encouraging more of them to come forward and access the support they need.

4.4 Teenage Relationship Abuse and Rape Prevention

National campaigns to prevent teenagers from becoming victims and perpetrators of sexual violence and abuse and to direct them to support and advice services have taken place for the past two years.

4.5 Stalking Laws

In November 2012 the Protection from Harassment Act 1997 was updated by provisions made in the Protection of Freedoms Act 2012, creating 2 new offences for stalking covering:

- Section 2A - stalking
- Section 4A - stalking involving fear of violence or serious alarm and distress

The amendments also set out new police powers to enter and search premises (on provision of a warrant – section 2B) in relation to the offence under 2A.

4.6 Domestic Violence Protection Orders (DVPOs) and Notices

Under the scheme, which is being piloted by the West Mercia, Wiltshire and Greater Manchester police during 2013, the police and magistrates can prevent the perpetrator from contacting the victim or returning to their home for up to 28 days.

Previously, there had been a gap in protection for victims of domestic violence due to either the police being unable to charge the perpetrator due to lack of evidence, or the process for granting longer-term injunctions taking several days or weeks. DVPOs are designed to bridge this gap by helping victims who may otherwise have had to flee their home, giving them the space and time to access support and consider their options.

5 Understanding Domestic Abuse

Whilst some agencies, including central government departments, use the term 'domestic violence' others prefer to use 'domestic abuse,' both terms cover all forms of domestic violence and abuse.

For the purpose of this Strategy, the following definition of domestic abuse applies:

Home Office Definition 2013:

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality.

This can encompass, but is not limited to, the following types of abuse:

- psychological
- physical
- sexual
- financial
- emotional

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

This definition, which is not a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

It is also important to remember that most research also suggests that domestic violence occurs in all sections of society irrespective of gender, race, culture, nationality, religion, sexuality, disability, age, class or educational level.

6 Aims of the KMDASG

The KMDASG aims to reduce domestic abuse and change attitudes by increasing knowledge and understanding of the impact of domestic abuse across communities and agencies highlighting the fact that it is everyone's responsibility to tackle domestic abuse whilst emphasising the effectiveness of early identification and intervention.

Since the beginning of 2012 the KMDASG has split its functions between two groups, one executive group and one operational, as the KMDASG felt this reflected the need to further strengthen and clarify its role to ensure that it could influence key partners most effectively and have a positive impact on outcomes delivered to tackle domestic abuse. This also allowed us to open up membership of the KMDASG to more agencies involved operationally in the delivery of services to those affected by domestic abuse.

6.1 Executive Group

KMDASG Executive responsibilities include:

- To address domestic abuse issues through joint collaborative working of county wide agencies.
- To continue to improve joint working between agencies, including information sharing, to enable a co-ordinated approach to addressing domestic abuse.
- To receive progress reports in respect of prevalence, performance and activity against appropriate national, county & local target sets.
- To provide guidance on major cross agency projects and management information support systems.
- To aim to secure and sustain funding for domestic abuse services.
- To ensure management information is up to date to inform implementation of the Domestic Abuse Strategy.
- To ensure effective communication between the Strategy Group and Operational Group.

6.2 Operational Group

KMDASG Operational responsibilities include:

- Maximise co-ordination and co-operation of service delivery at an operational level between partners with the aim of reducing domestic abuse across Kent and Medway.

- To monitor and report on progress in respect of prevalence, performance and activity against appropriate national, county & local target sets, to the KMDASG.
- Advise the KMDASG on emerging policy, priorities and solutions and the most effective use of available resources.
- To work in partnership to meet the needs of victims and their children of domestic abuse and enable access to specialist support.
- To reduce the risk of repeat victimisation and increase confidence in reporting.
- To support victims through the legal system and ensure offenders recognise and understand their behaviour, are held accountable and are encouraged to attend rehabilitation services.
- Liaise with other agencies and disseminate best practice consistent with developing guidance.

7 Kent and Medway's Objectives

During 2013-16 we will work to address the following objectives:

Preventing Abuse	To prevent domestic abuse from happening in the first place, by challenging the attitudes and behaviours which foster it and intervening early to prevent it.
Provision of Services	Provide adequate levels of support when domestic abuse occurs.
Justice Outcomes and Risk Reduction	Take action to reduce the risk to domestic abuse victims and ensure that perpetrators are brought to justice.
Partnership Working	Work in partnership to obtain the best outcomes for those affected by domestic abuse and their families.

Each of these objectives will be supported by a range of key outcomes that we have identified as focus areas across Kent and Medway.

The key outcomes we will be seeking to achieve have been identified from a range of sources including:

- KMDASG Partnership Review findings;
- Focus group with survivors of domestic abuse;
- Kent County Council Domestic Abuse Select Committee Recommendations;
- KMDASG Workshops;
- Lessons Learned from Kent and Medway Domestic Homicide Reviews.

The actions we plan to undertake to achieve the 14 outcomes we have identified to address our objectives can be found within this Strategy's Delivery Plan.

7.1 Preventing Abuse

To prevent domestic abuse from happening in the first place, by challenging the attitudes and behaviours which foster it and intervening early to prevent it.

Key Outcomes:

- Raise awareness of domestic abuse issues with children and young people to ensure they understand what constitutes positive relationships and how to seek support with these issues when necessary.
- Implement findings of Canterbury Christchurch University research on positive healthy relationship programmes for CYP.
- Raise awareness of DA:
 - Workforce
 - Public.

7.2 Provision of Services

Provide adequate levels of support when domestic abuse occurs.

Key Outcomes:

- Engage all health organisation partners in their identification of those affected by domestic abuse and ensure that they provide appropriate advice, support and referrals to safeguard families.
- Capture DA survivor voices and experiences to help shape existing and new services.
- Address equality of service provision to all those affected by domestic abuse.

7.3 Justice Outcomes and Risk Reduction

Take action to reduce the risk to domestic abuse victims and ensure that perpetrators are brought to justice.

Key Outcomes:

- Improve criminal justice outcomes for victims of domestic abuse in Kent and Medway.
- Reduce risk of ongoing harm to those experiencing DA who have been assessed as being at the highest level of risk though effective case

management processes at Multi Agency Risk Assessment Conferences (MARAC).

- Focus on offending behaviour to increase rehabilitation rates for DA perpetrators thus safeguarding victims in the future.

7.4 Partnership Working

Work in partnership to obtain the best outcomes for those affected by domestic abuse and their families.

Key Outcomes:

- Providers of substance misuse and mental health services understand links with domestic abuse to ensure victims and their families receive appropriate safeguarding and support.
- Agencies capture data on domestic abuse to inform needs analysis and future commissioning decisions to provide the best possible support to those affected by domestic abuse.
- Domestic abuse is recognised as a safeguarding issue by all multi-agency boards.
- Central Referral Unit to ensure that all victims of domestic abuse referred to them receive the appropriate risk assessment and onward referral.
- Partnership resources are targeted most appropriately to ensure best value in the provision of high quality domestic abuse services.

8 Implementation and Delivery

This Strategy is intended to be an overarching document setting out a common understanding and commitment from key stakeholder to address domestic abuse across Kent and Medway.

To accompany this Strategy a Delivery Plan will be produced detailing for each strategy objective:

- Key outcomes
- Outputs necessary to achieve outcomes
- Timescales and resources
- Performance checks

It will also include names of agencies/partnerships that will be leading areas of work.

9 Monitoring and Evaluation

The Strategy and Delivery Plan will be regularly reviewed within KMDASG meetings to:

- Monitor progress against targets and objectives.
- Evaluate whether outputs are achieving the required outcomes.
- Establish the overall impact and effectiveness of the Strategy.
- Incorporate new legislation or government directives.
- Reflect local need and any other emerging priorities.

Agencies/partnerships identified as leading on targets will provide information on performance monitoring against the delivery plan.

9.1 Challenges

The KMDASG will also monitor and report on any issues that may emerge to impact upon the delivery of the Strategy during its lifespan.

Currently a number of issues have already been identified that could impact on agencies/partnerships involved in delivering the domestic abuse strategy including:

- Changing commissioning arrangements for service provision e.g. Police and Crime Commission role;
- Agencies involvement in delivering the Troubled Families work stream;
- Agency restructures e.g. Health structures in 2013, Probation from 2014 onwards;
- Continuation of public sector spending cuts following the most recent comprehensive spending review e.g. this may lead to agencies having

less flexibility to be involved in multi-agency domestic abuse service provisions such as the one stop shops at the same time as levels of reported domestic abuse continue to rise across Kent and Medway.

The KMDASG will work towards addressing challenges that may present themselves with support from our partners.

