

**CHILDREN'S, YOUNG PEOPLE AND EDUCATION
CABINET COMMITTEE**

Thursday, 21st November, 2024

2.00 pm

**Council Chamber, Sessions House, County Hall,
Maidstone**





CHILDREN'S, YOUNG PEOPLE AND EDUCATION CABINET COMMITTEE

Thursday, 21 November 2024 at 2.00 pm
Council Chamber, Sessions House, County Hall,
Maidstone

Ask for: **James Clapson**
Telephone: **03000 417387**

Membership

Conservative:	Mr M C Dance (Chairman), Mr M Dendor (Vice-Chairman), Mr P V Barrington-King, Mr D Beaney, Mrs L Game, Ms S Hamilton, Mr S C Manion, Mrs M McArthur, Mr A Sandhu, MBE and Mr D Ross
Labour:	Ms M Dawkins and Ms J Meade
Liberal Democrat:	Mrs T Dean, MBE
Green and Independent:	Ms J Hawkins and Mr P Stepto
Church Representatives:	Mr M Reidy, Mr J Constanti and Mr Q Roper
School Governor Representatives	Ms R Ainslie-Malik and Ms H Carter

UNRESTRICTED ITEMS

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

- 1 Introduction/Webcast announcement
- 2 Apologies and Substitutes
- 3 Declarations of Interest
- 4 Minutes of the meeting held on 24 September 2024 (Pages 1 - 6)
- 5 Draft Revenue Budget 2025-26 and Medium Term Financial Plan (MTFP) 2025-28 (Pages 7 - 48)
- 6 24/00093 - Commissioned Family Hub Contracts (Pages 49 - 106)
- 7 Verbal Update by Cabinet Members
- 8 Performance Monitoring (Pages 107 - 166)

- 9 24/00099 Funding of Services to Schools 2025-26 (Pages 167 - 242)
- 10 24/00097 Special School Review
Report to follow.
- 11 24/00098 Westmeads Infant School Expansion (Pages 243 - 254)
- 12 24/00096 Kent Commissioning Plan Update (Pages 255 - 258)
- 13 Kent Safeguarding Children Multi-Agency Partnership Annual Report (Pages 259 - 300)
- 14 Kent County Local Authority Designated Officer (LADO) Service Annual Report 2023-2024 (Pages 301 - 342)
- 15 Private Fostering Annual Report 2024 (Pages 343 - 372)
- 16 Complaints and Representations 2023-24 (Pages 373 - 394)
- 17 Work Programme (Pages 395 - 396)

Benjamin Watts
General Counsel
03000 416814

Wednesday, 13 November 2024

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KENT COUNTY COUNCIL

**CHILDREN'S, YOUNG PEOPLE AND EDUCATION CABINET
COMMITTEE**

MINUTES of a meeting of the Children's, Young People and Education Cabinet Committee held at Council Chamber, Sessions House, County Hall, Maidstone on Tuesday, 24th September, 2024.

PRESENT: Mr M C Dance (Chairman), Mr P V Barrington-King, Mr D Beaney, Mrs T Dean, MBE, Mrs L Game, Ms S Hamilton, Ms J Hawkins, Mr S C Manion, Mrs M McArthur, Ms J Meade, Mrs S Prendergast, Mr D Ross, Mr A Sandhu, MBE, Mr P Stepto and Mr M Reidy.

OTHER MEMBERS: Sue Chandler and Rory Love, OBE

OFFICERS: David Adams (Assistant Director Education (South Kent)), Sarah Hammond (Corporate Director Children, Young People and Education), Christy Holden (Head of Children's Commissioning), James Clapson (Democratic Services Officer), Simon Smith (PRU, Inclusion & Attendance Service Manager), Katherine Atkinson (Assistant Director, Management Information and Intelligence, Integrated Children's Services), Jude Farrell (Head of Service) and Kevin Kasaven (Director of Children's Countywide Services).

UNRESTRICTED ITEMS

1. Apologies and Substitutes
(Item 2)

Apologies were received from Ms Dawkins, Mr Roper and Mr Dendor for whom Ms Prendergast was present as substitute.

Mrs Game and Mr Ross were present virtually.

2. Declarations of Interest
(Item 3)

Ms Prendergast advised that she was enrolled on a vocational course through the Community Learning and Skills service.

3. Minutes of the meeting held on 9 July 2024
(Item 4)

RESOLVED that the minutes of the meeting held on 9 July 2024 were a correct record.

4. Verbal Update by Cabinet Members
(Item 5)

1. Mr Love provided his Cabinet Member verbal update as follows:

- Following the 12 month review visit by the Department for Education and the National Health Service, the Council's Special Education Needs and Disabilities (SEND) Statutory Improvement Notice was lifted last month by the Minister for Children and Families.
 - The performance of SEND services continued to improve and would remain a top priority.
 - Mr Love visited the Queen Elizabeth Grammar School for their A Level results day. He saw the investment that had gone into the School and heard about their fundraising activities.
 - Ms Hamilton, in her role as Deputy Cabinet Member for Education and Skills, visited Northfleet Technology Collage for their GCSE results day. She was particularly impressed with the School's nature reserve and science garden.
 - Mr Love visited Westcourt Primary School on 13 August when a Holiday Activity and Food (HAF) programme was taking place. He attended alongside Steven Morgan MP, Parliamentary Under-Secretary (Department for Education), and Dr Lauren Sullivan MP.
2. Further to questions and comments from Members, it was noted that:
- £2million had been invested in SEND staffing as part of the last budget. The capacity within the teams would be kept under close review.
 - The Chairman offered to speak to the Chair of the Scrutiny Committee about their review and analysis of the SEND service.
 - Historically there have been a high number of Education, Health and Care Plans (EHCP) issued in Kent. Work would continue to ensure that the SEND Code of Practice was followed robustly to ensure that resources go to those most in need.
3. Mrs Chandler provided her Cabinet Member verbal update as follows:
- From October 2024 there would be a pilot of the lead professional role. It would take place for six months in several districts across the County. The lead professional role would allow social work assistants to have casework allocated to them that was commensurate with their skills and experience. There would be an evaluation at the end of the pilot and the Committee would receive an update on the findings
 - Over the summer period staff had contributed their views to the redesign of the Adolescent and Youth Justice Service. The findings were condensed into several proposals which would be discussed at the Divisional Management Team meetings over the next few weeks.
 - From September 2024, Early Help workers would co-deliver parenting support interventions with colleagues in family hubs. This would help to ensure families only had to tell their stories once in order to receive timely and targeted parenting support. Thanks were offered to all those working in the family hubs for the support they offered to thousands of children over the summer holidays.
 - Frontline, a charity commissioned by DfE to introduce social workers into the workforce, would implement four hubs during September. They would support 20 students to become social workers by September 2025.
 - Adult Social Services were preparing for a Care Quality Commission inspection of the 18-25 SIP service. It was scheduled for the week commencing 30 September.

- Two additional reception centres for Unaccompanied Asylum Seeking Children were scheduled to come online during September. Thanks were offered to all the staff who worked with the children at the centres.
- Mrs Chandler had been very inspired by the aspirations of the young people when she attended the Virtual Scholls Kent Post 16 Awards Celebration, held at Marleybrook House in Canterbury.
- Mrs Chander attended an activity day for Children in Care at Wingham Wildlife Park on 19 August, the day was enjoyed by everyone.

4. The verbal updates were noted.

5. Performance Monitoring

(Item 6)

1. Ms Atkinson introduced the Performance Monitoring report and highlighted that the number of late EHCP's assessments had continued to reduce. At the same point last year there were around 2000 open cases, and now there were 800 cases. Less than 100 of the 800 cases were over 20 weeks old.

2. Further to questions and comments from Members, it was noted that:

- A high proportion of children excluded from school had SEND. The Accelerated Progress Plan has a section dedicated to inclusion, and suspensions and exclusions were being looked at by officers.
- It was understood that children with SEND who attended specialist independent schools may be exempt from the new VAT charge on fees to attend private schools.
- The VAT charge would come into force in January 2025 and could lead to less children attending private schools. If there were less students, smaller establishments could become financially unviable and if these schools closed there would be an increase in demand for places at LA maintained schools.
- There were currently 95 private schools in Kent and some of these schools had nursery provision connected to them.
- The behaviour of children was often cited as a reason why teachers were leaving the profession. £3million has been invested in school based training to support those working with children with SEND.
- The Children's Wellbeing Bill referenced the provision of free breakfasts at school for some children. Further details about the proposals were awaited from Government.

3. RESOLVED to note the update.

6. Ofsted Update

(Item 7)

1. Ms Atkinson introduced the Ofsted update and highlighted that Ofsted would no longer be issuing single word judgements to summarise their assessments.

2. Further to questions and comments from Members, it was noted that:

- The value of the report in its current form would be diminished without the one word judgements from Ofsted, as it would not be possible to benchmark performance against national averages in the same way.
 - At the moment it was not clear exactly what would replace the one word judgement, it was possible that a similar report could be produced in future.
3. RESOLVED to note the update and agree that the Committee would consider options for the reporting of Ofsted Performance at a future meeting.

7. 24/00084 - Education Health Needs Policy
(Item 8)

1. Mr Smith introduced the report that presented the Education Health Need Policy. He highlighted that the policy would help the Council to fulfil its statutory duties and meet the recommendations of the Ombudsman.
2. Further to questions and comments from Members, it was noted that:
 - The Rosewood School provided a lot of support outside of the school environment.
 - Schools had a responsibility to make adaptations to support children to get back into education.
 - The Ombudsman's report would be circulated to the committee after the meeting.
3. RESOLVED to endorse the proposed decision by the Cabinet Member for Education and Skills to:
 - a) Approve the Educational Health Needs Policy.
 - b) Confirm Rosewood as the ongoing provider for services under the Policy.
 - c) Delegate authority to the Corporate Director of Children's, Young People and Education, in consultation with the Cabinet Member for Education and Skills, to refresh and/or make revisions to the policy where changes do not require additional governance.
 - d) Delegate authority to the Corporate Director of Children's, Young People and Education to take relevant actions, including but not limited to, entering into and finalising the terms of relevant contracts or other legal agreements, as necessary, to implement the above decision.

8. 24/00085 - KCC CLS Sub-Contracting Education and Skills Funding Agency Provision
(Item 9)

1. Ms Farrell introduced the report. She highlighted that the sub-contracting rules had been amended to fill skills gaps and to align with the Kent and Medway Local Skills Improvement Plan.
2. Further to questions and comments from Members, it was noted that:
 - There was a requirement to deliver new work based training. These resources were not available everywhere within the County.
 - The new funding rules no longer supported the funding of pleasure and leisure courses.

- KCC was looking to deliver some vocational courses, but there were some courses that could not be offered by the Council and the Council did not want to compete with existing providers who had a high quality offering.
 - The performance of providers was monitored through inspections, and the procurement process ensured appropriate safeguards were in place.
3. RESOLVED to endorse the proposed decision by the Cabinet Member for Education and Skills to:
 - a) Approve the sub-contracting of provision for vocational and specialist provision for adults.
 - b) Delegate authority to the Corporate Director for Children, Young People and Education, to take relevant actions, including but not limited to entering into relevant contracts or other legal agreements as required, including Service Level agreements (SLAs), to implement this decision.

9. 24/00076 - Holiday Activities and Food Programme
(Item 10)

1. Ms Holden introduced the Holiday Activities and Food Programme (HAF) that would provide healthy food and activities for children and young people in receipt of benefits-related free schools meals, during the school holidays from 2025 onwards.
2. Further to questions and comments from Members, it was noted that:
 - The existing programme was a three year commitment and would expire at the end of March 2025.
 - Recent benchmarking of the existing HAF indicated that it could be improved. Some areas for improvement included;
 - the system could be more user friendly,
 - access for those in rural areas was difficult,
 - the services could be better promoted,
 - the activities needed to be more engaging for young people.
 - The existing system would be used during the 2024 Christmas school holidays and, subject to government funding, for the 2025 Easter school holidays. The new arrangements would be fully in place for the 2025 summer holidays.
 - Transport links and accessibility were considered as part of the procurement process.
3. RESOLVED to endorse the proposed decision by the Cabinet Member for Integrated Children's Services to:
 - a) Approve the proposed HAF delivery model and commissioning approach from 2025.
 - b) Commence formal procurement activity to tender for a service, award a contract(s) (three years, with a 12 month break clause), and develop robust contract management for oversight of the contract(s) performance.
 - c) Confirm that in accordance with Decision 23/00009, that Corporate Director Children, Young People and Education accept Future allocations of the Holiday Activity and Food Grant for use in accordance with the grant determination letter. This will be issued by the Department for Education and the relevant terms and conditions, provided these remain substantially the same as the current; and to delegate authority to the Director of Education

and SEN to manage and deploy the accepted Holiday Activity and Food Grant in accordance with the grant conditions and arrangements detailed in the report, including entering into contracts through a compliant procurement route and have a team in place to roll out the HAF Programme from 2025-2026 and beyond.

- d) Delegate authority to the Director of Education and SEN, in consultation with the Cabinet Member for Education and Skills, to take other necessary actions, including but not limited to entering into contracts, Service Level Agreements (SLAs) or other legal agreements, as required to implement the decision.

10. Work Programme 2024-25
(Item 11)

1. RESOLVED to note the work programme.

From: Roger Gough, Leader of the Council
Peter Oakford, Deputy Leader and Cabinet Member for Finance, Corporate and Traded Services
Rory Love, Cabinet Member for Education
Sue Chandler, Cabinet Member for Integrated Children's Services

To: Children's Young People and Education Cabinet Committee
21st November 2024

Subject: **Draft Revenue Budget 2025-26 and Medium Term Financial Plan (MTFP) 2025-28**

Classification: **Unrestricted**

Summary:

This report sets out key policy considerations within the administration's draft revenue budget proposals for 2025-26 (together with any full year consequences in subsequent years) for the Cabinet portfolios and directorates relevant to this committee for scrutiny. Unlike recent years this is a tailored report for each committee with the overall draft budget proposals contained within appendices and in particular choices about spending growth and savings/income. The draft proposals have been prepared before the Chancellor's Autumn Budget based on assumptions about future spending requirements, government grant settlement, and council tax referendum levels. These assumptions are likely to change but overall it is still likely that a balanced budget can only be achieved with significant savings and income generation as spending growth is likely to continue to exceed the funding available from the government settlement and local taxation.

Recommendations:

The Children's, Young People and Education Cabinet Committee is asked to:

- a) NOTE the administration's draft revenue budgets including responses to consultation
- b) SUGGEST any changes which should be made to the administration's draft budget proposals related to the Cabinet Committee's portfolio area before the draft is considered by Cabinet on 30th January 2025 and presented to Full County Council on 13th February 2025.

1. Background and Context

1.1 The setting of the budget is a decision reserved for Full Council. The Council's Budget and Policy Framework requires that a draft budget is issued for consultation with the Cabinet and Scrutiny Committees to allow for their comments to be considered before the final budget proposals are made to Full Council.

1.2 The Council is under a legal duty to set a balanced and sustainable budget within the resources available from local taxation and central government grants and to maintain adequate reserves. This duty applies to the final draft budget presented for Full Council approval at the annual budget meeting. The overall strategy for the budget is to ensure that the Council continues to plan for revenue and capital budgets which are affordable, reflect the Council's strategic priorities, allow the Council to fulfil its statutory responsibilities and continue to maintain and improve the Council's financial resilience.

1.3 A MTFP covering the entirety of the resources available to the Council is the best way that resource prioritisation and allocation decisions can be considered and agreed in a way that provides a stable and considered approach to service delivery and takes into account relevant risks and uncertainty.

1.4 The administration's initial draft budget proposals have been prepared in advance of the government's Autumn Budget and Spending Review 2024 (announced 30th October 2024) and in the absence of a provisional local government finance settlement or detailed spending plans inherited from the previous government. This draft budget is based on an assumed grant settlement and council tax referendum limits.

1.5 The administration's draft budget 2025-26 and MTFP over the three years are not yet completely balanced. The factors causing the plans to be unbalanced are principally due to undelivered savings within Adult Social Care and the timing of the £19.8m policy savings previously agreed to replace the use of one-offs to balance 2024-25 budget. These two factors are covered in more depth in Appendix A. Other than these issues, the 2025-26 budget is broadly balanced within acceptable tolerances, given the number and range of forecasts within the plan at this stage. Other than adult social care, the MTFP is broadly balanced over the three years, but as yet not necessarily in each individual year. The Adult Social Care challenge will be covered in more depth in the report for the relevant Cabinet Committee. These factors do not preclude scrutiny of the remainder of the Administration's draft budget plans. There is a balance to be struck between planning for what is currently known (which are the factors cited above) and the likelihood of an improvement in the financial position via any additional Government support or improved tax take, with the risk being managed through reserves.