10 Consultation Processes

Representatives from the following KMDASG partners participated in the initial development of the Strategy and Delivery Plan:

Kent Fire and Rescue Service
Oasis Domestic Abuse Services
Victim Support
Kent Safeguarding Children Board
Kent Public Health
Medway Public Health
Kent and Medway NHS CCG Safeguarding Team
Medway Safeguarding Children Board
CXK (formally known as Connexions Kent and Medway)
Kent and Medway Social Care Partnership Trust (KMPT)
Kent Community Health Trust
Maidstone Council (district authority representative)
K-DASH
Domestic Abuse Volunteer Support Service (DAVSS)
Kent County Council – Customer and Communities Directorate
Kent County Council – Families and Social Care Directorate
Kent Police
CRI (substance misuse service)
Home Start Shepway – New Beginnings Project

A four-week consultation then took place during August/Sept 2013.

Formal responses to the consultation were received from the following agencies:

- Domestic Abuse Volunteer Support Service (DAVSS)
- Kent County Council – Strategic Commissioning (Children)
- Kent County Council – Cabinet Member Adult Social Care and Mental Health
- Kent County Council – Community Safety Unit
- In Touch (part of Family Mosaic)
- Medway Community Healthcare CIC
- Kent County Council – Kent Integrated Adolescent Support Services (KIASS)
- Swale Action To End Domestic Abuse (SATEDA)
- Kent County Council – Family and Social Care (Adults)

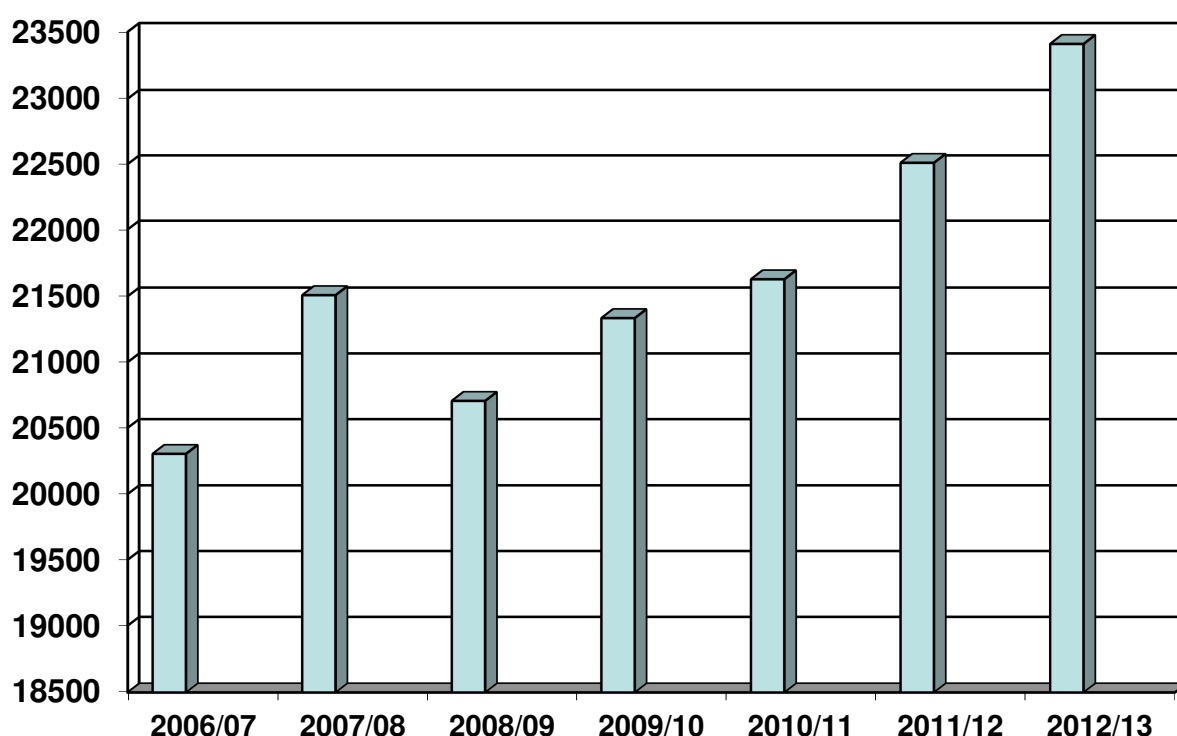
Appendix A: Domestic Abuse Prevalence in Kent and Medway

1 Reported Incidents of Domestic Abuse

All domestic abuse incidents reported to Kent Police (crimes and non-crime secondary incidents) are recorded.

Since 2006, over 20,000 domestic abuse incidents have been reported to Kent Police every year.

Chart 1: Domestic Abuse Incidents Reported to Kent Police



From the Kent Police data we find that during 2012/13:

A total of 23409 incidents of domestic abuse were reported, an increase of 4% from the previous year.

Medway (4628 incidents – 9% higher than previous year), Thanet (2795 incidents – 0.5% lower than previous year) and Swale (2016 incidents – 0.7% lower than previous year) reported the most incidents. The same areas also reported the highest number of incidents during 2011/12.

The areas with the lowest number of reported incidents were Tunbridge Wells (1005 incidents – 2% lower than previous year) and Sevenoaks (876 incidents – 2% higher than previous year). Both these areas also reported the lowest number of incident during 2011/12.

2 Domestic Abuse Trends 2009-13

Table 1: Domestic Abuse Incidents by Population

	DA per 1000 population Nov 09 to Oct 10	DA per 1000 population Nov 10 to Oct 11	DA per 1000 population Apr 12 to March 13	Comment Between Periods
ASHFORD	11	12	12	Slight increase but still lower rate, stable over final two periods
CANTERBURY	10	11	10	Slight increase then decrease; stays within low rate
DARTFORD	14	13	14	Slight decrease then increase; stays within average rate
DOVER	13	13	13	Stable and average rate
GRAVESHAM	16	15	18	Increase between final two periods; now very high rate
MAIDSTONE	12	13	11	Slight increase to average followed by decrease back to lower rate
MEDWAY	15	16	18	Increases; now at very high rate
SEVENOAKS	8	7	8	Slight increase followed by decrease; remains low rate
SHEPWAY	15	15	14	Slight decrease and has moved into average rate
SWALE	15	16	15	Slight increase then decrease; stays higher than average
THANET	19	21	21	Slight increase initially, stable over final two periods, remains very high
TONBRIDGE	10	10	10	Stable and low
TUNBRIDGE WELLS	9	9	9	Stable and low
KENT & MEDWAY	13	13	14	Average has slightly increased over final two periods

The most significant increases in incidents between the most recent two periods were in Gravesham and Medway, both moving to a very high rate for the first time, with most significant reductions in Maidstone (moving from average to low rate) and Shepway (moving from high to average rate).

However lower population incident rates do not necessarily indicate lower levels of repeat victimisation.

Part year data for 2012/13 shows that the areas with the highest levels of repeat victimisation are Thanet, Dover and Shepway; Swale, Canterbury and Sevenoaks have the lowest rates.

Table 2: Domestic Abuse Repeat Victimization Rate April 2012 – Jan 2013

Thanet	26.5	Ashford	25.1
Dover	26.3	Gravesham	23.8
Shepway	26.2	Dartford	23.7
Medway	25.4	Swale	23.4
Tonbridge&Malling	25.4	Canterbury	23.1
Tunbridge Wells	25.4	Sevenoaks	22.6
Maidstone	25.3		

3 High and Medium Risk Domestic Abuse Assessments

Kent Police conduct a DASH risk assessment (this domestic abuse risk assessment tool is used by the majority of agencies across Kent and Medway and is part of the referral process for MARAC) at all domestic abuse incidents that they attend and at each incident the victim will either be graded at high, medium or standard risk from further harm. All high risk incidents will then be referred to a MARAC (see section 4.4 for MARAC data).

During 2012/13 of the 23409 incident Kent Police recorded, 1532 were recorded as high risk and 5633 as medium risk.

Table 3: High and Medium Risk DASH Reports as recorded by Kent Police

	DA DASH High	DA DASH Medium	Total
Ashford	97	313	410
Canterbury	75	376	451
Dartford	91	323	414
Dover	58	351	409
Gravesham	147	449	596
Maidstone	100	448	548
Medway	488	937	1425
Sevenoaks	19	221	240
Shepway	84	404	488
Swale	150	597	747
Thanet	132	684	816
Tonbridge&Malling	51	282	333
Tunbridge Wells	40	248	288
Total	1532	5633	7165

4 Multi Agency Risk Assessment Conference (MARAC) Data

MARACs started running in Kent and Medway during July 2008, going live across all Kent Police Areas by August 2009. At a MARAC agencies will have shared information and be asked to commit resources to those victims and families accessed at highest risk of future serious abuse/ danger.

Table 4: Kent and Medway MARACs April 2012- March 2013

	Medway	Maldstone	Swale	Dartford	Gravesham	Tun Wells	Ton & Malling	Sevenoaks	Ashford	Folkestone	Canterbury	Thanet	Dover	Total
Total Number of Cases	291	75	102	80	111	68	54	47	95	86	74	215	59	1357
Number of Repeat Cases	78	9	17	21	27	16	7	6	27	17	16	63	13	317
Repeat Cases %	27%	12%	17%	26%	24%	24%	13%	13%	28%	20%	22%	29%	22%	23.36%
Number of children in households	396	105	204	91	112	78	95	64	147	123	101	291	79	1886
Number of BME Cases	31	8	10	13	17	2	1	2	6	1	12	20	4	127
Number of LGBT Cases	2	2	0	0	0	1	0	0	0	1	1	1	0	8
Number of cases with registered disability	8	3	1	1	0	2	3	2	0	0	0	4	0	24
Number of Male Victims	3	3	3	1	1	3	0	1	0	3	4	3	1	26
Referrals from Agencies														
Police	180.75	45	71	59	92.5	43	20	30	65	68	50	112	44	880.25
IDVA	55.25	24	18	6	10	2	10	2	4	4	12	46.5	2	195.75
Social Services (Children)	10	3	5	0	1	1	1	1	1	3	1	3	1	31
PCT	10	1	0	0	0	0	0	0	13	2	2	5	6	39
Secondary Care/ Acute Trust	0	0	0	0	0	0	0	0	0	0	0	7.5	1	8.5
Education	1	0	0	1	1	0	1	0	0	0	0	0	0	4
Housing	10	1	4	12	1	3	3	3	1	0	5	0	0	43
Mental Health	2.5	0	0	0	1	0	0	0	0	0	0	0	1	4.5
Probation	3	0	1	0	1.5	0	1	0	0	2	1	0	0	9.5
Voluntary Sector	10.25	1	3	1	2	15	14	6	3	5	2	39	3	104.25
Substance Misuse	3	0	0	0	0	0	0	0	2	2	0	0	1	8
Social Services (Adult)	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Other	5.25	0	0	0	1	4	4	5	6	0	1	2	0	28.25

In the 12 months to the end of March 2013, 1357 high risk cases were referred to MARACs, 1886 children lived in those high risk household. This is an increase of 30% in number of MARAC referrals received since the same 12 month period to March 2012.

As would be expected based on the incident levels of domestic abuse and much larger local population, Medway is the busiest MARAC in our area followed closely by Thanet. Again, as could perhaps be expected from reported domestic abuse incident levels, Sevenoaks has the fewest number of cases referred to MARAC.

During 2011/12, there was a peak in MARAC referrals across all areas in July 2011. During 2012/13 peak months in the numbers of referrals they received seems to be more varied across the different MARACs, however July, October and November 2012 were particularly busy months for several of the MARACs.

5 Domestic Abuse One Stop Shops Data

Domestic Abuse One Stop Shops offer free advice, information and support from a range of agencies under one roof to help victims of domestic abuse. Typically each one stop shop is open for 2-3 hours, once a week; no appointment is necessary, members of the public seeking assistance can just turn up to speak to the professionals in attendance.

Across Kent and Medway during 2011/12, 11 domestic abuse one stop shops were in operation. During 2012/13 an additional one stop shop opened in Herne Bay, taking our total to 12 by the end of this period.

Number of Visitors

Between July 2012 and June 2013 1259 people were assisted at the domestic abuse one stop shops; this compares to 1054 people between July 2011 and June 2012 and 891 people between July 2010 and June 2011.

Table 1:

Location	No of visitors 2010/11	No of visitors 2011/12	% increase/ decrease in visitors	No of visitors 2012/13	% increase/ decrease in visitors
Ashford	75	169	+ 125 %	239	+ 41%
Canterbury	169	262	+ 55 %	214	- 18%
Dartford	60	46	-24%	52	+ 13%
Dover	102	54	- 47 %	83	+ 54%
Gravesham	52	31	- 40 %	52	+ 68%
Herne Bay*	n/a	n/a	n/a	43	n/a
Maidstone	n/a	20	n/a	65	+ 325%
Medway	128	146	+14%	147	+ 1%
Shepway	143	120	- 16 %	91	- 24%
Swale	107	123	+ 15 %	140	+ 14%
Swanley (Sevenoaks) **	6	12	+ 100 %	16	+ 33%
Thanet	49	71	+ 45%	117	+ 65%
Total	891	1054	+18%	1259	+ 19%

* Herne Bay opened in November 2012.

** Swanley opened twice a month until January 2013; weekly service thereafter.

Maidstone recorded the biggest percentage increase (325%) in total visitors during 2012/13 due in the part to the Maidstone One Stop Shop opening part way through the previous year.

Ashford had the highest number of visitors to a single one stop shop (n=239) however when the two Canterbury District one stop shops are combined (Canterbury and Herne Bay) they saw the most visitors overall within a local authority area (n=257).

Outcomes

Of the 1259 visitors who came to the one stop shops, 86% reported that they had found their visit helpful, 0% (number=4, percentage is rounded therefore not statistically significant) reported their visit had not been helpful and 14% did not record a response to this question.

A few of the one stop shops report 100% of visitors saying they found the service helpful, however some others still have significant proportions of visitors whose feedback on the service is not being captured, although these figures have improved when compared to the previous year when 16% did not record a response to this question.

Visitor reported attending was:	Helpful %	Not helpful %	Not known %
Ashford	78%	0	22%
Canterbury	78%	0	22%
Dartford	100%	0	0
Dover	72%	2%	25%
Gravesham	100%	0	0
Herne Bay	95%	0	5%
Maidstone	100	0	0
Margate	75%	2%	23%
Medway	99%	0	1%
Shepway	100%	0	0
Swale	54%	0	46%
Swanley	100%	0	0

Between July 2012 and June 2013 there was a continuous rise in visitor numbers for each quarter over; even though December 2012 had the lowest monthly visitor numbers, this did not affect this trend.

	2010/11	2011/12	2012/13
Qtr 2 (Jul – Sept)	243	273	269
Qtr 3 (Oct- Dec)	182	212	325
Qtr 4 (Jan – Mar)	238	291	330
Qtr 1 (Apr – Jun)	228	278	335

6 Under Reporting of Domestic Abuse

It is widely acknowledged that most incidents of domestic abuse are still not reported to the Police.¹ The Home Office issued the Ready Reckoner Tool to estimate the numbers of likely female victims of domestic abuse based on population and using the most current research.²

Using this tool it is estimated that across Kent and Medway:

53,953 women and girls aged 15 – 59 have been a victim of **domestic abuse** in the past year.

27,392 women and girls aged 15 – 59 have been a victim of a **sexual assault** in the past year.

66,902 women and girls aged 15 – 59 have been a victim of **stalking** in the past year

The total cost to Kent and Medway services in dealing with the effects of domestic abuse and sexual assault = **£317,125,587.**²

However this tool is limited in that it was only designed to use data to estimate the number of female victims of domestic abuse and sexual assault. With male victims accounting for approximately 18% of domestic incidents reported to Kent Police it is important to recognise that the actual figure for the total number of victims of domestic abuse across Kent and Medway will be significantly higher than the totals estimated above.

¹ British Crime Survey 2008/09; Crime in England and Wales, Home Office, 2002

²<http://webarchive.nationalarchives.gov.uk/20100104215220/http://crimereduction.homeoffice.gov.uk/domesticviolence/domesticviolence072.htm>;

Appendix D – Glossary

CAADA	Co-ordinated Action Against Domestic Abuse (national agency)
CAF	Common Assessment Framework
CCG	Clinical Commissioning Group
CEOP	Child Exploitation and Online Protection Centre
CRU	Central Referral Unit (multi agency team: Police, Social Workers, Health workers)
CST	Combined Safeguarding Team (Police department)
DA	Domestic Abuse
DANs	Domestic Abuse Notifications (generated by Kent Police)
DASH	Domestic Abuse Stalking Harassment and Honour Based Violence risk assessment tool (used Kent wide)
DAVSS	Domestic Abuse Volunteer Support Service (provider of DA Services)
DCPO	Designated Child Protection Officer (schools)
DS	Detective Sergeant (Kent Police)
DoE	Department of Education
DoH	Department of Health
DVA	Domestic Violence and Abuse
FIP	Family Intervention Project
FLO	Family Liaison Officer
FSC	Families and Social Care
GP	General Practitioner (medical doctor)
IDVA	Independent Domestic Violence Advisors
IRIS	A domestic abuse healthcare project based in GP practices
IYS	Integrated Youth Service
IYSS	Integrated Youth Support Strategy

JSNA	Joint Strategic Needs Assessment (health document)
KCJB	Kent Criminal Justice Board
KDAC	Kent Domestic Abuse Consortia (providers of DA services)
K-DASH	A specialist domestic abuse agency (now closed)
KFRS	Kent Fire and Rescue Service
KIASS	Kent Integrated Adolescent Support Service
KMCS	Kent and Medway Community Health Service
KMDASG	Kent and Medway Domestic Abuse Strategy Group
KSCB	Kent Safeguarding Children Board
LADO	Local Authority Designated Officer (Children's Services)
MARAC	Multi Agency Risk Assessment Conference (for high risk domestic abuse victims)
OSS	Domestic Abuse One Stop Shops (multi agency service provision)
PCC	Police and Crime Commissioner
PHSE	Personal, social, health and economic education
PRU	Pupil Referral Unit
PSA	Parent Support Advisor
QA	Quality Assurance
SCS	Specialist Children's Services
SDVC	Specialist Domestic Abuse Court
YHC	Youth Health Champions
101	Telephone number for Kent Police switchboard

From: **Patrick Leeson, Corporate Director for Education, Learning and Skills**

To: Scrutiny Committee 3 April 2014

Subject: Update report on the Apprenticeships Select Committee and Action Plan

Classification: **Unrestricted**

Electoral Division: All

Local Members: All

Summary: This report identifies the initial outcomes of the actions to implement the Apprenticeship Select Committee recommendations and the further actions planned.