1.6 This report focuses on the key policy considerations within the administration's draft budget proposals for each Cabinet portfolio in a timely manner in November. This is a more focussed report to address previous concerns that presenting the entire budget proposals for the whole Council does not allow for sufficient scrutiny on key service issues by individual Cabinet and Scrutiny Committees. To assist this, a summary of the 2025-26 proposals for the relevant Cabinet portfolio is included in this report, together with a more detailed table setting out the key policy considerations and accompanying narrative (in the next section of this report). An interactive dashboard is also provided to Members, enabling the details of all proposals to be examined and scrutinised.

1.7 Separate appendices are included which set out:

- the key assumptions within the administration's overall initial draft budget (appendix A)
- how the proposals are consistent with the Council's strategic priorities and legal requirements (appendix B)
- a summary of the responses from the recent budget consultation (appendix C)
- a summary of the Administration's Draft Budget proposals (appendix D)
- a high-level summary of the overall MTFP covering 2025-28 (appendix E)
- a summary of the proposals for CYPE directorate for 2025-26 (appendix F)
- a detailed list of the key policy considerations for CYPE directorate (spending and savings proposals) (appendix G)
- an assessment of financial resilience (appendix H)

This provides the same level of background information as presented to Cabinet and Scrutiny committees in previous years. A more detailed report on the budget consultation, which closed on 7th August 2024, is provided as a background document.

1.8 Following the November scrutiny process, a revised draft of the administration’s final budget proposals will be published in January for further consideration prior to final approval at County Council in February 2025. This will include:

- resolution of the outstanding issues in this draft
- the outcome of the Chancellor’s Autumn 2024 Budget and Local Government Finance Settlement for 2025-26
- the provisional council tax base information for council tax precepts
- any other updates since this initial draft

Wherever possible, draft key decisions will be presented for consideration by Cabinet Committees in principle (pending final budget approval) in January together with the opportunity for scrutiny of the key changes arising from the above points, with those draft key decisions that cannot be considered in January reported to the March round of meetings.

2. Key Policy Considerations

2.1 Appendix F outlines the draft spending and saving proposals for the CYPE Directorate with spending proposals totalling £35.5m and savings of -£22.1m for 2025-26 financial year. The table below (table 1) summarises this by Cabinet Member:

Table 1	Rory Love (Education) £’ms	Sue Chandler (Integrated Children’s Services) £’ms	CYPE Directorate Total £’ms
Spending Proposals	£18.3m	£17.2m	£35.5m
Savings & Income Proposals	-£14.1m	-£8.1m	-£22.1m
NET TOTAL CHANGE	£4.2m	£9.2m	£13.4m

2.2 The spending proposals of £35.5m where there is considered to be an element of ‘choice’ are shown in Table 2a & Table 3a and comprise of provisions for the following areas: annual contractual price uplift and price increase negotiations; increased costs arising from increased demand from population growth, and; estimated cost pressures relating above the minimum contractual annual price uplift due to either complexities or market pressures. It should be noted that the element of choice is not a simple binary choice as to whether costs are included or not, because for children services & transport it is a lot more nuanced and the choices that exist are the extent to which spending needs to increase to ensure the Council can comply with its statutory responsibilities in these areas.

2.3 Education Specific Budget Proposals

2.3.1 The Education Portfolio draft budget proposals includes a total of £18.3m spending proposals and -£14m of savings proposals. Key proposals have been outlined in Appendix G with a further summarised in table 2a & 2b below.

2.3.2 The proposed MTFP reflects the historic trend in previous years of high demand and cost rises in SEN transport (+£14.6m), along with possible price increases link to service sector inflation from the commissioning of new or altered transport contracts (+£4m). These pressures are currently proposed to be offset to an extent through the anticipated savings from the ongoing impact of initiatives to avoid costs associated with these rises through wider work of SEN transformation to educate more children closer to home (-£10.6m), along with continuing to promote the usage of alternative transport options (personal transport budgets) (-£0.4m), and the full year effect of the September 2024 Post 16 transport policy (-£0.5m). Leaving a net requirement of approximately £7m. However, forecast underspends on SEN transport for 24-25 is anticipated to continue (currently -£3m rebasing) reducing this net requirement further and giving further reassurance the high level of savings for 24-25 can be achieved.

2.3.3 The draft proposals continue to reflect the anticipation that the Kent 16+ Travel Saver charge will increase in line with inflation, along with the proposal to reduce the current subsidy paid by this Council, by moving towards a full cost recovery offer (-£0.4m).

2.3.4 Savings relating to the possible financial outcomes of the Directorate's review of services to schools have been included in these draft proposals. These savings are focused on ensuring parity of the use of Council tax across the education school system and reflecting government priorities following prior years reduction in Department of Education (DfE) specific grant contribution towards these services (-£1.3m), along with continuing to ensure value for money of services provided by The Education Programme (-£0.3m).

2.3.5 The Directorate are expected to continue to use temporary accommodation (including mobiles) to ensure there are sufficient school places, where there are unavoidable delays on capital basic need projects. The proposal includes an additional budget requirement of £1m to more accurately reflect the recent demand and costs of providing this accommodation.

2.4 Integrated Children's Services Budget Proposals

2.4.1 The Integrated Children's Services Portfolio draft budget proposals includes a total of £17.2m spending proposals and -£8m of savings proposals. Key proposals have been outlined in Appendix G and further summarised in Table 3a & 3b below.

2.4.2 Both Disabled and Non-Disabled Children Services are anticipated to require additional funding (estimated to be +£10m) for demographic pressures. Whilst there is expected to be a small estimated increase in demand arising from future population growth, there is expected to be much bigger financial cost from the higher expected placement costs for new and, in some cases, existing placements. Continued reductions in the number of available in-house carers is placing a greater reliance on the external market, where costs are increasing at greater rate than inflationary pressures due to low supply and high demand for places. In Kent, this is partially resulting from the excessive placing of children from other local authorities in

Kent, due to a shortfall of suitable placements in their own area. The national shortage of placements for our most complex children is also leading higher costs and to children being placed at greater distances from their community and, often outside of Kent. These pressures are particularly acute in Disabled Children's Services and are reflected in an additional spending proposal of +£3m to fund the current pressures in this service.

2.4.3 The prices uplifts for children social care (+£2.7m) include contractual price uplifts; anticipated price uplifts for new placements spot purchased in the market where price uplifts will be applied automatically; and assumed uplifts for our in-house foster carers, permanency payments and direct payments. The fostering uplifts have been set in-line with the historic practice of tracking CPI or for Direct Payments, in line with national living wage increases.

2.4.4 To help reduce some of these cost pressures, the MTFP proposals include a number of savings initiatives. The Kinship Service has been established during 2024 and is anticipated to help support the delivery of -£1.5m saving through the avoidance of children coming into care, or returning children in care more quickly, by identifying a suitable extended family setting sooner, resulting in a net reduction in the number of children being looked after. Efficiency savings have not been listed in detail in this report but do include the anticipated continual reduction in legal costs through a combination of reduced legal proceedings and improved court proceedings, partially linked to this policy and other service efficiencies (-£0.9m).

2.4.5 To counter some of the impact of the current market conditions a saving from the introduction of an in-house residential offer for high complex children is being proposed (with an estimated cost saving of -£0.9m subject to identification of suitable buildings). Along with continued pursuit of efficiencies from the regular review of placements and joint funding opportunities across disabled children's services (-£0.6m).

2.4.6 Options to maximise the respite in-house offer, by reducing the option for respite from every 4 to 6 weeks, to enable more children to be supported and reduce our reliance on externally commissioned placements have also been proposed (-£0.2m in 25-26).

2.4.7 Proposals in Appendix G also includes the full year impact of a number of savings where policy decisions and subsequent actions have either already been taken, or are currently being debated, including: the review of open access services (-£1.6m), the ceasing of the contract for fast tracking mental health assessments for looked after children (-£1.1m) and adults charging policy changes (-£0.1m).

2.4.8 These draft proposals also include a number of adjustments to the 18-25 adult social care budget (for young people with learning and physical disability), which forms part of the Supporting Independence Service under CYPE. These include both demographic pressures arising from increases in complexity & market conditions (rather than numbers), prices increases, and ongoing efficiencies.

Table 2a: Cabinet Member for Education Key Spending Proposals

Headline description	Brief description	2025-26	2026-27	2027-28	Base budget for context (£k) * #		
		£k	£k	£k	Gross	Income	Net
2025-26 MIXTURE OF LOCAL CHOICE & UNAVOIDABLE SPENDING PROPOSALS							
Home to School Transport	Underlying underspend from 24-25 monitoring on SEN Home to School Transport Budget: lower increases in the costs of transport	-3,000.0	0.0	0.0	84,528.2	-1,632.5	82,895.7
Home to School Transport - Price	Provision for inflation on contracted services and season tickets for Mainstream & SEN Home to School and College Transport	4,761.0	2,633.0	1,861.0	101,235.6	0.0	101,235.6
Home to School transport - SEN – Cost & Demand	Estimated impact of rising pupil population on SEN Home to School and College Transport	14,600.0	13,100.0	13,100.0	84,528.2	-1,632.5	82,895.7
Schools' Services - Temporary Accommodation	Use of temporary accommodation (normally mobiles or other temporary buildings) to ensure there are sufficient school places to meet basic need requirements, where these costs cannot be charged to capital.	1,000.0	0.0	0.0	1,103.0	0.0	1,103.0
		17,361.0	15,733.0	14,961.0			

Table 2b: Cabinet Member for Education Key Savings Proposals

Headline description	Brief description	2025-26	2026-27	2027-28	Base budget for context (£k) * #		
		£k	£k	£k	Gross	Income	Net
2025-26 POLICY (SUBJECT TO KEY DECISION) & OTHER TRANSFORMATION SAVINGS PROPOSALS							
Home to School transport - SEN	Estimated reduction to the impact of rising pupil population on SEN Home to School and College Transport	-10,600.0	-10,300.0	-10,300.0	84,528.2	-1,632.5	82,895.7
Home to School Transport - Personal Transport Budgets	Initiatives to increase use of Personal Transport Budgets to reduce demand for Hired Transport	-400.0	-400.0	-400.0	73,209.9	-1,631.0	71,578.9
The Education People (TEP)	Review our offer to schools in light of the latest DFE funding changes and guidance including exploring alternative funding arrangements and engaging in efficiency measure to reduce costs	-250.0	0.0	0.0	8,842.6	-4,880.6	3,962.0
Services for Schools	Review of services for schools including contribution to TEP, facilities management costs, staff care services and any other services for schools	-1,322.8	-2,223.5	0.0	14,671.2	-6,582.5	8,088.7
Kent 16+ Travel Saver	Review of Kent 16+ Travel Saver - above inflation increase to cover full cost of the pass	-385.0	204.8	0.0	4,157.9	-3,499.1	658.8
		-12,957.8	-12,718.7	-10,700.0			

Table 3a. Cabinet Member for Integrated Children's Services Key Spending Proposals

Headline description	Brief description	2025-26	2026-27	2027-28	Base budget for context (£k) * #		
		£k	£k	£k	Gross	Income	Net
2025-26 MIXTURE OF LOCAL CHOICE & UNAVOIDABLE SPENDING PROPOSALS							
Children's Social Care - Disabled Children (Placements & Support)	Realignment of the Children's Disability budget to reflect the increase in cost of supporting children in 2024-25	3,000.0	0.0	0.0	52,177.4	-6,097.2	46,080.2
Children's Social Care - Non-disabled & Disabled children	Estimated impact of an increase in the population of children in Kent, leading to increased demand of services for children's social work (higher number of children requiring support & Increased cost of packages)	10,210.9	10,239.2	10,239.2	233,586.9	-18,348.4	215,238.5
Children's Social Care – Disabled & Non-disabled Children	Provision for price negotiations with external providers, and uplift to in-house foster carers in line with DFE guidance	2,668.0	2,742.0	2,085.0	149,600.7	-6,597.5	143,003.2
Adult Social Care - Placements for clients aged 18-25	Realignment of the 18-25 Adult Learning & Physical Disability Community Services budget reflecting forecast underspend in 2024-25	-3,000.0	0.0	0.0	48,425.8	-1,736.6	46,689.2
Adult Social Care	Provision for impact of the full year effect of all current costs of care, further increases in client numbers expected through transition into adulthood from Children's Social Care, additional costs arising for existing clients and for those new clients whose needs are becoming more complex.	2,500.0	2,500.0	2,500.0	57,903.8	-2,164.4	55,739.4
Adult Social Care	Provision for contractual and negotiated price increases across all adult social care packages including nursing, residential, domiciliary, supporting independence and direct payments - Vulnerable Adults 18-25	1,643.0	1,399.0	955.0	56,593.8	0.0	56,593.8
		17,021.9	16,880.2	15,779.2			

Table 3b. Cabinet Member for Integrated Children's Services Key Savings Proposals

Headline description	Brief description	2025-26	2026-27	2027-28	Base budget for context (£k) * #		
		£k	£k	£k	Gross	Income	Net
2025-26 KEY NEW POLICY (SUBJECT TO KEY DECISION) & OTHER TRANSFORMATION SAVINGS PROPOSALS							
Disabled Children's Placement and Support	Review of children with disability packages ensuring strict adherence to policy, review packages with high levels of support and enhanced contributions from health	-550.0	0.0	0.0	34,924.2	-3,850.0	31,074.2
Looked After Children	Reduce the recent increase in the number of Looked After Children placements through practice reviews & improved court proceedings	-1,500.0	0.0	0.0	16,349.2	0.0	16,349.2
Children's Residential Care	Development of in-house residential units to provide an alternative to independent sector residential care placements (invest to save)	-875.0	-725.0	0.0	56,298.4	-4,729.4	51,569.0
Review of Open Access - Youth Services & Children's Centres	Review of open access services in light of implementing the Family Hub model (incl. Commissioned Services)	-1,600.0	0.0	0.0	15,516.3	-7,110.0	8,406.3
Family Support - Disabled Children	Review of Respite Offer	-200.0	-200.0	0.0	12,161.7	-1,681.1	10,480.6
		-4,725.0	-925.0	0.0			

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Background documents

Below are click-throughs to reports, more information, etc.

Click on the item title to be taken to the relevant webpage.