Recommendation(s): the Scrutiny Committee is asked to

- (i) *Endorse* the Apprenticeship Report and Action Plan, and
- (ii) note the significant National policy changes that have occurred which will impact on the Apprenticeship Select Committee recommendations

1. Introduction

- 1.1 The Apprenticeship Select Committee review was established in March 2013. The committee chaired by Mr Kit Smith describes the purpose of the committee in the report as;
- 1.2 Following last year's Student Journey Select Committee review, which explored ways of improving the employability of young people in Kent, it was decided to organise a shorter review to investigate in more detail the issue of apprenticeships across the county.
- 1.3 The Apprenticeships Select Committee was tasked with making recommendations to the Council that can help to ensure that, in the future, apprenticeships in Kent will:-
 - Meet the needs of a changing economy.
 - Provide sustainable pathways for young people into jobs through the acquisition of relevant skills.
 - Consistently achieve professionally recognised high quality qualifications and skills which both employers and learners need.

2. Terms of Reference

The Committee established the following terms of reference

- To explore apprenticeships in Kent within the wider context of the UK and the EU, and to consider how apprenticeships in Kent may evolve in the future.
- To investigate the demand for apprenticeships from employers and learners in Kent and consider ways in which apprenticeships can be championed and promoted to young people as well as employers.
- To examine the current quality of apprenticeships in Kent, delivered by a multiplicity of providers, and explore the extent to which successful completion of apprenticeships leads to sustainable employment.
- To consider the role of Kent County Council in implementing suggestions put forward in the Richard Review of Apprenticeships.
- For the Apprenticeships Select Committee to make recommendations after having gathered evidence and information throughout the review.

2.1 On 15th January the Apprenticeship Report and Action Plan is to be presented to The Scrutiny Committee. The Report and Action Plan identifies work completed to date against the recommendations. The Action Plan is attached at Appendix 4.

3. National Policy Changes

3.1 The apprenticeship landscape has significantly changed over the last 12 months. The current arrangements for Apprenticeships are under review by Government. KCC has responded to three consultations;

- The Richards Review
- Traineeships
- The Future Funding of Apprenticeships

3.2 In October 2013 'The Future of Apprenticeships in England' implementation plan was published. This document outlines the following changes;

- In future, Apprenticeships will be based on standards designed by employers to meet their needs, the needs of their sector and the economy more widely.
- Companies (including small business) will need to be involved in the development of the new standards.
- An apprentice will need to demonstrate their competence through rigorous independent assessment, focused primarily on testing their competence at the end of their Apprenticeship
- Apprenticeships will be graded - pass, merit and distinction.
- 'Trailblazers' in a range of sectors will develop new Apprenticeship standards and the high-level assessment approaches that sit alongside them. Leading employers and professional bodies will be involved in this process.

3.3 The implementation of the reforms will start during 2015/16 and 2016/17. The aim is that all new Apprenticeship starts will be based on the new standards from 2017/18. As the new standards are developed and agreed, Apprenticeship funding under the current frameworks will cease.

3.4 In March 2014 The technical consultation for Apprenticeship funding was published to seek views from employers on how PAYE may be better utilised to support the further increase in apprenticeship recruitment and retention. KCC are responding and the closing date is the 1st May.

4. Apprenticeship Numbers (starts)

4.1 Data Published by the National Apprenticeship Service for the year 2012 / 2013

	Kent LA			National			Statistical Neighbours		
	2011/2012	2012/2013	change	2011/2012	2012/2013	change	2011/2012	2012/2013	change
16-18 Starts	2,696	2,524	- 172	126,335	111,659	-14,676	1,629	1,392	-237
19-24 Starts	3,385	3,734	+349	156,321	161,219	+61,219	1,908	2,072	+164
25 + starts	4,787	5,004	+217	219,865	222,220	+2,355	2,585	2,721	+ 136
All ages	10,868	11,262	+394	502,521	495,098	-7,423	6,124	6,186	+ 62

4.2 Kent is performing well. We have outperformed our statistical neighbours and the national indicators. At present the number of 16-18 apprenticeship starts is down by -172 in Kent but this is better than our neighbours -237. The removal of some apprenticeship frameworks and a clamp down on poorly performing training providers by the Skills Funding Agency has contributed to this. Kent has continued to increase its recruitment of apprentices year on year between 2005 – 2013. We have recruited over 11,262 apprentices of all ages during this period. (See Appendix 1).

4.3 There is still a concern over the small number of higher apprenticeships being recruited. Kent's contribution has improved with a growth from 46 starts in 2011/12 to 181 starts in 2012/13. There are very few frameworks at this level and we are working with all providers and key partners to ensure that apprenticeships are seen as a strong employment and learning pathway for young people with higher levels of skills and prior attainment.

4.4 Traineeships started in September 2013. There are approximately 15 providers in Kent but initial investigation has shown that take up is very low. Providers see this as high risk as the young people may not complete the programme which will affect future funding. We have asked KAFEC to lead on this to ascertain the present position and develop new provision. We have amended KPI 15 of the Learning, Employment and Skills Strategy to encompass the delivery of 500 level 1 pre apprenticeships by 2017. This is to recognise that there is a gap in provision for learners below level 2 who wish to access an apprenticeship

5. Our Services (see Appendix 2)

KCC Apprenticeships

- 5.1 The KCC Apprenticeship Programme is now working with 42 departments (35 in 2012) and has placed 363 apprentices in KCC to date. Our annual target of 88 apprenticeships was exceeded with 107 starts last year. We are confident that we will exceed the 2016 target of 400 apprentices and therefore we have set ourselves a higher target of 700 by 2017. The KCC programme now has a robust salary policy and clear entry routes into the organisation (appendix 3). We have secured funding from Learning and Development to provide additional training and we are about to launch our document guides for managers and apprentices themselves. HR has agreed to process all applications in line with KCC recruitment policy.
- 5.2 Apprenticeships are becoming very popular. Since September 2013, 32 apprenticeship vacancies have been advertised with 373 applications received. We have 6 Advanced level apprentices in the organisation which will increase next year with our expansion of level 2. Advanced apprenticeships are mandated to have modules which show supervisory skills. The increase should create a talent pool of managers for the future. Higher apprenticeships are the next focus as we work and we will be asking for some departments to pilot higher apprenticeships on behalf of the organisation.

Kent Employment Programme (KEP)

- 5.3 The Programme has engaged with over 900 businesses across Kent to promote the value of apprenticeship and the services offered by the Skills and Employability Service. This has resulted in over 600 visits by our Engagement team to talk about apprenticeships and the funding available to them through KCC and other Government funds. This has resulted in the recruitment of 590 young people to start an apprenticeship across a wide range of roles from Glass blowing to Farm stockman. We currently have 38 live vacancies which we are being recruited across the county.
- 5.4 The team has established strong working partnerships with Job Centres and Work Programme providers across Kent, as well as various training providers and colleges.

Assisted Apprenticeships

- 5.5 Formerly, the Vulnerable Learners Apprenticeship project, the Assisted Apprenticeships programme has placed 37 people from a target of 35 during phase 3 and has now set an ambitious target of 60 placements for this year. The project now targets 6 cohorts: young parents, care leavers, young offenders, home educated young people, people with disabilities and those from troubled families. Each category has an identified champion who works with the young people on our behalf. Since September 11 young people have been placed.

Schools

- 5.6 The National Apprenticeship Service funded the Apprenticeship Information Ambassador Service led by KATO to train Providers and members of the Skills and Employability Service to run Information Sessions to schools. This service is able to offer guidance to Years 10 – 13 students, advisors, teaching staff and

parents/guardians. It is raising the profile of Apprenticeships across schools in the county. These will explore apprenticeships in greater depth and give information on the best routes into certain sectors.

- 5.7 Schools are starting to understand the range of apprenticeship frameworks that are available to them and our schools brochure has provided key information. As a result, schools are asking us to recruit apprentices for their schools as lab technicians, grounds staff, teaching assistants and security apprentices. This is a significant change from administrative and premises staff who have been recruited historically.
- 5.8 We are piloting a 2-1-2 model to develop work experience and pre apprenticeships within schools post 16. We have 4 pilot schools with another 3 starting in the New Year. The principle of the scheme is that 2 days will be in school focusing on maths and English, 1 day in college or training provider studying for a vocational qualification and 2 days work placement.

CEIAG

- 5.9 We have a strong careers education and advice and guidance network with a coordinator in each area. There are regular meetings to share practice and discuss issues. It is at these meetings that we deliver training for Kent Choices 4 U. We recently held separate Careers and Work Experience conferences with nationally renowned speakers. The theme has been progression and relevant pathways for young people. Apprenticeships have featured as a key discussion point. Both conferences had over 75 attendees and KCC was praised for having such strong networks which are lacking in many other local authorities.

Troubled Families (TF)

- 5.10 This initiative has an explicit cohort within our Assisted Apprenticeship scheme. To date there are 6 apprenticeships being processed as the TF team did not have a referral system in place. In response to this issue we delivered training in early November to 50 TF staff to make them understand how apprenticeships and employability courses can improve the employment and training opportunities for the families with which they work. They have now designed their own system to refer young people to the Skills and Employability Service to provide additional support as required. We are working to ensure we achieve the target of at least 100 apprentices from troubled families.

6. Next Steps

- 6.1 We will register as an apprenticeship 'Trailblazer' to help to lead the reform of apprenticeships. We will work with businesses to redesign apprenticeships and will work with NAS and Government to ensure we have a high quality apprenticeship product under the new system. An apprenticeship programme could fulfil much of the requirements of Kent Manager or provide an alternative.
- 6.2 We have started the process of organising our Apprenticeship Summit to be in April 2014. The focus will be on the following topics
- Apprenticeships as a positive choice for young people
 - Progression to higher levels

- Transition from school to work
 - What will the Apprenticeship programme of the future look like? How does Kent influence it?
- 6.3 This will be a high profile event with views from Government, major businesses and academic research being presented.
- 6.4 The KCC LEP plan clearly defines apprenticeships as a quality pathway to up skill the workforce. These are linked to sector priorities. To improve sector ownership of apprenticeships we are establishing a 'Kent Tourism & Hospitality Guild' to involve key employers (such as Shepherd Neame) to develop a sector specific Guild. We aim to shine a spotlight on this sector with a view to raising its positive profile as an attractive and sustainable career option especially for young people. At the same time, the Guild will also focus on what is necessary to develop and streamline entry and progression pathways for students from the age of 14 onwards to include apprenticeships. The Skills and Employability Service have been working closely with Visit Kent Ltd to develop the concept for a Guild along with education providers and employers. A Kent Curriculum Framework for the sector is being developed, which will identify clear pathways for a young person entering the Sector. The theme of the framework will be Aspiration, Attitude and Achievement. The pilot will then be rolled out across the other key sectors.
- 6.5 We will review the brand of KCC Apprenticeships to ensure it is fit for purpose. It is vital that KCC is seen as a market leader in public service apprenticeships. With the changes being made to the Kent .gov website it is vital that KCC Apprenticeships as a product can be easily identifiable and recognised as high quality. We aim to expand our use of social media at service level and think innovatively as to how our branding can reach more young people. We will work with KCC Communications and other agencies to produce a high quality brand of choice.
- 6.6 We have been looking at how the Skills and Employability service could generate income to support other projects and we are currently looking at how to create a Community interest company.
- 6.7 Our aim would be to create a pathway for employers, schools and young people to use which would generate funding, and any surplus could then be used within Skills and Employability service to fund other projects. We would wish to match the need of the employer and work with the young people to achieve a match, which would grow the business and help improve the opportunities across Kent. The company would develop a service which would be chargeable to employers and give employability skills to the young person to enhance their career progression.
- 6.8 The following Sectors have been identified as priority areas for development within Kent as part of 'Innovation for Growth' and 'Unlocking Potential strategies. These include low carbon and environmental technologies; life sciences and medical technologies; and food production. These sectors are currently part of the SELEP plan and the Skills and Employability Service are currently engaged in developing the plan through regular meetings with KCC Economic Development. One of our Officers is assigned to the LEP and SELEP to drive the process forward. Tourism is also identified as strong area in Kent which is likely to grow.

- 6.9 We have negotiated with Bloodhound to visit Kent. This is Richard Noble's attempt at the first 1000mph vehicle. This project will roll out from March 2014 and visit a range of areas within Kent to promote engineering and electronic careers and in particular apprenticeships. Rolls Royce and BAE systems are just two of many employers engaged in the project.
- 6.10 Higher Apprenticeships will soon be available in subjects including Engineering Environmental Technologies, Fashion and Textiles, Interactive Media, Legal Services and Space Engineering. We will bring together the key employers and training providers in these sectors in Kent to agree how higher apprenticeships will be delivered. This will form part of the implementation plan for apprenticeships where employers will design apprenticeship standards. We will also work with local Universities to agree the pathways for apprenticeships to Bachelor's degree and Masters Level. We are establishing a specialist working group to engage Grammar schools to provide specialist employer links in key sectors such as legal, finance and insurance to develop pathways for advanced and higher level apprenticeships.
- 6.11 We aim to continue to improve our support for employers through our Apprenticeship Advisory Service which provides advice to employers who take on young people as apprentices. We assist in the recruitment and preparation of young people for work and provide greater opportunities for employers to discuss their needs with schools and providers through sector development groups and the future 'Guilds' as described above. We will create a number of 'job coaches' who will act as a point of reference to young people who will support them through the apprenticeship process. This is currently a gap in provision.
- 6.12 At the March meeting of the Kent and Medway Education Learning and Skills Partnership Board a proposal was endorsed to develop an explicit campaign to address the decline in 16-18 apprenticeship recruitment. A time line has been agreed and a task and finish group are in place to develop this further.
- 6.13 The Skills and Employability service has just launched a Careers Plan and we are about to support schools to complete the process. The Careers Plan will allow schools to identify the effectiveness of their current information, advice and guidance, based upon national priorities. We have developed 'My Kent Choices' as an interactive resource and portfolio system which will allow young people to develop and improve their employability skills online.
- 6.14 To improve the September guarantee process we will include key apprenticeship information into our post 16 registration letter for KC4U. This will be sent to all Year 11 and year 12 young people and their parents on an annual basis.

7. Conclusion

- 7.1 Apprenticeships in Kent are increasing and we have outperformed our statistical neighbours and are ahead of national trends across the board. Our drive is to ensure that young people are aware of apprenticeships and that they are high profile as the skill option of choice for them and employers. We work with key partners on the best way to record the destinations of apprentices.

7.2 KCC must lead the public sector in best practice and demonstrate the value of apprenticeships in organisational development and succession planning. Our 14-24 Strategy has apprenticeships at its core and we are working closely with our key partners to develop ways of communicating more effectively with young people and businesses at a local level.

8. Recommendation(s): the Scrutiny Committee is asked to

- (i) Endorse the Apprenticeship Report and Action Plan, and
- (ii) note the significant National policy changes that have occurred which will impact on the Apprenticeship Select Committee recommendations

Background Documents:

Report to Scrutiny Committee - 12th December 2012


<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=752&MId=4887&Ver=4>

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Kent Jobs for Kent Young People (updated 21/11/13)

	KPI Statement	Target	Current performance
KCC Apprenticeship	The KCC Apprenticeship scheme will continue with at least 88 apprentices taken on each year, totalling 400 successful apprenticeships delivered by KCC by 2016	88 per year (Commence Sept) New Target of 120 per year to 700 by 2017	107 (2013) 303 cumulative
KEP	There will be a significant impact on unemployment among 18-24 year olds so that current levels reduce to 4000 to below 2008 levels	1000 over 24 months	590 apprentices
Page 85 Increase levels 3 & 4	The number of apprenticeship starts overall will double and Level 2, 3 and 4 apprenticeships offered in Kent key sectors will increase by 10%	10 % overall increase	All Ages Level 2 (intermediate) 6,513, -7.7% Level 3 (Advanced) 4,568, 21.2% Level 4 (Higher) 181, 155.6%
Assisted Apprenticeships	There will be a significant impact on unemployment among 18-24 year olds so that current levels reduce to 4000 to below 2008 levels	Phase 2 35 Phase 3 60	Phase 2 37 Phase 3 11
Schools (to include independent schools & children centres)	At least 50% of schools will have provided one or more apprenticeships which have been taken up successfully by young people by 2016	300	180 schools 30%