- 1 [KCC's Budget webpage](#)
- 2 [KCC's Corporate Risk Register](#) (Governance and Audit Committee 16th May 2024)
- 3 [KCC's Risk Management Strategy, Policy and Programme](#) (Governance and Audit Committee 19th March 2024)
- 4 [KCC's approved 2024-25 Budget](#)
- 5 [2025-26 Budget Consultation \(Let's Talk Kent\)](#), which includes a report summarising the responses to the recent Budget Consultation
- 6 [Summary of budget engagement exercise with KCC management cohort \(known as T200\)](#)
- 7 [2024-25 Budget Monitoring Report](#) (Cabinet 26th September 2024 – item 5)
- 8 [Securing Kent's Future – Budget Recovery Strategy](#)
- 9 [Securing Kent's Future – Budget Recovery Report](#)
- 10 [Member Budget Dashboards](#) (access restricted and available from 2pm on 30 October)

Key Budget Assumptions

1.1	Current plan includes high-level assumptions for 2025-26 and 2026-27	The 2024-27 medium term financial plan (MTFP), presented to County Council in February 2024, was based on assumptions regarding the funding settlement, spending growth, savings and income, and contributions/drawdowns from reserves. These included a combination of corporate and directorate assumptions. At the time the plan was prepared the later years (2025-26 and 2026-27) it represented a high-level balanced position, and it was acknowledged that the full detail of some elements e.g. £19.8m of policy savings necessary to replace the use of one-offs to balance 2024-25 budget, would be developed for subsequent updates.
1.2	Initial update as at 30th September 2024 in advance of Chancellor's Autumn Budget 2024	The plans have been updated based on the latest available information as at end of September 2024. The timetable for updating the plan and publishing draft 2025-26 budget proposals for scrutiny was agreed before the announcement that Chancellor of the Exchequer's Autumn Budget would be on 30 th October 2024. This date is too late to include the impact in the draft budget for scrutiny and any consequences will have to be included in the final draft budget in January. The Chancellor's Autumn statement is unlikely to have a significant impact on KCC spending or savings/income plans for 2025-26. It is more likely to impact on the funding settlement and the need to balance the budget from reserves and one-off measures.
1.3	Corporate assumptions for Business Rates, Council Tax and funding settlement	<p>On Council Tax income, the plans for each of the three MTFP years assume an increase of 5% (3% general referendum limit and 2% adult social care levy), alongside a taxbase increase of 1.5% plus an additional assumption from the introduction, from 1 April 2025, of 100% premiums on 2nd Homes. There are no assumed impacts from changes to discounts or premiums.</p> <p>On Business Rates, the plan assumes no growth in the taxbase.</p> <p>We have assumed that Government Grants which attracted an inflationary uplift in 2024-25 will continue to receive an inflationary uplift in each year, and we have based these increases on the Bank of England's forecasts.</p>
1.4	Corporate assumptions for spending growth	<p>Inflation is based on May 2024 Bank of England CPI forecasts</p> <p>Demand and cost drivers based on same methodology as 2024-25 assuming current trends continue.</p> <p>Pay costs are based on transition to the new pay strategy approved for April 2025 plus assumed pay award (which is subject to bargaining with the recognised trade unions) and maintaining the link to the Foundation Living wage for the lowest pay rate.</p>

1.5	Corporate assumptions for reserves	<p>Assumes general reserve is restored to 5% of net revenue.</p> <p>No assumed replenishment of reserves drawn down to balance 2023-24 outturn.</p> <p>Treatment of safety valve contributions is consistent with the latest external audit advice, which was received in April 2024, after the final 2024-25 budgeted position was reported to Cabinet on 21st March 2024. The advice in March was to show these contributions as spending growth within the government and legislative category. The latest advice from our external auditors is to show these as contributions to reserves rather than spending increases. The impact of this latest advice means that our core funded spending growth in 2025-26 of £117.2m has been reduced by £15.1m to remove the 2024-25 contribution, and our contributions to reserves for 2025-26 includes the safety valve planned contribution £14.6m. Had this advice been received in time for the final 2024-27 plan, the core funded spending growth for 2025-26 forecast would have been £132.2m (as opposed to the £147.3 in the published plan) and contributions to reserves would have been £33.1m (as opposed to £18.5m in the published plan). To compare like with like, the movement between the original published plan for 2025-26 and this latest draft needs to be based on these revised calculations taking account of the latest guidance e.g. core funded spending growth has reduced from £132.2m to £117.2m.</p> <p>Priority over medium term needs to be given to restoring reserves closer to average for similar authorities as % of net revenue and to better reflect enhanced risks.</p>
1.6	£19.8m policy savings	<p>The 2024-25 budget was balanced by three one-offs (£9.1m from reserves, £7.7m from capital receipts and £2.0m from New Homes Bonus grant) which was acknowledged at the time must be replaced by sustainable and ongoing savings/income in subsequent years.</p> <p>The administration's draft budget includes £5.7m of additional policy proposals as part of this replacement impacting in 2025-26. These proposals are set out in detail in the papers for the Children's Young People & Education Cabinet Committee, Growth, Economic Development & Communities Cabinet Committee, and Policy & Resources Cabinet Committee. Some of the policy options which were originally flagged for 2025-26 are now recommended not to be pursued until 2026-27 for contractual and legal reasons.</p> <p>The savings proposed for 2025-26 relate to removing subsidies from partner organisations where there is no statutory requirement or to secure full cost recovery through charges on discretionary services.</p>

		<p>This leaves a balance of £14.1m which is still to be agreed. At this stage this has been shown in the draft plan as a temporary loan from reserves in 2025-26 which must be replaced with sustainable and ongoing savings/income in 2026-27 to replace the use of reserves. The loan must be repaid, which will require further savings or alternative solutions, which at this stage is shown as an unresolved balance in the plan for 2026-27. Potential further savings are still being assessed and we will still be exploring all avenues to reduce the amount needed to be loaned from reserves in 2025-26.</p>
1.7	Adult Social Care	<p>The Adult Social care budget in recent years has included significant transformation, efficiency and policy savings, as well as income generation from client charges and health. The 2023-24 ASC directorate budget included £22.3m of new savings and income, and the 2024-25 ASC directorate budget included a further £53.2m of savings and income.</p> <p>Delivery of savings plans of this magnitude has proved to be challenging and some savings need to be rephased into subsequent years, whilst others have been deemed irrecoverable. This has contributed to an in-year overspend and, in the case of irrecoverable savings, require the base budget to be increased in subsequent years. Rollovers increase the in-year savings that need to be achieved in subsequent years.</p> <p>Savings of this magnitude are necessary to balance the significant year on increases in costs for and demands on adult social care services. These costs largely arise from annual increases in the fees paid to providers for care services for all clients, increased costs for the fees for new clients compared to average fees for existing clients (partly due to complexity and partly due to availability of placements), increasing numbers of clients or increases in hours per week to meet client needs.</p> <p>These costs have been increasing significantly in excess of the specific funding available through social care grants in the local government finance settlement and the adult social care council tax precept, as well as a pro rata share of general grants in the settlement and general council tax precept. In recent years the pace of growth and under delivery of savings has meant adult social care has accounted for an increasing share of the council's overall budget.</p> <p>The challenge is whether, over the medium term, spending on adult social care can be contained within the available specific, and share of general, funding available. Targets have been set for each year of the MTFP based on this principle. This is shown as a savings target in the 2025-26 budget plan. The targets for subsequent years are reflected as an adult social care "challenge" (reflecting the unpredictability of forecasts into later years of the</p>

		<p>plan).</p> <p>The 2025-26 ASCH draft budget shows a net total of savings and income proposals of £24.0m. This comprises of £38.7m new savings and income proposals, netted off by realignments to reflect delays or reductions to previous years' savings. A further £12.9m of savings from 2024-25 are forecast to be rolled forward for delivery in 2025-26. This forecast roll forward together with the £38.7m of new savings and income for 2025-26 described above would mean that the adult social care directorate would need to find over £50m of savings and income in a single year.</p> <p>At this stage the forecast irrecoverable savings from 2024-25 of £8.65m are shown as the adult social care challenge for 2025-26, whilst further options to recover the original savings plans and / or identify other alternatives are explored.</p>
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Strategic Context

The setting of the budget is a decision reserved for Full Council. The Council's Budget and Policy Framework requires that a draft budget is issued for consultation with the Cabinet and Scrutiny Committees to allow for their comments to be considered before the final budget proposals are made to Full Council.

The overall strategy for the budget is to ensure that the Council continues to plan for revenue and capital budgets which are affordable, reflect the Council's strategic priorities, allow the Council to fulfil its statutory responsibilities and continue to maintain and improve the Council's financial resilience. This is consistent with the objectives set out in Securing Kent's Future – Budget Recovery Strategy. However, these aims are not always an easy combination and involves some difficult decisions about service levels and provision both for the forthcoming year and over the medium term. In reaching this balance it is essential that the Council has regard to bearing down on future spending growth (price uplifts, other non-inflation related cost increases, and demand increases), delivering efficiency & transformation savings, generating income to offset cost of services, and agreeing changes in policies to reduce current recurring spending and/or avoid future spending while making the necessary investments to support service improvement. In this context it is worth clarifying that savings relate to reducing current recurring spend whereas bearing down on future growth is cost avoidance, both amount to the same end outcome of reducing future spending from what it would otherwise have needed to be without action and intervention. The draft budget should be assessed against these aims recognising that the draft is based on assumptions which could subsequently change.

The Council is under a legal duty to set a balanced and sustainable budget within the resources available from local taxation and central government grants and to maintain adequate reserves. An MTFP covering the entirety of the resources available to the Council is the best way that resource prioritisation and allocation decisions can be considered and agreed in a way that provides a stable and considered approach to service delivery and takes into account relevant risks and uncertainty. At this stage the later years of MTFP is set out as a high-level plan showing the forecast strategic trajectory for changes in funding, spending, savings and income, and reserves with a focus for scrutiny on the detail for 2025-26 together with any full year impacts in subsequent years.

This first draft budget has been prepared in advance of the government's Autumn Budget and Spending Review 2024 (announced 30th October 2024) and in the absence of provisional local government finance settlement or detailed spending plans inherited from the previous government. This draft budget is based on an assumed grant settlement and council tax referendum limits. This means that funding forecasts for the forthcoming year are speculative, consequently planning has to be sufficiently flexible to respond accordingly. Even so, it is likely that 2025-26 and medium term to 2027-28 are likely to continue to be exceptionally challenging and will require real terms reductions if forecast spending continues to grow at a faster rate than available resources. The lack of a settlement does not prevent scrutiny of spending and savings plans at this stage and it likely that any changes in the settlement following the Autumn Budget 2024 will impact on one-off measures and reserves in the final draft budget rather than materially changing spending and savings plans.

As the Council develops its detailed proposals it must continue to keep under review those key financial assumptions which underpin the Council's MTFP particularly in the context of

wider public spending and geo-economic factors. Over the previous decade the Council had to become ever more dependent on locally raised sources of income through Council Tax and retained business rates, and it is only in recent years that additional central government funding has been made available to local authorities, primarily to address spending pressures in social care (albeit at a time when the national public sector deficit has been increasing). However, there is no certainty that this additional central government funding will be baselined for future years until the local government finance settlement is announced and multi-year settlements are reintroduced.

The administration's draft budget for 2025-26 (core funded) includes £117.2m (8.2% of 2024-25 approved budget) of forecast spending growth, funding is assumed to increase by £67.5m (4.7%). The £49.8m difference needs to be closed from savings, income and changes in reserves. At this stage the difference is not fully closed largely due to outstanding issues in adult social care which are still being resolved. Spending growth and savings/income are net and include new amounts for 2025-26 as well as some partially offsetting reversals of one-offs and realignment of current/previous plans. The vast majority of the spending growth (gross) is on adult social care (£67.3m, 10.8% increase), children's social care (£16.2m, 7.2% increase) and home to school transport (£16.9m, 17.7% increase). Spending pressures on these services are common across all upper tier councils. These services currently account for 71.0% of the 2024-25 budget (excluding non-attributable costs), the net increase in the 2025-26 draft budget for these services after savings and income (including assumed share of centrally held amounts, excluding unresolved issues) accounts for 83.3% of the overall net increase, as these three services continue to account for an ever increasing share of the Council's budget.

In the Council's submission to HM Treasury in advance of the Autumn 2024 budget we highlighted that this trend of spending growth exceeding the available funding from local taxation and central government cannot continue. We urged that either funding needs to increase to better reflect spending demands or the statutory requirements on councils need to be reduced as otherwise councils' role would be reduced to solely providing care services with no scope to provide community services which help make local places vibrant for residents and businesses. Council tax increases on their own cannot be expected to solve the shortfalls in funding.

In accordance with Financial Regulations, a medium-term capital programme and financing plan is prepared on an annual basis. Where capital estimates are included, funding must be secured and approved prior to any expenditure being incurred.

Setting the annual budget is one of the most significant decisions the County Council takes each year. It sets the County Council's share of council tax and the overall resource framework in which the Council operates. The administration's budget is the financial expression of the Council's strategic priorities. The budget gives delegated authority to manage the budget to Corporate Directors and Directors within the parameters set out in the Council's Constitution and Financial Regulations. Corporate Directors and Directors are accountable for spending decisions within delegated powers reporting to the Chief Executive, and these are monitored through the Council's budget monitoring arrangements regularly reported to Cabinet. The draft budget is developed, scrutinised and ultimately approved in compliance with the following six key considerations:

A) Strategic Priorities – Strategic Statement

In 2022, KCC published [Framing Kent's Future](#) (FKF) the council's high-level strategic statement. It sets out the challenges and opportunities Kent is faced with and the actions the Council will prioritise to address them over the next four years, focussing on four key priorities. Since this strategy was approved there has been a significant shift in the financial and operating landscape.

KCC's Budget Recovery Strategy, [Securing Kent's Future](#), was agreed at a Cabinet meeting on 5th October 2023. This updated the Council's ambitions in light of the changed landscape and given the significance of adults and children's social care within the Council's budget, and that spending growth pressures on the Council's budget overwhelming (but not exclusively) come from social care, that the priority of delivering New Models of Care and Support within FKF must take precedence over the other priorities.

The 2024-25 budget was based on the revised strategic ambitions set out in Securing Kent's Future (SKF) approved by Cabinet in October 2023 which recognised the necessity of the ambition to deliver New Models of Care and Support which must take precedence over the other priorities. This creates an expectation that council services across all directorates must collectively prioritise delivering the new models of care and support objective as a collective enterprise. All of the net growth in the 2024-25 budget went into adult social care, children's care and home to school transport consistent with the revised prioritisation of the Council's strategic objectives.

This does not mean that the other objectives of Levelling Up Kent, Infrastructure for Communities, and Environmental Step Change are not still important and all work on these must stop. However, the scope of these other three objectives will have to be scaled back in terms of additional investment and funding, and management time and capacity that can reasonably be given to them. It also does not mean that we can ignore unavoidable spending in other areas of council activity but policy ambitions in these areas may have to be limited.

The administration's draft budget for 2025-26 continues to prioritise the objectives set out in SKF. All of the adult social care council tax precept is passed into social care spending (along with an appropriate share of the general precept and other general sources of funding). Other spending increases focus on unavoidable costs and all local choices are clearly linked to the Council's strategic objectives. All areas of discretionary spending have been explored for savings again linked to the Council's strategic objectives.

B) Best Value

The Council has statutory Best Value duty to secure continuous improvement having regard to economy, efficiency and effectiveness. The latest guidance explicitly states that this covers delivering a balanced budget, providing statutory services, including adult social care and children's services, and securing value for money in all spending decisions. Those councils that cannot balance competing statutory duties, set a balanced budget, deliver statutory services, and secure value for money are not meeting their legal obligations under the Local Government Act 1999. The statutory Best Value duty must frame all financial, service and policy decisions and the council must pro-actively evidence the best value considerations, including budget preparation and approval.

C) Requirement to set a balanced budget

The Local Government Finance Act 1992 requires the Council to consult on and ultimately set a legal budget and Council Tax precept for the forthcoming financial year, 2025-26. This requirement applies to the final draft budget presented for County Council approval. It does not apply to interim drafts. Whilst there is no legal requirement to set a balanced MTFP, this is considered good practice with an expectation that the financial strategy is based on a balanced plan in the medium term (albeit based in planning assumptions)

Setting the Council's revenue and capital budgets for the forthcoming year will be incredibly challenging due to the fiscal environment with the government's stated objective to adhere to limit the annual budget deficit (borrowing) and for overall debt both to be falling as percentage of GDP. These fiscal targets are likely to restrict the scope for increased central government funding for local government. The current year's budget was balanced through a significant level of planned savings, income and one-off use of reserves/capital receipts. Delivery of these savings is crucial to delivering a balanced outturn without further draw down from reserves. A similar scenario is predicted for 2025-26 and subsequent years with forecast spending growth exceeding the likely funding requiring further significant annual recurring savings and income to balance the budget. The scope for savings of the required magnitude is increasingly limited unless the statutory obligations are changed...

What is meant by 'balanced' is not defined in law and relies on the professional judgement of the Chief Financial Officer to ensure that the budget is robust and sustainable. A prudent definition of a balanced budget would be a financial plan based on sound assumptions which shows how planned spending and income equals the available funding for the forthcoming year. Plans can take into account deliverable cost savings and/or local income growth strategies as well as useable reserves.

The previous government had confirmed that the Statutory Override for the Dedicated Schools Grant deficits was extended for a further 3 years from 2023-24 to 2025-26. It is unclear at this stage whether the new government will provide a further extension. Under the Safety Valve agreement the Council has made budget provision for its contribution for 2024-25 and subsequent years in the MTFP for the duration of the agreement which together with planned actions to reduce the annual deficit and DfE contributions would see the accumulated DSG deficit cleared by 2027-28.

While there is no legal definition of a balanced budget, legislation does provide a description to illustrate when a budget is considered not to balance:

- where the increased uncertainty leads to budget overspends of a level which reduce reserves to unacceptably low levels, or
- where an authority demonstrates the characteristics of an insolvent organisation, such as an inability to pay creditors.

To avoid the risk of an unbalanced budget the Council has to be financially resilient. Good financial management is fundamental in establishing confidence in the budget and ensuring that savings plans are achievable, and the finances can withstand unexpected shocks.

The draft budget continues to include an assessment of financial risks. The 2025-26 budget also includes a new assessment of the financial resilience of the Council based on

latest CIPFA guidance on building financial resilience. Both of these measures show that the Council has some way to go to improve its financial resilience.

D) Equalities Considerations

The Equality Act 2010 requires the Council, in the exercise of its functions to have due regard to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

To help meet its duty under the Equality Act the council undertakes equality impact assessments to analyse a proposed change to assess whether it has a disproportionate impact on persons who share a protected characteristic. As part of our budget setting process an equality impact assessment screening will be completed for each savings proposal to determine which proposals will require a full equality impact analysis (with mitigating actions set out against any equality risks) prior to a decision to implement being made.