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Appendix 3

Apprenticeship type / entry level *	Qualification level equivalent	Duration* *	Recommended post level (KR grade)	How it works and the details	Pay structure***	Total annual salary****
1. Work experience	N/A	1-2 weeks	KR2-3	<ul style="list-style-type: none"> KCC gives school pupils an opportunity to gain valuable work-experience (working in partnership with BSS work experience team) 	N/A	N/A
2. Intermediate Level Apprenticeship only; moving into a permanent post when complete	Level 2	12 months	KR 2-4	<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR2-4 post) Upon successful completion of apprenticeship they are flexibly deployed into the substantive post (unless there is mutual agreement that they will move into an Advanced Level Apprenticeship) 	<ul style="list-style-type: none"> 0-4 months: £115 p/w 5-8 months £130 p/w 9 months-completion: £150 p/w 	£6856 <i>(Based on 17.3 weeks per stage)</i>
					<ul style="list-style-type: none"> Post-completion: KR2-4 salary 	£13,162 - £16,306
3. Intermediate Level Apprenticeship continuing into an Advanced Level Apprenticeship; moving into a permanent post when complete	Level 2 > Level 3	24 months (12+12)	KR 3 transitioning to KR4- depending on type of apprenticeship completed	<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR5-6 post). Upon successful completion of the Intermediate Level Apprenticeship, they move into an Advanced Level Apprenticeship and are paid the equivalent of a KR3 grade for the duration of the qualification Upon successful completion of the Advanced Level Apprenticeship they are flexibly deployed into the substantive post KR 5-6 post 	Intermediate Level Apprenticeship: as above	£6856
					Advanced Level Apprenticeship: KR3 equivalent	£14,383
					When qualified: KR5-6 salary	£17,132 - £18,844
4. Advanced Level Apprenticeship only; moving into a permanent post when complete	Level 3	12 months		<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR5-6 post) Upon successful completion of apprenticeship they are flexibly deployed into the substantive post (unless there is mutual agreement that they will move into an Advanced Level Apprenticeship) 	<ul style="list-style-type: none"> 0-4 months: £150 p/w 5-8 months £175 p/w 9 months-completion: £200 p/w 	£9,083
					<ul style="list-style-type: none"> Post-completion: KR 5-6 salary 	17,132 – 18,844
5. Advanced Level Apprenticeship continuing into a Higher Apprenticeship; moving into a permanent post when complete	Level 3 > Level 4	24 months (12+12)		<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR57-8 post) Upon successful completion of the Intermediate Level Apprenticeship, they move into a Higher Apprenticeship and are paid the equivalent of a KR4 grade for the duration of the qualification Upon successful completion of the Advanced Level Apprenticeship they are flexibly deployed into the substantive post KR7-8 post 	Advanced Level Apprenticeship: as above	£9,083 <i>(Based on 17.3 weeks per stage)</i>
					Higher Apprenticeship: KR4 equivalent	£16,306
					When qualified: KR7-8 salary	£20,671 – £23,518
6. Higher Apprenticeship only; moving into a permanent post when complete	Level 4	12-24 months		<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR7-8 post) Upon successful completion of apprenticeship they are flexibly deployed into the substantive post 	<ul style="list-style-type: none"> 0-4 months: £200 p/w 5-8 months £225 p/w 9 months –completion: £250 p/w 	£11,678 <i>(Based on 17.3 weeks per stage)</i>
					<ul style="list-style-type: none"> Post-completion: KR7-8 salary 	£20,671 – £23,518

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Skills and Employability Service

Apprenticeship Select Committee Action Plan

No.	Recommendation	Priority Action	Outcome	Deadline	RAG	
1.0	<p>The Skills and Employability Service (S&E) in Kent County Council (KCC) should further raise awareness about apprenticeships and their benefits amongst young people, their parents/carers and employers. It is important to contribute to a shift in the perception of apprenticeships; from poorly paid jobs to funded training which significantly enhances employability.</p>	<p>Website All apprenticeship related pages within KCC website have been updated. Ability to search live vacancies has been added. KC4U now has apprenticeship link within it so that young people in Year 11 can see apprenticeship opportunities as part of the post 16 offer.</p>	<p>Completed refresh of apprenticeship information in line with new KCC website template.</p> <p>Kent.gov apprenticeship pages have received 21,795 views</p> <p>As at March 2014 KC4U = 171,221 views Number of learners who unlocked their accounts or visited for the first time = 11244 from a cohort of 16274 for post 16 study</p>	<p>Sept 2013</p> <p>Dec 2013</p>	Green	
1.1		<p>Resources Produce hard copy resources for</p> <ul style="list-style-type: none"> • Businesses • Schools • Work placements • Assisted apprenticeships (formerly vulnerable learners) • Young people 	<p>A suite of apprenticeship collateral is in place. These are consistently being used and distributed in all forums / networks that the Skills and Employability Service attends</p>	<p>September 2013</p>		Green
1.2		<p>School Presentations Nationally trained school apprenticeship ambassadors have presented to young people in secondary schools across the county.</p>	<p>In conjunction with KATO we deliver the Apprenticeship Ambassador Service to promote apprenticeships to young people. Since September we have engaged young people through;</p> <p>47 secondary schools 36 other providers including; JCP, Gateway centres, KIASS hubs, youth centres, jobs fairs, Kent 20/20 and KC4U Live</p>	<p>Sept 2014</p>		Green
1.3		<p>Engagement Events KC4U young people event in March 2014 targeted at Years 9-13. Approx. 4,000 young people to attend.</p>	<p>All year 11 students to be sent apprenticeship information with their KC4U login details in 2014</p>	<p>March 2014</p>		Green

		Skills and Employability Service hosted an apprenticeship Zone at Kent 20/20 Live in April 2013 generating 100 expressions of interest.				
		<p>Since September 2013 the Skills and Employability Service has attended 45 events to promote apprenticeships.</p> <p>There have been joint events delivered with Barclays to promote apprenticeships to their customers.</p>	<p>Since April 2013 we have engaged 247 businesses generating 215 apprenticeships.</p> <p>Events delivered in following areas</p> <ul style="list-style-type: none"> • Ashford • Gravesham • Tunbridge Wells and Sevenoaks • Sittingbourne • Deal <p>80 apprenticeship pledges generated</p>	Nov 2013	Green	
2.0	Page 91	The Skills and Employability Service should ensure that there is a single point of contact to provide information and support for apprenticeships both to young people and to local businesses in Kent. Particular support should be offered to SMEs employing less than 100 people and to vulnerable learners.	<p>Liaise with Corporate Comms and Digital Services to create a single point of contact. Create new web address, email address and telephone number.</p>	<p>New contact details created and operational.</p> <p>Employer engagement team within S&E Service comprising of 8 staff to provide bespoke support to SMEs under 100 employees.</p>	May 2013	Green
3.0		KCC should consider the use of Gateway Centres to provide information, recruitment and employment services traditionally associated with Jobcentre Plus.	<p>Pilot the following through Maidstone and Ashford Gateway</p> <ul style="list-style-type: none"> • Resource with hard copies apprenticeship information • Gateway to link to NAS, KCC and local Council apprenticeship pages and KC4U website. • Have a presence during National Apprenticeship week • Brief staff on apprenticeship process and how to sign post. 	<p>Apprenticeship referrals generated through Gateway Centres.</p> <p>Evaluate pilot and if successful roll out through each Gateway</p> <p>Agenda item on Gateway Managers Forum to agree course of Action for all Gateway centres to promote and employ apprentices (Meeting postponed until May)</p>	<p>March 2014</p> <p>Sept 2014</p>	Amber
3.1		Skills and Employability Hubs To develop apprenticeships in localities further 12 Employability hubs (one per district) to be	Pilot phase from September 2013 has started in Shepway.	By Sept 2014	Amber	