The amounts for some savings can only be confirmed following consultation and completion of an equalities impact assessment. Consequently, amounts are only planned at the time the budget is approved and can change. Any changes will be reported through the in-year budget monitoring reports which will include separate and specific consideration of delivery of savings plans.

E) Treasury Management Strategy

The Treasury Management Strategy Statement will be included as an appendix to the report for approval by full Council in accordance with the CIPFA Treasury Management Code of Practice. The Statement sets out the proposed strategy with regard to borrowing, the investment of cash balances and the associated monitoring arrangements.

The prudential indicators set out in the Treasury Management Strategy and Capital Strategy will be based on the first three years of the 10 year Capital Programme.

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Summary of Budget Consultation

The Council's 2025-26 budget public consultation ran from 13th June to 7th August 2024. It was hosted on the Council's Let's talk Kent website and can still be viewed via this link <https://letstalk.kent.gov.uk/budget-consultation-2025-26>.

In total, 2,389 people responded to the questionnaire, which is 8.8% lower than the response rate to last year's budget consultation. Responses were received from Kent residents, KCC staff, and a range of local businesses and organisations. 30% of respondents found out about the consultation via Facebook, and 25% via an email from Let's talk Kent or the Council's engagement and consultation team.

A supporting document was provided, which set out the background to the consultation including: key facts about Kent; KCC's strategic priorities; the financial challenges the council has had to address in recent years including areas of significant spending growth in particular in providing services for the most vulnerable residents; an overview of how the Council plans to spend the 2024-25 budget and how we are funded; and the 2025-26 financial challenge. The document included information on the council tax referendum principles, the assumed increases for 2025-26, and the impact on council tax bills. The document sets out the financial outlook for the forthcoming year and that difficult decisions will be needed to balance significant forecast spending increases with the forecast resources from council tax and central government settlement.

The consultation sought views on council tax proposals for both general council tax and the adult social care levy, and asked respondents to indicate their level of support for increases in line with, above (for general council tax only), or below the referendum level, or whether they are opposed to an increase. The consultation sought views on how services should be prioritised and savings should be made, by asking for levels of comfortableness with making spending reductions across the Council's different service areas, as well as which of these service areas to prioritise if there was only £1 of investment left to make. The consultation also sought views on some specific approaches to saving the Council money or generating more income and asked for any other suggestions on ways to make savings or increase income.

A detailed report setting out the responses received from the public consultation is included as a background document to this report along with feedback from engagement with VCSE sector. An exercise with KCC management cohort is reported separately from the public consultation.

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Summary of Administration's Draft Budget Proposals

The administration's initial draft budget proposals are subject to Cabinet Committee scrutiny process in November. The estimates in the draft budget at this stage are early forecasts which can, and in all likelihood will, change in the final draft budget. This includes the estimates for local government finance settlement and local taxation the details of which had not been announced in time for the initial publication.

Following the scrutiny process the administration's final draft budget for approval will be considered by Cabinet on 30th January 2025 and by full County Council on 13th February 2025. As required by the Council's Constitution and Financial Regulations, the final draft budget for County Council approval will be proposed by the Leader and published in a format recommended by the Corporate Director, Finance and agreed by the Leader.

The draft proposed ten-year capital spending plans for 2025-35 are being updated to reflect the recent monitoring position and are currently work in progress. The updated plans will also include the changes as detailed below, with the comprehensive refresh scheduled to be published in January:

- Roll overs from the 2023-24 outturn position,
- Addition of two fully funded bids: Ebbsfleet Development Corporation Landscaping and Manston to Haine Link Road,
- Addition of the invest to save proposal - Project Athena,
- To include pressures identified on Essella Road Rail Bridge and Tunnels

The presentation of the administration's draft revenue budget focuses on the key policy and strategic implications of the proposals, with much greater emphasis on the choices within each portfolio presented to the relevant Cabinet Committee for scrutiny. These choices are set out in the body of the report for each cabinet committee. In response to comments expressed by members the additional spending/savings/income have been put into context of the current budget. The full details of individual proposals can be examined through the member dashboard which is published alongside the reports. The dashboard provides a much more flexible tool to scrutinise proposals and includes a number of enhancements from last year (again including contextual budgets where there are choices) although until this process becomes fully embedded there will still be some variations in quality of information within the individual entries some fields.

The same high level overall council three-year plan is presented as an appendix for each committee. A separate appendix shows the individual elements for 2025-26 for the relevant directorate and Cabinet portfolios using the same spending and saving categories as the high level plan. The definitions for these categories are set out later in this appendix. The high level three-year plan shows KCC core funded and externally funded spending saving/income separately and individual directorate/portfolio appendix for 2025-26 shows just core funded.

It is not feasible or appropriate to produce a key service presentation in the initial draft budget for scrutiny as the scrutiny process needs to focus on the proposed changes from the approved budgets for 2024-25 before more detailed delivery plans are completed and these plans will inform the key service budgets for 2025-26.

Additional proposed spending growth includes the impact of decisions and activities already being delivered in the current year not included in the current base budget and

known future contractual obligations. It also includes forecasts for future cost or activity changes for the forthcoming year, or changes in Council policy. These are set out in fuller detail in dashboards including an explanation of the reasons for the change, key impacts and risks, dependencies and sensitivities.

The savings and income options in the tables in the reports and dashboards follow a similar pattern with amounts for the full year effect of 2024-25 plans; new savings and income for 2025-26 from the original 2024-27 MTFP (albeit updated); savings/income from the application of existing policies; new savings/income that do not require any changes in policy; and those that require policy changes presented as policy savings, efficiency/transformation savings, income or financing savings. Given the scale of the savings, enhanced detailed delivery plans will be required and monitored.

The table below sets out the high-level equation for changes in forecast spending for 2025-26 (growth, savings, income and net contributions to reserves) compared to forecast changes in funding. This shows the net balance still to be resolved of £11.4m, which includes the £8.65m ASC challenge from irrecoverable savings and small £2.8m remaining balance which is considered acceptable within tolerances at this stage.

Table – Net Change in Spending and Funding

Change in Net Spending	Core Funded	External Funded	Change in Net Funding	Core Funded
Change in forecast spending	+£117.2m	+12.6m	Estimated change in Social Care grants	-£5.3m
Proposed savings from spending reductions and future cost avoidance	-£34.5m	-£0.1m	Estimated change in other government grants	+£4.7m
Proposed changes in income	-£7.1m	-	Estimated change in council tax base	+£16.0m
Assumed changes in specific government grants	-	+£7.4m	Assumed increase in general council tax charge	+£28.5m
Base transfer between core and external	-£0.8m	+£0.8m	Assumed increase in ASC council tax charge	+£19.0m
Proposed net change in reserves	+£4.1m	-£20.8m	Estimated change in retained business rates	+£2.7m
			Estimated change in CT & BR collection fund balances	+£1.8m
Sub Total - Total Change in Net Spending	+£78.9m	£0m	Sub Total – Total Change in Net Funding	+£67.5m
Balance to be resolved including ASC challenge	-£11.4m	-		
Total Change in Net Spending	+£67.5m	£0m	Total Change in Net Funding	+£67.5m

Pressures arising from Special Education Needs & Disabilities (SEND) impact upon both the Dedicated Schools Grant (DSG) and the General Fund. Pressures on DSG are addressed primarily by the Safety Valve mechanism, whereby Department for Education (up to £140m) and local authority (up to £82.3m) both provide a substantial contribution to resolve the accumulated deficit in return for improvements to the SEND system to bring annual recurring spending back to within the level of DSG high needs grant. Pressures on the General Fund are reflected primarily on the number of requests to assess, produce

and then annually review Education & Health Care Plans (EHCP) and the associated increased SEND home to school transport costs. There is already substantial work being undertaken to manage down this financial pressure and additional work will focus on identifying and reviewing changes to existing policy and practice so that we are meeting statutory minimum requirements, but ceasing discretionary services where they are not cost effective and only issuing EHCPs where they are necessary, and needs cannot be met by other means.

The additional assumed core funded spending growth (i.e. excluding the changes arising from external funding) of £117.2m for 2025-26 is set out in detail in the member dashboard and where there are local choices or a mixture of choice and unavoidable detailed in the tables in individual reports. It has been subdivided into the following categories:

Net base budget changes £11.2m	Changes to reflect full year effect of cost and activity spending variations in the current year's monitoring forecast compared to approved budget. These adjustments are necessary to ensure the draft budget is based on a robust and sustainable basis. The net base changes include both increases and reductions. The net base changes do not include variations on savings delivery as these are included as positive amounts within the savings section.
Demand and Cost drivers £71.2m	Forecast estimates for future non-inflationary cost and demand increases such as increased population & eligible clients, additional care hours, increased costs for new placements (complexity and availability of placements), increased journey lengths and vehicle occupancy, etc. across a range of services most significantly in adult social care, integrated children's services, home to school transport and waste tonnage.
Price uplifts £34.0m	Obligatory and negotiated price increases on contracted services, including full year effect of planned mid-year uplifts in current year, forecast future price uplifts. Also includes provision for price uplifts on contracts due for retender.
Pay £12.1m	Additional net cost of assumed Kent Scheme pay award that is subject to local bargaining with the recognised trade unions, transition to new Kent pay structure and increase to lower pay scales in line with Foundation Living Wage after savings from appointing new staff lower in pay ranges.
Service Strategies & Improvements £4.2m	Other assumed spending increases to deliver strategic priorities and/or service improvements and outcomes including most significantly replacing grant funding that has temporarily supported maintaining bus services, investment leading to increased divided from trading companies, mobilisation costs for new contracts
Government & Legislative -£15.5m	Additional spending to meet compliance with legislative and regulatory changes and, most significantly, a change in accounting treatment for the local authority contribution to High Needs Safety Valve which needs to be treated as contribution to reserve rather than revenue spending pressure.

The proposed savings, income and future cost increase avoidance of £41.6m for 2025-26 is set out in detail in the member dashboard and where there are local policy choices or transformation detailed in the tables in individual reports. It has been subdivided into the following categories:

Policy Savings -£8.1m	Comprises of £16.0m of new savings including £5.7m policy choices towards the £19.8m requirement to replace one off savings and £10.3m from full year effect of previous policy choices or policy choices which were already identified for 2025-26 in the original 2024-27 plan. New savings are partially offset by £7.9m realignment to reflect of previous savings now deemed unachievable.
Transformation Savings -£36.9m	Savings aimed at achieving improved or the same outcomes at less cost comprising £43.6m of new, or continuing, proposals and £6.7m partially offset from removing unachieved savings from previous years (part of the £8.65m irrecoverable ASCH savings from 2024-25, with the remainder being shown as reversals in policy and efficiency savings). The new proposals include the 2025-26 target for ASCH to contain spending growth within the available share of specific and general funding available. New proposals also include £10.3m transformation from cost avoidance on home to school transport, and £2.1m staffing through the Securing Kent's Future (SKF) objectives.
Efficiency Savings +£1.4m	Comprises £2.8m of proposals which are more than offset by £4.2m realignment for unachieved savings from previous years. This includes rephasing of savings previously identified for 2025-26 in the original 2024-25 budget plan, full year effect of 2024-25 savings and new proposals for 2025-26.
Financing +£9.0m	Comprises £1.5m of savings from the review of amounts set aside for debt repayment (MRP) and reduced base budget. These are more than offset by £7.7m removal of one-off use of capital receipts to support the costs of transformation activity in 2024-25 and £2.8m reduction in investment returns
Income Generation -£7.1m	Comprises £10m increased income from fees and charges for council services from applying existing policies on fee uplifts (including contributions from other bodies), application of full cost recovery policy and new income generation proposals. Partially offset by £2.9m reversal of one-off additional divided income in 2024-25 and removal of project grant income.

APPENDIX E - High Level 2025-28 Revenue Plan and Financing

2024-25				2025-26			INDICATIVE FOR PLANNING PURPOSES					
Core £000s	External £000s	Total £000s		Core £000s	External £000s	Total £000s	Core £000s	External £000s	Total £000s	Core £000s	External £000s	Total £000s
			Original base budget	1,429,506.8	0.0	1,429,506.8	1,496,958.2	0.0	1,496,958.2	1,566,679.1	0.0	1,566,679.1
			internal base adjustments	-836.6	836.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1,315,610.6		1,315,610.6	Revised Base	1,428,670.2	836.6	1,429,506.8	1,496,958.2	0.0	1,496,958.2	1,566,679.1	0.0	1,566,679.1
			SPENDING									
31,721.5		31,721.5	Base Budget Changes	11,242.8	-744.1	10,498.7	-100.0	0.0	-100.0	0.0	0.0	0.0
35.0		35.0	Reduction in Grant Funding	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10,798.4	505.1	11,303.5	Pay	12,112.5	626.9	12,739.4	12,340.2	0.0	12,340.2	11,901.7	0.0	11,901.7
49,568.4	1,695.6	51,264.0	Prices	33,987.2	1,944.4	35,931.6	28,618.5	0.0	28,618.5	21,216.2	0.0	21,216.2
85,349.7	284.7	85,634.4	Demand & Cost Drivers - Cost	48,209.4	0.0	48,209.4	46,631.1	0.0	46,631.1	46,631.1	0.0	46,631.1
		0.0	Demand & Cost Drivers - Demand	22,983.5	24,150.3	47,133.8	23,014.5	-15,600.0	7,414.5	22,968.7	-14,200.0	8,768.7
16,393.1	-10,327.3	6,065.8	Government & Legislative	-15,548.0	-13,687.9	-29,235.9	192.0	0.0	192.0	3,212.0	-1,898.1	1,313.9
15,712.2	-1,538.8	14,173.4	Service Strategies & Improvements	4,217.4	269.2	4,486.6	7,187.4	-836.5	6,350.9	173.9	-4,142.2	-3,968.3
209,578.3	-9,380.7	200,197.6	TOTAL SPENDING	117,204.8	12,558.8	129,763.6	117,883.7	-16,436.5	101,447.2	106,103.6	-20,240.3	85,863.3
			MEMORANDUM:									
			Unavoidable	20,004.6	887.6	20,892.2						
			Local Choice	2,612.9	423.8	3,036.7						
			Mixture of both	95,311.1	26,273.4	121,584.5						
			Removal of temporary changes	-723.8	-15,026.0	-15,749.8						
				117,204.8	12,558.8	129,763.6						
			SAVINGS, INCOME & GRANT									
-36,454.8		-36,454.8	Transformation - Future Cost Increase Avoidance	-32,375.9	0.0	-32,375.9	-10,788.7	0.0	-10,788.7	-10,300.0	0.0	-10,300.0
2,068.7		2,068.7	Transformation - Service Transformation	-4,500.0	0.0	-4,500.0	-1,900.0	0.0	-1,900.0	-400.0	0.0	-400.0
-16,195.0		-16,195.0	Efficiency	1,412.0	-65.0	1,347.0	-3,963.5	0.0	-3,963.5	-151.0	0.0	-151.0
-15,406.6	-281.3	-15,687.9	Income	-7,097.1	0.0	-7,097.1	-5,870.6	0.0	-5,870.6	-6,052.8	0.0	-6,052.8
-10,967.6		-10,967.6	Financing	9,022.0	0.0	9,022.0	-767.7	0.0	-767.7	-2,166.3	0.0	-2,166.3
-11,910.2	-9.2	-11,919.4	Policy	-8,094.1	0.0	-8,094.1	-17,078.1	0.0	-17,078.1	-9,586.0	0.0	-9,586.0
-88,865.5	-290.5	-89,156.0	TOTAL SAVINGS & INCOME	-41,633.1	-65.0	-41,698.1	-40,368.6	0.0	-40,368.6	-28,656.1	0.0	-28,656.1
	7,210.7	7,210.7	Increases in Grants and Contributions	0.0	7,435.8	7,435.8	0.0	0.0	0.0	0.0	-8,729.7	-8,729.7
-88,865.5	6,920.2	-81,945.3	TOTAL SAVINGS, INCOME & GRANT	-41,633.1	7,370.8	-34,262.3	-40,368.6	0.0	-40,368.6	-28,656.1	-8,729.7	-37,385.8

2024-25				2025-26			INDICATIVE FOR PLANNING PURPOSES					
Core £000s	External £000s	Total £000s		Core £000s	External £000s	Total £000s	2026-27			2027-28		
						Core £000s	External £000s	Total £000s	Core £000s	External £000s	Total £000s	
RESERVES												
27,481.5		27,481.5	Contributions to Reserves	30,040.9	14,200.0	44,240.9	38,695.2	14,200.0	52,895.2	33,900.0	34,300.0	68,200.0
-24,739.6		-24,739.6	Removal of prior year Contributions	-26,524.8	-10,640.0	-37,164.8	-30,040.9	-14,200.0	-44,240.9	-38,695.2	-14,200.0	-52,895.2
-14,877.4	-1,350.5	-16,227.9	Drawdowns from Reserves	-14,255.2	-25,598.1	-39,853.3	0.0	-9,161.6	-9,161.6	0.0	-291.6	-291.6
5,318.9	3,811.0	9,129.9	Removal of prior year Drawdowns	14,877.4	1,271.9	16,149.3	14,255.2	25,598.1	39,853.3	0.0	9,161.6	9,161.6
-6,816.6	2,460.5	-4,356.1	TOTAL RESERVES	4,138.3	-20,766.2	-16,627.9	22,909.5	16,436.5	39,346.0	-4,795.2	28,970.0	24,174.8
113,896.2	0.0	113,896.2	NET CHANGE	79,710.0	-836.6	78,873.4	100,424.6	0.0	100,424.6	72,652.3	0.0	72,652.3
			UNRESOLVED BALANCE	-2,771.5	0.0	-2,771.5	-13,503.7	0.0	-13,503.7	16,566.3	0.0	16,566.3
			ADULT SOCIAL CARE FUNDING UNRESOLVED BALANCE	-8,650.5		-8,650.5	-17,200.0		-17,200.0	-15,300.0		-15,300.0
1,429,506.8	0.0	1,429,506.8	NET BUDGET	1,496,958.2	0.0	1,496,958.2	1,566,679.1	0.0	1,566,679.1	1,640,597.7	0.0	1,640,597.7
MEMORANDUM:												
The net impact on our reserves balances is:												
27,481.5	0.0	27,481.5	Contributions to Reserves	30,040.9	14,200.0	44,240.9	38,695.2	14,200.0	52,895.2	33,900.0	34,300.0	68,200.0
-14,877.4	-1,350.5	-16,227.9	Drawdowns from Reserves	-14,255.2	-25,598.1	-39,853.3	0.0	-9,161.6	-9,161.6	0.0	-291.6	-291.6
12,604.1	-1,350.5	11,253.6	Net movement in Reserves	15,785.7	-11,398.1	4,387.6	38,695.2	5,038.4	43,733.6	33,900.0	34,008.4	67,908.4

2024-25			2025-26			INDICATIVE FOR PLANNING PURPOSES					
Core £000s	External £000s	Total £000s	Core £000s	External £000s	Total £000s	Core £000s	External £000s	Total £000s	Core £000s	External £000s	Total £000s
Funding per the Local Government Finance Settlement & Local Taxation											
	11,806.0				12,195.6			12,390.8			12,564.2
	117,046.1				117,046.1			117,046.1			117,046.1
	26,969.4				21,703.9			21,703.9			21,703.9
	11,686.6				11,686.6			11,686.6			11,686.6
	1,311.9				1,311.9			1,311.9			1,311.9
	147,382.5				152,092.1			154,308.4			156,468.7
	50,014.7				50,014.7			50,014.7			50,014.7
	51,080.2				52,712.5			53,480.6			54,229.4
	2,058.5				0.0			0.0			0.0
	3,544.6				3,544.6			3,544.6			3,544.6
	65,740.7				68,463.6			69,392.1			70,297.0
	2,682.8				0.0			0.0			0.0
	800,320.3				842,537.0			885,560.8			931,219.7
	135,347.0				156,649.6			179,238.6			203,510.9
	2,515.5				7,000.0			7,000.0			7,000.0
	1,429,506.8	Total Funding			1,496,958.2			1,566,679.1			1,640,597.7

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APPENDIX F - CYPE DIRECTORATE (CORE ONLY)

PROPOSED 2025-26 BUDGET CHANGES BY CABINET MEMBER

	CYPE	Children, Young People & Education		
		Sue Chandler	Rory Love	TOTAL
	Core £000s	Core £000s	Core £000s	Core £000s
Original base budget	429,966.5			
internal base adjustments	-203.7			
Revised Base	429,762.8			
SPENDING				
Base Budget Changes	-2,000.0	0.0	-2,000.0	-2,000.0
Pay	171.7	56.8	114.9	171.7
Prices	9,445.0	4,354.0	5,091.0	9,445.0
Demand & Cost Drivers - Cost	17,309.4	6,859.4	10,450.0	17,309.4
Demand & Cost Drivers - Demand	10,626.5	5,976.5	4,650.0	10,626.5
Government & Legislative	0.0	0.0	0.0	0.0
Service Strategies & Improvements	0.0	0.0	0.0	0.0
TOTAL SPENDING	35,552.6	17,246.7	18,305.9	35,552.6
<i>MEMORANDUM:</i>				
<i>Unavoidable</i>	<i>14,192.5</i>	<i>8,851.5</i>	<i>5,341.0</i>	<i>14,192.5</i>
<i>Local Choice</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>
<i>Mixture of both</i>	<i>21,670.4</i>	<i>8,649.4</i>	<i>13,021.0</i>	<i>21,670.4</i>
<i>Removal of temporary changes</i>	<i>-310.3</i>	<i>-254.2</i>	<i>-56.1</i>	<i>-310.3</i>
	35,552.6	17,246.7	18,305.9	35,552.6
SAVINGS, INCOME & GRANT				
Transformation - Future Cost Increase Avoidance	-10,600.0	0.0	-10,600.0	-10,600.0
Transformation - Service Transformation	-2,450.0	-2,050.0	-400.0	-2,450.0
Efficiency	-1,928.0	-1,500.0	-428.0	-1,928.0
Income	-186.0	-40.0	-146.0	-186.0
Financing	0.0	0.0	0.0	0.0
Policy	-6,969.9	-4,471.1	-2,498.8	-6,969.9
TOTAL SAVINGS & INCOME	-22,133.9	-8,061.1	-14,072.8	-22,133.9
Increases in Grants and Contributions	0.0	0.0	0.0	0.0
TOTAL SAVINGS, INCOME & GRANT	-22,133.9	-8,061.1	-14,072.8	-22,133.9
RESERVES				
Contributions to Reserves	0.0	0.0	0.0	0.0
Removal of prior year Contributions	0.0	0.0	0.0	0.0
Drawdowns from Reserves	0.0	0.0	0.0	0.0
Removal of prior year Drawdowns	0.0	0.0	0.0	0.0
TOTAL RESERVES	0.0	0.0	0.0	0.0
NET CHANGE	13,418.7	9,185.6	4,233.1	13,418.7

PROPOSED NET BUDGET

443,181.5

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APPENDIX G - SPENDING & SAVINGS PROPOSALS REQUIRING A DECISION - CYPE DIRECTORATE (CORE ONLY)

Directorate Reference	Cabinet Member	Headline description	Brief description	2025-26	2026-27	2027-28	MTFP Category	Linked flag	Base budget for context (£k) *			what is budget figure based on
				£k	£k	£k			Gross	Income	Net	
2025-26 MIXTURE OF LOCAL CHOICE & UNAVOIDABLE SPENDING PROPOSALS												
18-25 Placements Rebasing 24-25 Monitoring	Sue Chandler	Adult Social Care - Placements for clients aged 18-25	Realignment of the 18-25 Adult Learning & Physical Disability Community Services budget reflecting forecast underspend in 2024-25	-3,000.0	0.0	0.0	Base Budget Changes		48,425.8	-1,736.6	46,689.2	Adult Learning & Physical Disability Pathway - Community Based Services key service
CSC non-inflationary unit cost change-non disabled	Sue Chandler	Children's Social Care - Non-disabled children	Estimated impact of an increase in the population of children in Kent, leading to increased demand of services for children's social work and Non disabled children's services (increase in cost of packages)	3,250.3	3,841.5	3,841.5	Demand & Cost Drivers - Cost		181,409.5	-12,251.2	169,158.3	Children's Social Care core service summary, non-disabled children & Adoption & VSK
CSC non-inflationary unit cost changes - disabled	Sue Chandler	Children's Social Care - Disabled children	Estimated impact of an increase in the population of children in Kent, leading to increased demand for services for children with a disability including complexity of packages.	1,109.1	1,239.6	1,239.6	Demand & Cost Drivers - Cost		52,177.4	-6,097.2	46,080.2	Children's Social Care core service summary, disabled children
ASC non-inflationary unit cost changes (18-25)	Sue Chandler	Adult Social Care	Provision for impact of the full year effect of all current costs of care, further increases in client numbers expected through transition into adulthood from Children's Social Care, additional costs arising for existing clients and for those new clients whose needs are becoming more complex.	2,500.0	2,500.0	2,500.0	Demand & Cost Drivers - Cost		57,903.8	-2,164.4	55,739.4	Adults & Older People core service summary in CYPE directorate (18-25)
CSC Change in Demand/Activity - care leavers	Sue Chandler	Children's Social Care - Care Leavers	Estimated increase in number of children supported by the care leaver service	125.0	0.0	0.0	Demand & Cost Drivers - Demand		9,692.1	-3,954.6	5,737.5	Care Leavers Core Service
ASC Contractual & Negotiated Price increases 18-25	Sue Chandler	Adult Social Care	Provision for contractual and negotiated price increases across all adult social care packages including nursing, residential, domiciliary, supporting independence and direct payments - Vulnerable Adults 18-25	1,643.0	1,399.0	955.0	Prices		56,593.8		56,593.8	Gross cost of 18-25 service (excl assessment staffing)
CSC Contractual & negotiated prices - non-disabled	Sue Chandler	Children's Social Care - Non-disabled Children	Provision for price negotiations with external providers, and uplift to in-house foster carers in line with DFE guidance - Integrated Children's Services	2,268.0	2,338.0	1,702.0	Prices		113,660.0	-2,747.5	110,912.5	All Non Disabled Children core services plus adoption excl assessment & staffing

Directorate Reference	Cabinet Member	Headline description	Brief description	2025-26	2026-27	2027-28	MTFP Category	Linked flag	Base budget for context (£k) *			what is budget figure based on
				£k	£k	£k			Gross	Income	Net	
CSC Contractual & negotiated prices - disabled	Sue Chandler	Children's Social Care - Disabled Children	Provision for price negotiations with external providers, and uplift to in-house foster carers in line with DFE guidance - lifespan pathway 0-25	400.0	404.0	383.0	Prices		35,940.7	-3,850.0	32,090.7	All Disabled Children core services excl assessment, short breaks units & staffing
CSC Contractual & negotiated prices - care leavers	Sue Chandler	Children's Social Care - Care Leavers	Provision for price negotiations with external providers, and uplift to in-house foster carers in line with DFE guidance - Care Leavers	43.0	48.0	34.0	Prices		1,202.3	0.0	1,202.3	Care Leavers Core Service 33B (semi independent), 33D (shared housing) & 35C (16+ team) service codes
Pay uplift (temp agency staff) - ICS	Sue Chandler	Pay and Reward	Uplift in pay budget in line with general pay pot for posts which are temporarily covered by agency staff - Integrated Children's Services	268.0	193.0	231.0	Pay		8,833.4		8,833.4	044 subjective on Non-Disabled Children & Safeguarding Core Services excl Asylum key service (23-24 outturn #)
Pay uplift (temp agency staff) - CSC Disability	Sue Chandler	Pay and Reward	Uplift in pay budget in line with general pay pot for posts which are temporarily covered by agency staff - 0-25 Disabled Children's & Young People Services	43.0	31.0	37.0	Pay		1,401.4		1,401.4	044 subjective on Disabled Children Core services (23-24 outturn #)
TOTAL SUE CHANDLER				8,649.4	11,994.1	10,923.1						
Home to School Transport 24-25 Rebasing	Rory Love	Home to School Transport	Underlying underspend from 24-25 monitoring on Home to School Transport Budget: lower increases in the costs of transport	-3,000.0	0.0	0.0	Base Budget Changes		97,290.2	-1,662.5	95,627.7	SEN & Mainstream HTST Core Services
Cost for Mainstream HTST	Rory Love	Home to School transport - Mainstream - Cost Driven	Estimated impact of rising pupil population on Mainstream Home to School transport	250.0	250.0	250.0	Demand & Cost Drivers - Cost		12,762.0	-30.0	12,732.0	Mainstream HTST Core Service
Cost for SEN HTST	Rory Love	Home to School transport - SEN - Cost	Estimated impact of rising pupil population on SEN Home to School and College Transport	10,200.0	7,900.0	7,900.0	Demand & Cost Drivers - Cost		84,528.2	-1,632.5	82,895.7	SEN HTST Core Service
Demand for SEN HTST	Rory Love	Home to School transport - SEN - Demand	Estimated impact of rising pupil population on SEN Home to School and College Transport	4,400.0	5,200.0	5,200.0	Demand & Cost Drivers - Demand		84,528.2	-1,632.5	82,895.7	SEN HTST Core Service
Pay uplift (temp agency staff) - SEN	Rory Love	Pay and Reward	Uplift in pay budget in line with general pay pot for posts which are temporarily covered by agency staff - Special Educational Needs	171.0	123.0	147.0	Pay		2,304.1		2,304.1	Education Psychology Core Service 044 000 & 401 000 subjectives (23-24 outturn #)

Directorate Reference	Cabinet Member	Headline description	Brief description	2025-26	2026-27	2027-28	MTFP Category	Linked flag	Base budget for context (£k) *			what is budget figure based on
				£k	£k	£k			Gross	Income	Net	
Temporary Accommodation to meet basic need	Rory Love	Schools' Services - Temporary Accommodation	Use of temporary accommodation (normally mobiles or other temporary buildings) to ensure there are sufficient school places to meet basic need requirements, where these costs cannot be charged to capital.	1,000.0	0.0	0.0	Base Budget Changes		1,103.0	0.0	1,103.0	Mobile Moves (cost centres 18019 & 18023)
TOTAL RORY LOVE				13,021.0	13,473.0	13,497.0						
TOTAL MIXTURE OF LOCAL CHOICE & UNAVOIDABLE SPENDING PROPOSALS - CYPE DIRECTORATE				21,670.4	25,467.1	24,420.1						

2025-26 KEY UNAVOIDABLE SPENDING PROPOSALS

CSC Change in Demand/Activity - non disabled	Sue Chandler	Children's Social Care - Non-disabled children	Estimated impact of an increase in the population of children in Kent, leading to increased demand of services for children's social work and Non disabled children's services (higher number of children requiring support)	4,390.6	3,927.7	3,927.7	Demand & Cost Drivers - Demand		181,409.5	-12,251.2	169,158.3	Children's Social Care core service summary, non-disabled children & Adoption & VSK
CSC Change in Demand/Activity - disabled	Sue Chandler	Children's Social Care - Disabled children	Estimated impact of an increase in the population of children in Kent, leading to increased demand for services for children with a disability including complexity of packages.	1,460.9	1,230.4	1,230.4	Demand & Cost Drivers - Demand		52,177.4	-6,097.2	46,080.2	Children's Social Care core service summary, disabled children
Children's Disability Placements 24-25 Monitoring	Sue Chandler	Children's Social Care - Disabled Children (Placements & Support)	Realignment of the Children's Disability budget to reflect the increase in cost of supporting children in 2024-25	3,000.0	0.0	0.0	Base Budget Changes		52,177.4	-6,097.2	46,080.2	Children's Social Care core service summary, disabled children

TOTAL SUE CHANDLER				8,851.5	5,158.1	5,158.1						
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Inflationary uplift for HTST	Rory Love	Home to School Transport	Provision for inflation on contracted services and season tickets for mainstream & SEN Home to School and College Transport	4,761.0	2,633.0	1,861.0	Prices		101,235.6		101,235.6	CYPE Transport Core Services, non staffing costs
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TOTAL RORY LOVE				4,761.0	2,633.0	1,861.0						
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KEY UNAVOIDABLE SPENDING PROPOSALS				13,612.5	7,791.1	7,019.1						
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2025-26 POLICY & TRANSFORMATION SAVINGS PROPOSALS

Review of Children with disability care packages	Sue Chandler	Disabled Children's Placement and Support	Review of children with disability packages ensuring strict adherence to policy, review packages with high levels of support and enhanced contributions from health	-550.0	0.0	0.0	Transformation - Service Transformation		34,924.2	-3,850.0	31,074.2	Family Support, Fostering, Residential & Supported Accom core services
LAC Placement Practice Reviews	Sue Chandler	Looked After Children	Reduce the recent increase in the number of Looked After Children placements through practice reviews & improved court proceedings	-1,500.0	0.0	0.0	Transformation - Service Transformation		16,349.2	0.0	16,349.2	IFA Fostering Core Service
Review contract for LAC MH assessments	Sue Chandler	Looked After Children	Review contract with Health for fast tracking mental health assessments for Looked After Children	-1,117.0	0.0	0.0	Policy		1,217.0		1,217.0	Specialist Commissioned services cost centre, payments to Health (35M 31232 522)