		created from existing vocational provision. Advice and guidance will be offered to young people to ensure that appropriate pathways are developed. Employability skills, work experience and progression into apprenticeships will be a focus.			
3.2		<p>Youth Employment Learning Zones</p> <p>A three step action plan is currently under way. Understand the cohort (needs analysis); audit current JCP (and other) activity; and mobilise partners to make additional provision to fill identified gaps.</p> <p>We will commissioning a series of projects to complement JCP support, including:</p> <p>Engaging a training provider to carry out Personal Profiles of young people; engaging FE providers to deliver short term (4-6 weeks) programmes especially for 18 year olds. This work will include advice and guidance to signpost young people into vocational education and apprenticeships.</p>	5 virtual zones created in the following districts to reduce youth unemployment below the national average (5.5%) as at Oct 2013;	Feb 2014	Green
4.0	<p>The Cabinet Member for Education, Learning and Skills should write to Ofsted to urge that the provision and assessment of careers information, advice and guidance (IAG) in schools is reviewed. Ofsted should ensure that IAG is provided to all pupils at key transition points in their secondary education, and that it becomes a compulsory element in the Agency's assessment of schools' overall performance within 5 years. Ofsted should also assess, as part of its inspection framework, whether IAG in schools is impartial, high quality, and delivered by professionally trained and accredited people.</p>	<p>Ofsted.</p> <p>"Inspectors will make a judgement on outcomes for learners by evaluating the extent to which:</p> <ul style="list-style-type: none"> Learners develop personal, social and employability skills Learners progress to courses leading to higher-level qualifications and into jobs that meet local and national needs" 	<p>Now part of Ofsted's new Common Inspection Framework from Sept 2013.</p> <p>It will ensure that.</p> <p>"... inspectors take greater account of the quality of careers guidance and of students' destinations in judging the effectiveness of a school's leadership and management. "</p>	Sept 2013	Green
4.1	<p>The Cabinet Member for Education, Learning and Skills should write to Ofsted to urge that the provision and assessment of careers information, advice and guidance (IAG) in schools is reviewed. Ofsted should ensure that IAG is provided to all pupils at key transition points in their secondary education, and that it becomes a compulsory element in the Agency's assessment of schools' overall performance within 5 years. Ofsted should also assess, as part of its inspection framework, whether IAG in schools is impartial, high quality, and delivered by professionally trained and accredited people.</p> <p>NB</p>	The CEIAG Network will have a focus on Post 16 CEIAG, to provide support to providers to develop how they will secure independent impartial guidance.	Apprenticeship and provision for work placements were a focus of two recently delivered conferences; CEIAG and Work Experience were delivered to address new changes in legislation and impact on schools and employers.	Nov 2013	Green

Before letter was drafted Ofsted policy has been

	amended to include judgements for CEIAG.		Schools Career plan launched to provide schools with the framework to make judgements on the quality of their CEIAG.		
4.2		Develop an Employability Health Check with partner schools to provide a framework for developing employability skills Post 16.	5 schools involved 2 currently completed	Apr 2014	Amber
5.0	<p>The Skills and Employability Service should develop, in collaboration with the National Apprenticeship Service (NAS) and the Skills Funding Agency (SFA), an inclusive kite mark to recognise both learning and skills providers and employers who deliver high quality apprenticeships in the county. The kitemark should consist of two awards; one to secure a minimum achievement of Kent high standards of delivery, the other to recognise outstanding provision and excellence.</p> <p>NB We discussed the development of an apprenticeship kite mark with NAS and were advised that they would not endorse this. Therefore we are developing a local solution to support the changing national agenda.</p>	<p>Establish a Kent Tourism & Hospitality Guild A fully developed Kent Guild would encompass key stakeholders and provide a single focus for:</p> <ul style="list-style-type: none"> • promoting/marketing a positive image of the sector, • operating and working within the sector in Kent for employers, • working with the sector for education and skills providers, • supporting young people looking to embark on a career • supporting businesses to develop, grow and to recruit and develop young people into sustainable jobs • create a Kent 'Marque' for the sector 	Partnership between KCC, NAS, Shepherd Neame and Visit Kent established to develop a Kent Curriculum Framework showing pathways and entry routes.	March 2014	Green
5.1		Continue to sponsor and judge the annual KEIBA apprentice of the year award. Finalists and winner are used as case studies. These will then be linked into the National Award Scheme and promoted to Kent Businesses.	Keiba finalists to be put forward to National awards in 2014. KCC apprentices have been nominated for National Public Sector apprenticeship awards	April 2014	Green
5.2		KCC Apprenticeship Scheme to have its own annual awards linked to KCC awards system. Awards to be a trophy, certificate and cash award.	Awards in place and winners entered into national awards.	Sept 2014	Green

		<p>Proposed categories are:</p> <ol style="list-style-type: none"> 1. Apprentice of the year 2. Mentor of the year 3. Most supportive workplace <p>Skills and Employability to enter a team into the Brathay Challenge which is a national competition for apprentices</p>	KCC Awards planned for June		
6.0	<p>The Skills and Employability Service should recommend to the NAS and the SFA that they promote and finance in Kent:</p> <ul style="list-style-type: none"> • initiatives such as Apprenticeship Training Agencies (ATAs), whereby businesses can offer apprenticeships without employing young people directly, and without all the accompanying “red tape”. It is hoped that initiatives such as this will incentivise local SMEs - and micro businesses in particular - to take up apprentices. • schemes whereby an apprenticeship can be offered jointly by a group of local businesses. The apprentice will work in each of those businesses. The larger business within the group will deal with the administration and organisation of the apprenticeship, in order to fulfil its social responsibility role towards smaller businesses and the wider community. • a “safety net” system which allows apprentices to complete their courses even if the businesses employing them cease to trade. 	Develop the ATA model into the school workforce to increase the number of schools employing apprentices. Use ATA model to be the solution for smaller schools (particularly primary) to have additional staff with low risk	50 % of all schools have apprentices by 2016 as per 14-24 Learning, Employment and Skills Strategy (KPI 18)	Sept 2013	Amber
6.1		KCC to develop the ATA model through the construction sector using ‘TRAC’ who have developed a shared apprenticeship scheme for large and SMEs. Employers will be able to share apprentices across businesses.	Model developed and being piloted. Skills and Employability Service are providing support to recruitment young people. Expansion to be rolled out from Sept 2014	Sept 2013	Green
6.2		Deliver the ‘Bloodhound’ project to Kent. The project to develop the first 1000mph car will be delivered in partnership with Rolls Royce, BAE Systems. The project will be a road show to young people and businesses offering opportunities to find out about careers in engineering, IT, design, mechanics and science.	Engage 2000 young people Generate 50 apprenticeships	July 2014	Green
6.3		The new government ‘Future of Apprenticeships Implementation Plan’ (October 2013) sets out that in future, apprenticeships will be based on standards designed by employers to meet their needs, the needs of their sector and the economy more widely. This model will be phased in from 2015 and allow employers to shape how apprenticeships are developed	New model to be implemented. Some of these sectors are currently part of the SELEP plan and KCC and key partners are currently engaged in developing the plan through regular meetings with KCC Economic Development and networks of FE colleges and Training Providers	April 2015	Amber

7.0	KCC's Education Learning and Skills Directorate and the Economic Development and Regeneration Divisions should actively encourage the setting up of an apprenticeship model – similar to that run by BT - where a large employer quality assures, endorses and offers resources to enable the provision of apprenticeships to SMEs within the same sector.	Develop growth sectors through the identification of key businesses. Submit as an expression of interest for European Social Fund as part of KCC submission to the SELEP for Regional Growth Funds.	Plan submitted	Jan 2014	Amber
7.1	The administration, teaching and bureaucracy are removed from both the SME and the large business, and are instead dealt with by learning and skills providers. The quality assurance of apprenticeships guarantees that SMEs offer high standard skills and knowledge that the large employer requires.	The Government have announced 'Trailblazer' programme. Eight sectors identified where large employers will lead the industry standard to redesign apprenticeships (See also 11.0)	Trailblazer sectors to be piloted Aerospace Automotive Digital Industries Electro technical Energy and Utilities Financial Services Food and Drink Manufacturing Life Sciences & Industrial Sciences	April 2015	Amber
8.0	The Cabinet Member for Education, Learning and Skills should ask the Secretary of State for Education to further encourage the teaching of soft skills and functional skills in primary schools. He should also further encourage secondary schools to organise work experience placements for all their students in order to prepare them for the world of work.	Agree letter with Patrick Leeson and Roger Gough	Letter sent and copied to Skills Minister	Feb 2014	Green
9.0	KCC's Regeneration and Economic Development Division and Education, Learning and Skills Directorate should jointly pilot a scheme whereby post-16 students can gain valuable experience of work by using their skills to help local businesses with particular projects.	Develop and promote 2-1-2 model which identifies how to address RPA through a blend of vocational and academic pathways. The model comprises of; 2 days English, maths and employability skills 1 day vocational qualification 2 days work experience. The vocational and work experience element should be made flexible to offer bespoke pathways.	Eight pilot schools identified and model in place. Evaluation required by Oct 2014 100 learners are now enrolled on this type of study programme	Oct 2014	Green