Directorate Reference	Cabinet Member	Headline description	Brief description	2025-26	2026-27	2027-28	MTFP Category	Linked flag	Base budget for context (£k) *			what is budget figure based on
				£k	£k	£k			Gross	Income	Net	
Review of Open Access (Family Hub model)	Sue Chandler	Review of Open Access - Youth Services & Children's Centres	Review of open access services in light of implementing the Family Hub model	-1,600.0	0.0	0.0	Policy		15,516.3	-7,110.0	8,406.3	Family Hubs Core Service
Develop in-house children's residential units	Sue Chandler	Children's Residential Care	Development of in-house residential units to provide an alternative to independent sector residential care placements (invest to save)	-875.0	-725.0	0.0	Policy		56,298.4	-4,729.4	51,569.0	LAC Residential Core Services
Review of Non Resi Charging Policy 18-25	Sue Chandler	Adult Social Care Charging	Revision of Adults Charging Policy, in line with Care Act legislation and the statutory guidance for 18-25	-129.1	0.0	0.0	Policy		0.0	-1,715.6	-1,715.6	Non Residential Charging Income core services
List A - Family Support Disabled Children Grant	Sue Chandler	Family Support Services - Disabled Children	Use of external grant to part fund respite offer	-550.0	0.0	0.0	Policy		12,161.7	-1,681.1	10,480.6	Family Support - Disabled Children Core Service
List A Family Support - Disabled Children Respite	Sue Chandler	Family Support - Disabled Children	Review of Respite Offer	-200.0	-200.0	0.0	Policy		12,161.7	-1,681.1	10,480.6	Family Support - Disabled Children Core Service
TOTAL SUE CHANDLER				-6,521.1	-925.0	0.0						
SEN HTST (more placements in local schools)	Rory Love	Home to School transport - SEN	Estimated reduction to the impact of rising pupil population on SEN Home to School and College Transport	-10,600.0	-10,300.0	-10,300.0	Transformation - Future Cost Increase Avoidance		84,528.2	-1,632.5	82,895.7	SEN HTST Core Service
Personal Transport Budget Initiatives	Rory Love	Home to School Transport - Personal Transport Budgets	Initiatives to increase use of Personal Transport Budgets to reduce demand for Hired Transport	-400.0	-400.0	-400.0	Transformation - Service Transformation		73,209.9	-1,631.0	71,578.9	SEN HTST cost centre (19324)
Post 16 SEN HTST Transport Charging	Rory Love	SEN Home to School Transport	Introduction of charging for post 16 SEN transport and reductions to the Post 19 transport offer	-541.0	-300.0	0.0	Policy		7,640.3	0.0	7,640.3	Home to College cost centre
Review our service offer to schools	Rory Love	The Education People (TEP)	Review our offer to schools in light of the latest DFE funding changes and guidance including exploring alternative funding arrangements and engaging in efficiency measure to reduce costs	-250.0	0.0	0.0	Policy	Y	8,842.6	-4,880.6	3,962.0	TEP Core Service
List A Services for Schools	Rory Love	Services for Schools	Review of services for schools including contribution to TEP, facilities management costs, staff care services and any other services for schools	-1,322.8	-2,223.5	0.0	Policy	Y	14,671.2	-6,582.5	8,088.7	Services for Schools & TEP core services flagged as List A
List A Kent 16+ Travel Saver	Rory Love	Kent 16+ Travel Saver	Review of Kent 16+ Travel Saver - above inflation increase to cover full cost of the pass	-385.0	204.8	0.0	Policy	Y	4,157.9	-3,499.1	658.8	Kent 16+ Travel Saver Core Service
TOTAL RORY LOVE				-13,498.8	-13,018.7	-10,700.0						
TOTAL POLICY & TRANSFORMATION SAVINGS PROPOSALS - CYPE DIRECTORATE				-20,019.9	-13,943.7	-10,700.0						

* The contextual gross & income budget information includes both core and externally funded but the budget proposal figures focus just on core funded

The contextual figures provided for agency staff are 2023-24 outturn as we do not budget for agency staff separately from KCC staff.

Building Financial Resilience

Financial resilience describes the ability of the authority to remain viable, stable and effective in the medium to long term in the face of pressures from growing demand, tightening funding and an increasingly complex and unpredictable financial environment.

The following table sets out the key 'symptoms' of financial stress identified by CIPFA and assesses the current position of the County Council against each indicator. Overall, the prognosis is that there has been a recent deterioration in resilience which needs to be reversed in particular on the delivery of savings and managing spending within approved budgets.

Symptom	KCC Assessment
Running down reserves/a rapid decline in reserves	<p><u>Evidence</u></p> <p>The council maintained a relatively stable level of usable revenue reserves between April 2016 to March 2018 of approx. £0.2bn (excluding schools and capital reserves) with small net movements between years. This comprised general reserve of around £0.037bn (3% of net revenue) and earmarked reserves of between £0.159bn to £0.166bn</p>
Score 6/10	
Scope for Improvement - Moderate	<p>Over the period April 2018 to March 2020 usable revenue reserves increased to £0.224bn at end of 2018-19 and £0.271bn end of 2019-20, although £0.037bn of the earmarked reserves in 2019-20 was the unspent balance of first tranche of Covid-19 emergency grant (general reserves remained around £0.037bn and all the increases were in earmarked reserves).</p> <p>There was a more rapid increase in usable revenue reserves in 2020-21 (largely due to underspends during lockdown and timing differences between the receipt of Covid-19 grants and spending, and impact of business rates reliefs/compensation for local taxation losses coming through from collection authorities) Usable revenue reserves at the end of 2020-21 were £0.398bn (of which general remained £0.037bn, earmarked reserves increased to £0.272bn, and Covid-19 reserves were £0.088bn).</p> <p>There was a further increase in total usable revenue reserves at end of 2021-22 up to £0.408bn. Most of the increase was in general reserve which was increased to £0.056bn (5% of net revenue) in line with agreed strategy to strengthen reserves due to heightened risks, with smaller increase in earmarked to £0.277bn, and small reduction in Covid-19 reserves to £0.075bn.</p> <p>This pattern of stable then increasing reserves over the period 2016-22 was despite between £0.009bn and £0.022bn drawn down each year to smooth delivery of revenue budget savings (£0.074bn over 6 years).</p> <p>In 2022-23 there was an overall reduction in usable revenue reserves to £0.391bn (£0.037bn general, £0.271bn earmarked, £0.047bn Covid-19 and £0.036bn in new partnership reserve from the excess safety valve contributions). The reductions included £0.047bn draw down from general reserves and earmarked reserves to balance 2022-23 outturn.</p> <p>In 2023-24 there was a further reduction in total usable reserves to</p>

	<p>£0.358bn (£0.043bn general, £0.268bn earmarked, £0.0.10bn Covid-19 and £0.036bn Safety Valve partnership reserve). The small increase in the general reserve reflected the overall increase in 2023-24 budget to maintain the reserve as % of net revenue but did not include any movement to restore the reserve to 5% of net revenue following the draw down in 2022-23. 2023-24 included a review of reserves to ensure balances in individual categories remained appropriate. This included transfer of £0.048bn from other earmarked reserves into the smoothing category which was partially drawn on by £0.012bn to balance the 2023-24 outturn.</p> <p>Quarter 1 monitoring for 2024-25 shows further forecast overspends which if not reduced or mitigated would require a third year of draw down. This would further reduce resilience from reserves.</p> <p><u>Conclusions</u> Two successive years of drawdowns from reserves to balance overspends represents a reduction in financial resilience (with only a partial restoration of reserves included in future medium term financial plans).</p> <p>The Council’s reserves have been deemed as adequate in the short-term by S151 officer pending those restoration plans being delivered in future budgets. In particular, the general reserve needs to be restored to 5% of net revenue within the 2025-28 MTFP.</p> <p>A small amount of smoothing within the annual revenue budget to reflect timing differences between spending and savings plans is considered acceptable provided these are replaced and replenished in future years through a balanced medium term financial plan.</p>
<p>A failure to plan and deliver savings in service provision to ensure the council lives within its resources</p> <p>Score 4/10</p> <p>Scope for Improvement - High</p>	<p><u>Evidence</u> The council has planned (and largely delivered) £0.883bn of savings and income since 2011-12 (up to 2023-24). The council has delivered a balanced outturn with a small surplus each year since 2000-01 up to 2021-22 (22 years) including throughout the years when government funding was reducing and spending demands were still increasing. This demonstrated that in the past savings were sustainable.</p> <p>The approved budget for 2022-23 included £33.9m of savings and income (3% of net budget) in order to balance spending growth (£93.0m) with increase in funding from core grants and local taxation (£59.1m). Separate savings monitoring was re-introduced in 2022-23 following suspension of previous monitoring arrangements during Covid-19.</p> <p>The 2022-23 outturn was the first year in 23 years that the authority ended the year with a significant overspend (£44.4m before rollover). This overspend was partly due to under delivery of savings but more materially was due to un-forecast increases in costs compared to when the budget was set particularly in adult social care, children in care and home to school transport. These unbudgeted costs increases have been a more material factor than under delivery of savings (although if they had been forecast would have increased the savings requirement which itself may not have been deliverable).</p>

The approved budget for 2023-24 included £54.8m of savings and income (4.6% of net budget) to balance spending growth (£178.9m) and increase in funding (£124.1m). The higher spending growth included the full year effect of forecast overspend in 2022-23 and the impact of the rapid increase in inflation during 2022-23.

The 2023-24 outturn showed an overspend of £9.6m before rollover. This was significantly lower than had been forecast earlier in the year following agreement of revised strategic ambitions in Securing Kent's Future – Budget Recovery Strategy. These ambitions included reducing the 2023-24 overspend, focuses on ambitions for new models of care (addressing the unsustainable increases in sending in adults, children's and home to school transport), scope of the council's strategic ambitions and transforming the operating model of the council through Chief Executive model. Stringent spending controls were introduced in 2023-24 with the objective of reducing the overspend. As in 2023-24 the overspend arose from a combination of unbudgeted costs and under delivery/rephasing of savings.

The approved budget for 2024-25 includes £89.2m of savings and income (6.8% of net budget) to balance spending growth (£203.1m) and increased funding (£113.9m). The increased spending growth included revised approach to demand and cost drivers as well price uplifts (linked to inflation) and full year effect of 2023-24. Initial monitoring for 2024-25 shows further forecast underspends again from combination of unbudgeted spend and savings delivery. Under delivery of savings is now largest contributor to forecast overspends.

Savings planning and monitoring has been enhanced with greater emphasis on more detailed monitoring of progress on the most significant savings. Enhanced monitoring will not in itself ensure improved delivery performance, especially in the short-term.

Conclusions

The significant increase in the savings requirement over the last 3 years is cause for serious concern and is unsustainable. This savings requirement is driven by ever increasing gap between forecast spending growth and increase in available resources from core government grants and local taxation. This gap needs to be resolved either from reducing spending expectations and / or increased funding if resilience is to be improved.

The increased under delivery of savings indicates a lack of capacity within the organisation and that savings are put forward with over optimistic timescales (or inadequate resources to ensure delivery) and in some instances were not sustainable. This combination is weakening financial resilience.

As identified in Securing Kent's Future – Budget Recovery Strategy addressing these unsustainable growth increases that are leading to structural deficit are key to restoring financial resilience.

<p>Shortening medium term financial planning horizons perhaps from three or four years to two or even one</p> <p>Score 7/10</p> <p>Scope for Improvement - Moderate</p>	<p><u>Evidence</u></p> <p>The council has traditionally produced a three year medium term financial plan (MTFP). This plan sets out forecast resources from central government and local taxation with spending forecasts balanced by savings, income generation and use of smoothing reserves.</p> <p>Generally funding forecasts have been robust (other than in 2016-17 when changes in the distribution of core grants were made with no prior consultation or notification) and tax yields have remained buoyant (other than a dip in 2021-22 due to delays in housebuilding, earnings losses leading to higher council tax reduction discounts and collection losses during Covid-19 lockdowns).</p> <p>Spending forecasts for later years of the plan have tended to be underestimated (albeit compensated through the inclusion of “emerging issues” contingency based on experience and risk assessment).</p> <p>Up until 2017 the three-year MTFP was a separate publication from the annual budget (albeit produced alongside the annual budget). Since 2018 the plan has been produced as a single slimmed down document within a single publication with the annual budget.</p> <p>A one-year plan was published in 2020-21 recognising the one-year settlement and the absence of spending plans following the December 2019 general election. The further one-year settlement for 2021-22 also impacted on the ability to produce a full three-year plan although a number of medium-term scenarios were set out based on the trajectory of the pandemic (similar to the trajectories used by Office for Budget Responsibility).</p> <p>High-level three year plans were produced in 2022-23, 2023-24 and 2024-25 although experience has proved that these have been less robust and susceptible to the un-forecast spending trends experienced in these years. Funding forecasts have continued to be speculative in the absence of multi-year settlements. Council tax base estimates have proved to be extremely reliable although business rates have been more volatile.</p> <p><u>Conclusions</u></p> <p>Medium term plans are still considered to be reasonable even if for forecasts for the later years are less reliable, as a broad indicator of direction of travel rather than a detailed plan. Plans should be less speculative if multi-year settlements are re-introduced.</p> <p>Draft budget proposals need to be made available for scrutiny and savings planning earlier (even if these have to be based on less up to date forecasts). The preplanning of savings needs to recognise lead-in times of 6 to 9 months from initial concept to final approval.</p> <p>Medium term plans will need to consider alternative potential scenarios for future plans reflecting the volatile and uncertain circumstances.</p>
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<p>A lack of firm objectives for savings – greater “still to be found” gaps in savings plans</p> <p>Score 5/10</p> <p>Scope for Improvement – Good</p>	<p>It has been common that in later years of the plan there have been balancing “savings still to be found” and those savings that were identified have often lacked detailed plans, especially in later years and plans were held and maintained locally within directorates and services.</p> <p>Even where plans are detailed there have been evidence that some savings have subsequently not been implemented following further scrutiny. Greater emphasis needs to be placed on identifying consequences, risks, sensitivities, opportunities and actions in the early planning stages before plans are presented for scrutiny.</p> <p><u>Conclusions</u> Changes have been introduced to maintain a comprehensive central database of all savings plans over the three years which contain information about impacts, risks, dependencies, sensitivities as well as forecast financials, timescales and staffing. This database is backed up with detailed delivery plans.</p>
<p>A growing tendency for directorates to have unplanned overspends and/or carry forward undelivered savings into the following year</p> <p>Score 4/10</p> <p>Scope for Improvement - High</p>	<p><u>Evidence</u></p> <p>The Covid-19 pandemic had a significant impact on budgets in 2020-21 with savings undeliverable in the immediate aftermath albeit offset by significant underspends due to impact of lockdowns.</p> <p>2021-22 budget was delivered although there were early signs of underlying unbudgeted growth trends which were largely disguised by ongoing Covid-19 impacts and availability of additional Covid 19 grants.</p> <p>Significant and material overspends were reported in 2022-23. These had been partly anticipated and mitigated through the creation of a budget risk reserve and strengthening of general reserves in 2021-22, and the transfer of insecure funding into reserves in 2022-23 budget. The enhanced risks following the Russian invasion of Ukraine after 2022-23 budget had been set were reported to Cabinet on 31st March together with further strengthening of reserves from final local government finance settlement and final notification of retained share of business rates.</p> <p>The full consequences of global and national circumstances in 2022-23 could never have been fully foreseen when the budget was set, and it was acknowledged that reserves were only adequate and not as generous as other comparable councils. Initially work in 2022-23 focussed on verifying the forecasts rather than immediate remedial action on the basis that these were expected to be short-term temporary consequences.</p> <p>The 2023-24 budget included unprecedented levels of growth including the full year impact of 2022-23 overspends, historically high levels of inflation and other cost driver growth as best could be forecast at the time. This still proved insufficient and further unplanned overspends were reported in 2023-24 due to a combination of unbudgeted growth and under delivery of savings.</p> <p>“Securing Kent’s Future – Budget Recovery Strategy” was agreed in October 2023. This strategy includes immediate actions with the objective of bringing spending into balance in 2023-24 through spending reductions across the whole council for the remainder of the year and actions</p>

expected to have impacts in 2024-25 and over the medium term to reduce the structural deficits in the areas of overspend. The plan recognises it may take time to reduce spending in key areas in adults and children's and thus further savings from contracts coming up for renewal and other areas of activity outside adults and children's in the interim.

SKF and the imposition of spending controls on uncommitted spending resulted in a reduction in the overspend by year end 2023-24 although within this there were still significant overspends in Adult Social Care and Children and Young People due to combination of unbudgeted growth and under delivery of savings.

Early forecasts for 2024-25 identify overspends in Adult Social Care and Growth Environment and Transport Directorates. Again these arise from a combination of unbudgeted growth and increasingly under delivery or rephasing of savings. Some savings included in the budget have subsequently been challenged and not agreed following publication of detailed options (including withdrawing consultation. Budget plans did not include alternative mitigations or any contingency to allow for variations from the original plan.

Conclusions

Failure to deliver to budgets is becoming a significant concern. Failure to deliver budget has multiple impacts in that it either requires "right-sizing" in future budgets (increasing spending growth), roll forward of savings (increasing the in-year savings requirement in future years to an extent that there may be inadequate capacity) and is a drain on reserves.

Table: Usable Revenue Reserves Balances

	ACTUALS								
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
General	-36,404	-36,671	-36,903	-37,054	-37,183	-37,075	-56,188	-36,918	-43,030
Earmarked*	-163,914	-159,357	-155,319	-180,424	-190,656	-261,165	-259,933	-254,219	-251,339
Covid	0	0	0	0	-37,307	-88,209	-75,122	-47,100	-10,000
Public Health	-1,988	-3,825	-3,634	-6,036	-5,877	-11,126	-16,817	-16,899	-16,984
Safety Valve	0	0	0	0	0	0	0	-36,263	-36,263
Totals	-202,306	-199,852	-195,856	-223,514	-271,023	-397,575	-408,060	-391,398	-357,616

From: Sue Chandler, Cabinet Member for Integrated Children's Services

Sarah Hammond, Corporate Director of Children, Young People and Education

To: Children, Young People and Education Cabinet Committee – 21 November 2024

Subject: Commissioned Family Hub Contracts

Decision no: 24/00093

Key Decision : For the reason that:

- *It affects more than 2 Electoral Divisions*

Classification: Unrestricted

Past Pathway of report: N/A

Future Pathway of report: Cabinet Member Decision

Electoral Division: Sheppey
Margate

Is the decision eligible for call-in? Yes

Summary: Following wider decisions about KCC's Family Hub model and network of in-house Family Hub locations, officers have explored a proposal which would mean we do not renew KCC's two Commissioned Family Hub contracts when the current contracts come to an end on 31 March 2025.

A public consultation sought the views of service users and partners on the proposal and the suggested alternative arrangements to provide Family Hub services.

Members are asked to consider the balance of the assessed impact of this proposal, the response to the consultation and the overarching priority policy position.

Recommendation(s):

The Children, Young People and Education Cabinet Committee is asked to **CONSIDER** and **ENDORSE**, or **MAKE RECOMMENDATIONS** to the Cabinet Member for Integrated Children's Services in relation to the proposed decision as detailed in the attached Proposed Record of Decision document (Appendix 5).

1. INTRODUCTION

- 1.1 KCC commissions two providers to deliver Family Hub services: Millmead Family Hub in Thanet and Seashells Family Hub on the Isle of Sheppey. The rest of the Family Hub network is delivered by our in-house service which was subject to the previous Family Hub Model Key Decision [23/00092](#).
- 1.2 As part of the wider implementation of the Family Hub Programme, the two remaining commissioned centres, Millmead and Seashells, have transitioned from the Children Centre contracts to Family Hub contracts. Both centres were pilot locations during the implementation of the Family Hub model. The existing contracts end on the 31 March 2025.
- 1.3 Following wider decisions about KCC's Family Hub model and network of in-house Family Hub locations, a public consultation has sought views on a draft proposal to not renew the two commissioned Family Hub contracts when they come to their end on 31 March 2025. The proposal sets out that the Family Hub provision will be delivered from alternative locations for current users of each site.
- 1.4 This report sets out the implications of not reprocurring the commissioned Family Hub contracts. The accompanying debate at committee will inform any eventual decision to be made by the Cabinet Member.

2. BACKGROUND

- 2.1 It should be noted that the proposal not to renew the contracts when they end in March 2025 is in no way a reflection of the quality of service delivered by either of the commissioned providers. In the year 2023/24, 1869 families attended sessions at Seashells and 1449 attended sessions at Millmead. The Equality Impact Assessment included within the supporting documentation goes into more detail about the assessed impacts on protected characteristics.
- 2.2 The contracts for the two Commissioned Children's Centres were tendered and awarded in 2020 for a period of 12 months. The services were subject to Directly Awarded contracts from April 2021 to March 2022 under Covid-19 guidance. A Key Decision (21/00086) was taken on 10 November 2021 to directly award contracts to the existing providers for a further year until 31 March 2023. A further Key Decision (22/00108) facilitated an additional 12-month extension, meaning the contracts ended on 31 March 2023.

- 2.3 Both sites have been part of the Family Hub model transformation and have been pilot sites within the implementation of the new model.
- 2.4 To minimise duplication of provision and to ensure that future specifications complimented the Family Hub model being developed, the procurement of new commissioned Children Centres was delayed. In 2024, a further Direct Award was made to the two centres as Family Hubs. The terms and conditions of this contract were continued from the previous contract and require a six-month notice period. Therefore, the current contracts end on 31 March 2025. Indicative notice of the end of the contracts was given to each provider in July 2024, subject to the outcome of the consultation and any resulting Key Decision.
- 2.5 Further extension of these contracts is not possible, other than to cover the period of procurement for new contracts, subject to any decision made by the Cabinet Member.
- 2.6 Any procurement would be open to all potential providers and whilst previous tenders have not received bids from alternative providers, it cannot be guaranteed that the current providers will win any future procurement. Therefore, there would still be a risk in place to both organisations regarding their future viability.
- 2.7 In November 2023, KCC Cabinet took [decision 23/00092](#) to implement the Family Hub model across the County. At the time, that included transformation and efficiency plans for 56 Family Hub locations across Kent not including the two Commissioned centres, Millmead and Seashells (in line with the Kent Communities Programme [decision 23/00101](#), also from November 2023).
- 2.8 Due to the fact that Millmead and Seashells Family Hubs are both externally commissioned, they were not included within the scope of the Kent Communities Programme analysis.
- 2.9 There has therefore been a sequence of decisions about where and how to deliver Open Access (now Family Hub) services, which have realised savings against what was the previous Family Hub budget as set out in the MTFP (more detail in the next section). Firstly, decisions were made that considered the Family Hub model itself and the buildings used to deliver the services in-house. These decisions have been implemented, delivering savings through model redesign, staff restructure and building rationalisation. With the commissioned contracts ending in March 2025, the next consideration in sequence is whether to renew these contracts or whether service provision should be delivered differently.

3. RATIONALE - FINANCIAL AND MODEL CONSIDERATIONS

Financial: Securing Kent's Future

- 3.1 On 17 August 2023, Cabinet agreed the provisions set out in the report 'Securing Kent's Future – Budget Recovery Strategy and Financial Reporting'. This report explained that there has been '*significant deterioration in the financial and operating landscape facing the Council since Framing Kent's Future was adopted.*' It goes on to explain that there needs to be '*a strong focus from elected Members, the Corporate Management Team, Directors, Heads of Service and all our staff to recognise that this spending challenge is now the fundamental policy priority of the council and to respond accordingly.*' On 5 October 2023, Cabinet considered 'Securing Kent's Future – Budget Recovery Strategy'. This report set out the Council's strategy for achieving both in-year and future year savings to assure a more sustainable financial position for the Authority and set out new strategic objectives focused on putting the Council on a financially sustainable footing.
- 3.2 As set out in the Budget Recovery Plan (Cabinet – October 2023), the financial challenge cannot be overstated. Every decision the Council takes needs to be considered in terms of this fundamental policy priority. Failure to do so risks the need for more drastic action in order to balance the Council's budget.
- 3.3 The Securing Kent's Future – Budget Recovery Plan sets out information that is relevant to any decision on the future of the commissioned Family Hub contracts.' The Budget Recovery Strategy sets out a number of objectives including the following: '*Objective 2: Delivering savings from identified opportunity areas to set a sustainable 2024/25 budget and MTFP*'. Point 6.7 of the Strategy sets out that nearly three quarters of the Council's spend is with third party providers and that there is a need to review these contracts in light of 'Securing Kent's Future'. The MTFP, as agreed at Full Council during the Budget meeting on 19 February 2024 set out (in appendix G of the papers for the meeting) that across the 24/25 and 25/26 financial years a target of £2m will be saved as part of a 'Review of open access services in light of implementing the Family Hub model.' With this in mind, any decision by members on the future of the commissioned Family Hub contracts need to give due consideration to the revised policy framework and the financial challenge facing the Council, balancing this consideration against the potential impact of changes on residents and the consultation response.

Model Considerations

- 3.4 As part of the Family Hub Model decision 23/00092 made in November 2023, KCC moved towards a more targeted offer, as opposed to the previous universal offer. There is also currently an imbalance in the Family Hub delivery model in Kent and resultant duplication of costs for the Council. Currently, there are 50 Family Hub sites across the county, including within Swale and Thanet, which are staffed by KCC Family Hub practitioners. These centres provide Family Hub services for families in Kent funded from the CYPE base budget. These two commissioned centres are the only two centres that are externally commissioned. These centres link in with partners such as Health and VCS organisations. However, the links to other KCC ICS/Early Help services are not as strong as within the rest of the KCC in-house network. We are also duplicating cost in terms of management (each District in Kent has a KCC

District Manager for example), HR, IT and finance support through the commissioning of the two centres.

4. THE PROPOSAL

- 4.1 The proposal under consideration is to not renew the two contracts when they reach the end of their current term on 31 March 2025. The table below sets out the annual cost of each of the existing contracts.

Centre	Area	Contract End Date	Contract value per Annum
Millmead	Margate	31/03/2025	£222,127.44
Seashells	Sheerness	31/03/2025	£204,302.16
Totals			£426,429.60

Millmead

- 4.2 Family Hub services would be provided from existing alternative sites within the in-house KCC Family Hub network. In relation to Millmead, there are three alternative sites all within 1.5 miles from the Millmead centre (Cliftonville Family Hub, 1.3 miles away; Margate Family Hub, 1.4 miles away and Northdown Road Family Hub, 1.5 miles away).
- 4.3 All three of these sites were included within the Kent Communities Programme decision as Family Hub locations and are currently operational Family Hubs.
- 4.4 The consultation sets out clearly that while we cannot deliver a 'like-for-like' service offer across the alternative locations, a comparable service will be available within the network of local in-house Family Hubs. Appendix 1 sets out the services currently on offer at Millmead under the Family Hub contract and the services available at the alternative sites proposed.

Seashells

- 4.5 In relation to Seashells the alternative provision would be from with the Sheppey Gateway which is 0.2 miles away from the Seashells centre. The Sheppey Gateway already delivers some sessions within the library space that are complimentary to the Family Hub offer (for example Birth Registrations) as well as a range of other services from KCC, Swale Borough Council and other partners.
- 4.6 The consultation set out clearly that while we cannot deliver a 'like-for-like' service offer from the Sheerness Gateway, a comparable service will be available. As set out below, analysis shows that the current Family Hub service includes 14 hours of activity per week at Seashells and 9 hours of activity per week at Millmead that are directly commissioned under the contract. These hours can be accommodated at the alternative sites identified (Sheppey Gateway for Seashells and the three nearby in-house Family Hubs in Margate for Millmead). Vacancies held within the Family Hub staff will accommodate the staff eligible for TUPE to deliver these sessions at the alternative locations.

Appendix 1 sets out the services currently on offer at Seashells under the Family Hub contract and the services that are proposed at the Gateway.

- 4.7 It is important to note that the Family Hub offer across each District is responsive and will continue to flex in response to the identified service need within each community. This may include outreach provision which the service delivers in the community when it is identified that provision other than at Family Hub buildings is most appropriate.

Need

- 4.8 For benchmarking purposes, a comparison of the number of KCC Family Hub locations per 10,000 people aged 0-19 has been made against other Family Hub authorities. The comparison was only made against authorities with similar scale populations of 0-19 year olds and does not include any authority with a population lower than 290,000 (when rounded to the nearest 10,000). This comparison demonstrates that KCC has 1.3 Family Hubs per 10,000 people aged 0-19. This is the highest proportion of Family Hubs per 10,000 people aged 0-19 when compared to other authorities with similar quantum of 0-19 year olds, as the table below demonstrates:

Authority	0-19 Year Olds (to nearest 10,000)	Total Family Hub Sites	Family Hubs per 10,000 0-19 Year Olds
Kent	370,000	50	1.3
Essex	340,000	35	1.03
Birmingham	330,000	22	0.67
Surrey	290,000	21	0.72

- 4.9 When comparing the number of Family Hubs per 10,000 people aged 0-19 across all Family Hub authorities regardless of 0-19 population size, the average is 1.3 hubs per 10,000 0-19 year olds. This means that, on a county-wide basis, Kent is in line with the average across the country. This does not, however, replace the need for local analysis.

- 4.10 For further context, the table below demonstrates that Thanet and Swale receive the highest proportion of the overall Family Hub budget, in recognition of the levels of need for the service in these locations. Figures quoted are excluding the cost of the current commissioned contracts.

Overall Family Hub Budget across all 12 Kent Districts	£7.3m	100%
Thanet	£741k	10.1%
Swale	£719k	9.8%
Ashford	£624k	8.5%
Canterbury	£671k	9.1%
Dartford	£616k	8.4%

Dover	£623k	8.5%
Folkestone and Hythe	£584k	8%
Gravesham	£591k	8%
Maidstone	£674k	9.2%
Sevenoaks	£452k	6.1%
Tonbridge and Malling	£528k	7.2%
Tunbridge Wells	£470k	6.4%

4.11 The section below details the response to the public consultation regarding the future of the provision offered by the two commissioned Family Hubs. One key theme emerging from the feedback received is the high level of deprivation present within each of the wards in which the two centres are located. Millmead is situated in Dane Valley Ward in Thanet and Seashells is within Sheerness Ward in Swale.

4.12 There are available data sets that demonstrate the high level of deprivation in these two wards. Data published in the [Kent Analytics Statistical Bulletin \(April 2024\) – Children in Poverty](#) includes the following table which shows that Dane Valley (Millmead) is the ward with the fifth highest percentage of children in relative low-income families in Kent for the 2022/23 year. Table 14 sets out the wards with the highest % of children in relative low-income families.

Table 14: Top ten wards in Kent with highest percentage children in relative low-income families, 2022/23

Ward Name	District	Number	%
Upper Weald	Ashford	150	32.2%
Town & Castle	Dover	489	31.1%
St Radigunds	Dover	527	30.2%
Newington	Thanet	405	28.4%
Dane Valley	Thanet	563	28.2%
Cliftonville West	Thanet	746	27.5%
Folkestone Harbour	Folkestone & Hythe	388	26.9%
Buckland	Dover	442	26.9%
Tower Hamlets	Dover	300	26.5%
Walland & Denge Marsh	Folkestone & Hythe	360	25.9%

Source: DWP Stat Xplore; ONS MYPE
Presented by: Kent Analytics, Kent County Council

4.13 Indices of Multiple Deprivation (IMD) data is available for every ward in the County. The most recent IMD data is from 2019 and therefore is not entirely indicative of the current situation, however the data does reinforce the level of deprivation prevalent in each of the two wards. Sheerness (Seashells) has the second highest IMD score, and Dane Valley (Millmead) has the fifth highest

IMD score in the County. The table below sets details the five wards with the highest IMD scores in Kent.

Ward	Score	Rank (out of 290 Kent wards)
Margate Central	64.47	1
Sheerness (Seashells)	58.45	2
Cliftonville West	57.63	3
Newington	52.54	4
Dane Valley (Millmead)	47.21	5

4.14 Combined with the response from the consultation (detailed below) the data outlined above shows that the two wards in question experience high levels of deprivation. Patterns of deprivation have been prevalent within these communities consistently for many years. There are additional indicators regarding levels of crime and anti-social behaviour as well as domestic abuse and drug and alcohol dependence. All of which combine to demonstrate the levels of deprivation and social issues faced within these communities.

Members should have appropriate regard to these local factors. However, notwithstanding this we assess that there would be sufficient provision to meet need in the areas currently serviced by the commissioned centres, taking into account existing and planned alternative provision.