10.0	KCC's Regeneration and Economic Development Division and Education, Learning and Skills Directorate should develop a mechanism to ensure that students in Kent are offered apprenticeships as part of the September Guarantee.	Apprenticeships to be promoted as part of the Kent Choices 4 U process.	In place (see recommendation1)		Green
10.1		Ensure that apprenticeships are offered in all NEET to EET meetings.	Created and being piloted	Sept 2014	Green
11.0	The Skills and Employability Service should encourage schools and public bodies in Kent to employ apprentices as part of their workforce.	KCC to become an Apprenticeship Trailblazer to be a lead for the development of public sector apprenticeships.	Kent County Council has been registered by Bis as part of the bid for a Phase-2 Trailblazer Group. KCC intends to become a lead for the development of Public Service Apprenticeships. Work on this will begin in April 2014 Awaiting further details from Bis	March 2014	Green
11.1		Offer the services of the KCC apprenticeship scheme to other public sector organisations. Extend to key charities that operate in Kent		Sept 2014	Amber
11.2		A target has been set for 50% of all Kent schools to employ apprentices by 2016. We are on target to achieve this.	Marketing material has been circulated to all schools. Currently schools engaged in apprenticeships 147 primary 82 secondary 23 special Total 252 = 42%	March 2014	Green
11.3		Strategic message given to Headteachers and KCC Officers working with schools to show how apprenticeships can develop the school workforce.	Attend the newly formed Kent Association of Headteachers Area Boards and Area Education Officers district meetings.	Jan 2014	Green
11.4		Skills and Employability Service have developed a positive relationship with all District Councils and we are engaged in economic and skills development discussions at local meetings	Sector priorities identified through datapacks. Plan to be developed within each district.	April 2014	Green

<p style="text-align: center;">Page 97</p>	<p>KCC's Education, Learning and Skills Directorate and Regeneration and Economic Development Division should liaise with Further Education representatives across Kent (through groups such as KAFEC) to promote the vision that each college develops an area of apprenticeship specialisation (beyond Level 2).</p> <p>NB There has been significant change to the educational and apprenticeship landscape in the last year. In a competitive market it is very unlikely that the FE Colleges in Kent will agree to have an apprenticeship specialism. However we are working with the colleges to ensure there is suitable provision and pathways for young people in each locality.</p>	<p>FE now attends ELS Partnership Board and S&E meetings.</p> <p>S&E Head of Service regularly attends KAFEC meetings.</p> <p>KCC Data packs used by East Kent College to shape their curriculum offer to provide more vocational courses.</p>	<p>The National Apprenticeship Service has advised that the following Higher Level Apprenticeships are currently offered by training providers located in Kent.</p> <ul style="list-style-type: none"> • Canterbury College - Accountancy • East Kent College – Management • HIT Training – Hospitality Management • IPS – Care Leadership & Management/Engineering/Management • Mid Kent College – Accountancy/BA/Management • North West Kent College - BA • K College - Accountancy • Reynolds – Public Relations <p>In the December meeting, the ELS Partnership Board agreed that there needs to be a focus on Higher Apprenticeship development. An action plan is to be produced and agreed.</p>	<p>March 2014</p>	<p style="text-align: center;">Amber</p>
<p>12.1</p>		<p>FE part of Kent and Medway Economic Partnership Board</p>	<p>To agree strategic direction of LEP priorities</p>	<p>Sept 2013</p>	<p style="text-align: center;">Green</p>
<p>12.2</p>		<p>The new Traineeships implemented in September 2013.</p> <p>KAFEC establish the uptake of Traineeships in Kent and propose a plan for future development Feb 2014 KCC Employment Learning and Skills Strategy KPI 15 revised to include development of level 1 and pre apprenticeship courses</p>	<p>Plan in place with 100 starts.</p> <p>New FE Strategic Partnership Group set up and attended by Deputy Cabinet Member for Education 500 starts on a level 1 and pre apprenticeship courses to be generated by 2017.</p>	<p>February 2014.</p>	<p style="text-align: center;">Green</p>

13.0	All KCC directorates should implement an internal performance indicator to ensure that they employ a set number of apprenticeships, including higher level apprenticeships. KCC's ambition should be to deliver high quality, reputable apprenticeships that offer good progression opportunities.	<p>Performance Indicator Liaise with Organisational Development Team to run a pilot within ELS on number of possible apprenticeship opportunities based upon FTE staffing.</p> <p>Expand to other Directorates</p>	<p>New model in place and implemented through facing the challenge.</p> <p>KCC departments invited to pilot higher apprenticeship opportunities</p>	On-going to 2015	Amber
13.1	NB Target 88 per year Actual 2012/13 107 Revised KPI 120 per year Actual 2013/14 60	<p>High Quality Produce a KCC apprenticeships Managers' handbook to include information about employing apprenticeships of different levels, ages. This should include information about the expectations they should have of people of different ages.</p>	Managers Guide Produced	Nov 2013	Green
13.2	Page 98	<p>Progression Apprenticeship entry points into the organisation to be created. Progression and enhancement of salary to be built in to the pay structure and advanced and higher apprenticeships to be added.</p>	A new pay structure and entry points agreed.	Sept 2013	Green
13.3		Improve understanding of KCC Apprenticeship processes and expectations	Deliver briefing on Apprenticeships to all Managers	March 2014	Green
14.0	All KCC directorates should make certain that the requirement for contractors to deliver one apprenticeship opportunity for each £1 million spend on labour is fully implemented.	<ul style="list-style-type: none"> We now have a list of current contracts Skills and Employability Service to contact responsible managers/directors. Continue supporting construction companies to take on apprentices. Input into the Facilities Management and Domiciliary care contracts that are just about to be tendered. S&E to be involved in tendering process as required (as experts) to explain apprenticeship expectations to prospective tenderers. 	<p>As agreed with Head of Procurement all future contracts will;</p> <ul style="list-style-type: none"> Have an apprenticeship requirement to be written into the procurement checklist used by procurement department. Have a link to the Skills and employability service to advise companies and KCC departments regarding taking on apprentices at an early stage of the procurement process. Have an electronic copy of the employers' apprenticeship leaflet to 	January 2013	Green

			circulate to businesses.		
14.1		<ul style="list-style-type: none"> • Procurement to investigate writing apprenticeships into any procurement frameworks that are developed. • Work with companies and KCC departments to encourage the development of a culture for recruiting apprentices. • Build the tracking and monitoring of apprenticeship commitments into contract management training within KCC. 	<p>S&E to liaise with procurement contract managers and brief them on apprentice recruitment options.</p> <p>Contract Managers to report on number of apprenticeships as part of the quality assurance process.</p>	January 2014	Amber
15.0	KCC should review its status as a training provider of apprenticeship courses, and move towards a more strategic and enabling role. It should offer more support to providers of apprenticeships, in order to stimulate their growth in a competitive, free market environment.	Under new Government plans funding will potentially go directly to employers to fund apprenticeships. If this is agreed by Government KCC will need to work strategically with NAS to broker relationships between employers and training providers.	<p>Awaiting the Government response to the outcomes of their Apprenticeship funding consultation.</p> <p>New consultation produced. KCC to submit response by 1st May</p>	May 2014	Amber
15.1		<p>As part of the KCC transformation agenda, KCC have the ambition for CLS to become a Local Authority owned Trading Company as of April 2014, with a view to potentially being external to the organisation in September 2016. This will be for training delivery of apprenticeships.</p> <p>ELS, through the Skills and Employability Service, will continue to drive and influence Apprenticeship strategy.</p>	Plans as per Facing the Challenge	2016	Amber
16.0	In order to identify new growth sectors in Kent's economy, as well as to support existing ones, it is essential that KCC fulfils a strong strategic and coordinating role. KCC can achieve this by increasing synergy through the sharing of labour market information between each of its directorates.	Produce district data packs showing educational, economic and growth sector profiles.	<p>Data packs shared with Schools, FE, District Councils, Training providers and employers. Currently being used in localities to shape provision for 2014.</p> <p>Praised as good practice by HMI</p>		Green

	This information should be cascaded effectively to providers and employers in order to secure confidence in the provision of apprenticeships.		Made available online through Kent Choices for U website. New 'Lite' version being developed for Summer release		
16.1		KCC's Education, Learning and Skills Directorate and Regeneration and Economic Development Division now meet on a regular basis to discuss and plan joint projects and share information.	Agree future projects within LEP and assign joint officer working from both teams	January 2014	Green
16.2		Skills and Employability Service has purchased 'Skills Insight' which is a market research tool to provide intelligence of the skills requirements of each sector	Training undertaken by staff. Intelligence used to inform new data packs 2014.	April 2014	Green
17.0 Page 100	The Skills and Employability Service should launch, in collaboration with the NAS, a summit to develop strategies aimed at promoting the growth of apprenticeships in the county.	Proposal presented to the S&E Joint Partners meeting in Nov 2013. To include Government Minister, international speakers, national research.	Proposal agreed NAS committed to supply staff and marketing material. Project team in place and planning has started. Venue to be University of Kent.	Autumn 2014	Green