4.15 The Kent Communities Programme (KCP) decision taken in November 2023 ([23/00101](#)) proposed a network of Family Hub buildings. [Section 3](#) of the KCP report sets out the Needs Framework which assessed the level of need within each ward across the County by considering the following data:

- Deprivation
- % of the population aged 0-15
- Deprivation Affecting Children
- % of reception age children who are overweight or obese
- % of deliveries to teenage mothers
- % of low-birth-weight live babies
- % of people over 65 living alone
- Deprivation Affecting Older People
- Long term unemployment
- Ethnic diversity
- % of pupils achieving a pass in English and Maths at GCSE
- % of people who report a long-term illness or disability
- Population growth
- Population density
- Digital exclusion
- Transport connectivity
- Broadband speed

The available data was combined across each of the metrics listed above and combined to give an overall 'Need Score' for each ward. These scores then informed the modelling with the KCC services (including the Family Hub service) to determine where services should be located to meet the need

identified. The Needs Framework was designed to determine which KCC-owned assets were required to meet the need identified in each location.

- 4.16 Analysis shows that the current Family Hub service includes 14 hours of activity per week at Seashells and 9 hours of activity per week at Millmead that are directly commissioned under the contract. These hours can be accommodated at the alternative sites identified (Sheppey Gateway for Seashells and the three nearby in-house Family Hubs in Margate for Millmead). Vacancies held within the Family Hub staff will accommodate the staff eligible for TUPE to deliver these sessions at the alternative locations.
- 4.17 Local transport analysis in relation to Millmead shows that currently 54,189 households are within a 35 minute bus journey from the Millmead centre. All of these households are within a 35 minute bus journey of an alternative, in-house Family Hub location. The Sheppey Gateway is a five-minute walk from the Seashells centre and is serviced by the same public transport network. Given the need identified in through the metrics detailed above, it is important to retain the service for local residents and whilst in relation to Millmead the proposal suggests the use of the alternative Family Hub locations in Margate, no such provision already exists for Seashells. Therefore the proposal is to make use of the Gateway location to retain the service for residents that need it.
- 4.18 It is also relevant to note that providing sufficient children's centres to meet local need does not require KCC to situate children's centres in specific wards with high levels of need, although needs in those wards must be met. For example, when making comparisons to other areas of deprivation as highlighted in Table 14 above, it is noted that of the four wards identified with higher levels of deprivation than Dane Valley, only two of them (Town and Castle, Dover and Newington, Thanet) have a Family Hub in the ward. Neither Upper Weald or St Radigunds have a Family Hub site directly in the ward.
- 4.19 When considering any potential decision, Members are asked to balance all relevant factors, including the need of the area, the response to the consultation and the overarching priority policy position of the Council as we address the financial challenge that we face.

5. CONSULTATION

Consultation Process

- 5.1 In line with the Childcare Act 2006 and children's centre statutory guidance, KCC has undertaken a public consultation to seek the views of service users, residents, and professional partners on the proposal not to renew the contracts when they end in March 2025. A full consultation report providing an independent analysis of the feedback received is available at Appendix 2.
- 5.2 A public consultation launched on 30 July 2024 and closed on 22 September 2024. The consultation was publicised locally at both Millmead and Seashells, directly to service users. It was also publicised using the Council's standard

online promotional platforms and across the Family Hub social media platforms within Thanet and Swale.

- 5.3 There were different options available for people to submit feedback including a paper version of a questionnaire, an online version of the same questionnaire, and easy read version, a separate questionnaire for professionals as well as the consultation email address. Two drop-in sessions were also held for each of the locations. One drop in was held at the Margate Family Hub (one of the proposed alternative locations for Millmead) and one was held at the Millmead Centre itself. Four people attended the drop in at Margate Family Hub, three of whom were elected members. Approximately 50 people attended the session held at Millmead Centre.
- 5.4 In regards to the Seashells centre, a drop in was held at the Sheppey Gateway (the proposed alternative location) and one was held at Seashells itself. 11 people attended the session at the Gateway and approximately 53 people spoke directly to officers at the Seashells centre.
- 5.5 At both sites, further information was collected from members of the public via a 'Post-it Note' feedback display to capture those individuals who did not want to talk to officers directly.

Consultation Response

- 5.6 A total of 1,016 formal questionnaires were returned in response to the consultation. The table below sets out the number of responses for each centre.

Centre	Responses
Millmead	433
Seashells	672
Non-specific/both	99
Total	1,016

- 5.7 We also received letters and representations from partner organisations and residents by email/letter, as well as the verbal feedback from the drop in sessions.
- 5.8 Feedback has been independently analysed and the themes of feedback have been identified within Appendix 2.
- 5.9 Almost all feedback received indicated a strong desire for the contracts to be renewed and the Family Hub services to remain at Seashells and Millmead.
- 5.10 In relation to Millmead specifically, feedback focused on the accessibility of the site for local families, the importance of the centre for wellbeing and safety given the high levels of deprivation, the wider impact that Millmead has, and the inaccessibility of the proposed alternative locations.

- 5.11 In relation to Seashells, the feedback focused on similar themes; the importance of the centre itself to the community, the range of services on offer that may not be replicated at the Gateway, the fact that the centre is welcoming and vital to the development and wellbeing of children and families.
- 5.12 One specific point raised at consultation in relation to Millmead was whether it is justifiable to not renew the Family Hub commission at Millmead (in Dane Valley ward) whilst maintaining three 'in-house' Family Hubs all in close proximity to each other across Margate Central and Cliftonville West wards (Margate Family Hub in Margate Central and Northdown Road and Cliftonville Family Hubs in Cliftonville West). The KCP Need Framework (which KCC used as part of the KCP to review its network of in-house Family Hubs to meet need in each district) showed high levels of comparably high need in all three wards and as the IMD data shows in paragraph 4.13 each of these wards is within the top five most deprived wards in Kent

Ward	Need Score (as part of KCP analysis)	IMD Rank (out of 290 Kent wards)
Dane Valley (Millmead)	69	5
Margate Central (Margate Family Hub)	70	1
Cliftonville West (Northdown Road and Cliftonville Family Hubs)	75	3

- 5.13 Whilst there is undoubtedly high need in all three wards, the data suggests higher need in Margate Central and (in particular) Cliftonville West. Additionally, provision will continue to be within reasonable reach of users of Millmead, and support will be provided to help with the transition to new locations. More broadly this is one possible variant of Option 3, which we do not recommend for the reasons set out at paragraph 6.7 below.
- 5.14 One other point that was drawn out of the consultation responses was the claim that the effect of not recommissioning the Family Hub contracts is that the centres would themselves become unsustainable and therefore close. This was a claim made primarily in relation to Millmead. To reiterate, the decision for the Cabinet Member relates only to the Family Hub service commissioned under the contracts. The centres both run nursery provision that is separate from the commissioned contracts and have the ability to bid for additional funding streams. In relation to Millmead, Public Health officers are investigating the options for the a Healthy Living Centre at Millmead which does provide some funding, although not to the scale of the current commissioned contract.
- 5.15 Officers began giving due consideration to the emerging themes of feedback during the consultation itself; in particular issues around the cost of bus transport. The independent analysis of the feedback confirmed the themes that emerged from the consultation feedback and they have been addressed in Appendix 3, which is a draft consultation response for consideration and approval by members.

Petitions

- 5.16 A petition entitled 'Save Our Seashells' was submitted with over 6,000 signatures. The petition was subject to debate at Full Council on 7 November 2024.
- 5.17 Full Council resolved to recognise the strength of local feeling that the petition represented and asked the Cabinet Member to take this into consideration as well as the consultation report and a detailed financial assessment before taking the decision. The consultation report is included at Appendix 2 and the financial analysis is within section 7 of this report.
- 5.18 The impact of recommissioning the Family Hub services at Seashells is primarily twofold. Firstly, the required saving of £204,302.16 will need to be made elsewhere. Secondly, it would create an imbalance in the system that would not be considered justifiable were members minded to recommission services at one centre and not the other.
- 5.19 It is worth restating here, that the decision by the Cabinet member relates to the recommissioning of the Family Hub services only. It does not relate to the rest of the services available at the two commissioned centres.

6. OPTIONS CONSIDERED

- 6.1 This section sets out which alternative options have been considered prior to and following the consultation.
- 6.2 Initially five options were considered ahead of the public consultation. Given the overarching policy priority of the Council (see paragraph 2.1 of this report) the primary objective when considering any option was the impact of that option on the target to achieve the £426k saving detailed within the MTFP.
- 6.3 The five options considered ahead of the consultation were as follows:
- Option 1: Do not renew the two commissioned contracts and provide services within existing KCC locations.
 - Option 2: Reprocure significantly reduced contracts.
 - Option 3: Reprocure comparable contracts and close other Family Hub locations in other areas (as this would save building costs).
 - Option 4: Reprocure comparable contracts and reduce services in alternative Family Hub locations (as this would save service costs).
 - Option 5: Do not renew the two commissioned contracts but find alternative standalone locations for alternative provision.
- 6.4 As set out in Section 5, one of the themes that emerges from the consultation feedback is the importance of having these services available for the communities within the familiar, existing settings of Millmead and Seashells. In response to this feedback we have attempted to explore a sixth option:

- Option 6: Do not renew the two commissioned contracts, but instead hire space for KCC Family Hub staff to deliver the services from within the two settings.

- 6.5 Each option is summarised below and, where appropriate, the reasons why an option has been discounted are set out. Options 1 to 5 were all included in the consultation documentation for respondents to review. Option 6 has been explored in response to the consultation feedback.
- 6.6 Option 1: Do not renew the two commissioned contracts and provide services within existing KCC locations, including additional alternative provision at the Sheppey Gateway. This option is the proposal for discussion by members and was the basis for the public consultation. It is expected that this option will achieve the £426k saving within the MTFP. As set out above, services would be available to residents from alternative locations. This option would provide consistency across the entire Family Hub service as it would mean that the whole provision is in-house. The consultation report and EqIA set out the impact on service users of this option, however it is expected that this option has the greatest impact on service users of all of the options considered. Whilst the opening hours do vary at the three alternative centres in Margate and at the Sheppey Gateway, this is not considered to be an issue as the core Family Hub activity hours outlined above (14 hours a week at Seashells and 9 hours a week at Millmead) can be accommodated within the opening hours of the alternative sites.
- 6.7 Option 2: Reprocure significantly reduced contracts. This option would not achieve the full saving within the MTFP. It would mean that savings would need to be identified elsewhere to make up the shortfall as renewing the contracts, albeit on a reduced basis, would still require revenue expenditure. This option would also lead to a reduction in services available in the two locations, given the reduced contract value, requiring service users to access these services from alternative locations. There would also remain an inconsistency in our approach to Family Hub provision as we would retain the two commissioned sites while the rest of the Family Hub model is delivered in-house. Currently there are 50 Family Hub sites across the county, including within Swale and Thanet, which are staffed by KCC Family Hub practitioners. These centres provide Family Hub services for families in Kent staffed and funded from the CYPE base budget. By providing these two commissioned centres there is an imbalance in the delivery model as these are the only two centres that are externally commissioned. These centres link in with partners such as Health and VCS organisations. However the links to other KCC ICS/Early Help services are not as strong as within the rest of the KCC in-house network. We are also duplicating cost in terms of management (each District in Kent has a KCC District Manager for example), HR, IT and finance support through the commissioning of the two centres. This option would theoretically bring the offer available in line with the rest of the county as a reduced commission would necessarily require a more targeted, and less universal approach. This would be more in line with the rest of the county model following the Family Hub Decision [23/00092](#).

- 6.8 Option 3: Reprocure comparable contracts and close other Family Hub locations in other areas (this saving building costs). Whilst this option could achieve the full MTFP saving of £426k, it would not meet the saving requirement in the timeframe set out in the MTFP. It would also require alternative savings to be made elsewhere across the network. The Kent Communities Programme and Family Hub Model decisions (both November 2023) set out the network of Family Hub buildings in relation to need, including reduction in the number of children's centres across the county whilst retaining the number of centres required to meet the need in each District. This option would mean the re-procurement of the commissioned contracts, however access to services would be impacted elsewhere given the reduction in buildings to meet the £426k saving. This option would continue the inconsistency in our approach to Family Hub provision as explained in paragraph 6.7. This option would retain the imbalance in service offer across the county and would not align with the more targeted model adopted as a result of decision 23/00092.
- 6.9 Option 4: Reprocure comparable contracts and reduce services in alternative Family Hub locations (this saving service costs). This option was not preferred ahead of consultation because whilst it could achieve the full MTFP saving of £426k, it would likely take much longer to do so. It would also require alternative savings to be made elsewhere across the network. The Kent Communities Programme and Family Hub Model decisions (both November 2023) set out the network of Family Hub buildings in relation to need, including reduction in the number of children's centres across the county whilst retaining the number of centres required to meet the need in each District. This option would mean the re-procurement of the commissioned contracts, however services would be reduced elsewhere to meet the £426k saving. This option would continue the inconsistency in our approach to Family Hub provision as set out in paragraph 6.7. This option would retain the imbalance in service offer across the county and would not align with the more targeted model adopted as a result of decision 23/00092.
- 6.10 Option 5: Do not renew the two commissioned contracts but find alternative standalone locations for alternative provision. This would not achieve the full saving within the MTFP. This option would mean that savings would need to be identified elsewhere to make up the shortfall despite the fact the commissioned contracts would not be renewed. This is because revenue would be required to provide the service from other non-KCC locations within the communities. The revenue cost of hiring space locally is estimated at between approximately £130k and £180k per year were we to implement this option for both Seashells and Millmead, or between £65k and £90k for one location. This would represent a pressure on potentially both CYPE and Corporate Landlord budgets. As set out under Option 1, alternative provision is available from within existing KCC buildings (current Family Hubs in the case of Millmead and Sheppey Gateway in relation to Seashells). This option would theoretically bring the offer available in line with the rest of the county as a reduced commission would necessarily require a more targeted, and less universal approach. This would be more in line with the rest of the county model following the Family Hub Decision 23/00092.

6.11 Option 6: Do not renew the two commissioned contracts, but instead hire space for KCC Family Hub staff to deliver the services from within the two settings. This option has been developed in response to the consultation feedback (see Section 5). Many respondents expressed the view that the current settings (Millmead and Seashells) are in themselves important to service users and the communities. There is also the view that the cessation of these two contracts may impact the overall sustainability of the centres. As a response to this feedback officers have sought to understand the opportunity to hire space within the existing centres. This option does not negate the requirement to deliver Family Hub services from the identified alternative locations. This option would mean a shortfall in the saving offered against the MTFP target, as rent would be payable. The following table sets out the approximate rental costs to deliver the number of hours of core service at each of the centres.

Centre	Cost Per Hour	Hours Per Week	Estimated Annual Rental Cost
Seashells	£20	14	£14,560
Millmead	£16	9	£7,488

This is not the preferred option as it would not deliver the full savings as set out in the MTFP. However, this option could be delivered if savings of circa £22k (for instance through unfilled vacancies) were identified so that this option could be delivered within the current financial envelope.

7. FINANCIAL IMPLICATIONS

- 7.1 The section above sets out the basic financial implication of each of the options. This section looks at more detail into the financial implications of the proposal.
- 7.2 It is identified earlier in this report that in line with the MTFP which supports the overarching policy position of the Council, across the financial years 24/25 and 25/26 a target of £2m will be saved as part of a 'Review of open access services in light of implementing the Family Hub model.'
- 7.3 The saving achieved under this proposal is the £426k annual cost of the commissioned contracts.
- 7.4 The alternative provision would be delivered within existing Family Hub budgets. In relation to Millmead, there is capacity within the existing alternative proposed Family Hubs to provide the service within the budget envelope for the District (£741k). Of the £741k, the budget for staff salaries within Thanet is £717,400
- 7.5 In respect to Seashells, the alternative provision would be delivered from the Sheppey Gateway. Similarly the provision would be delivered within the budget envelope for Swale (£719k). However, this would be done from the new location of the Sheppey Gateway.

- 7.6 Of the £719k for Swale, £705,600 relates directly to staff salaries. Of this figure, based on the current core Family Hub offer that would be delivered at the Sheppey Gateway we would anticipate £37,353 of the total salary cost would cover the staff time to deliver the service at the Gateway. This would be met from within our existing staffing budget and does not represent an increase or additional pressure.
- 7.7 It is important to note that staffing allocation is not fixed and within the overall budget envelope for the district, staff may move around to deliver services from various locations in the district, as needed. Therefore, if additional need was identified in the future, more staff resource can be diverted to the Gateway (or any other Family Hub location) so long as it stays within the budget envelope for Swale.
- 7.8 Public Health services are also delivered from the Seashells location, outside of the Family Hub commissioned contract. They have been quoted a figure of £39k to rent space should the commissioned contract not be renewed. They currently have use of space rent free.

8. LEGAL IMPLICATIONS

- 8.1 KCC has a statutory duty under Section 5 of the Childcare Act 2006 to provide, so far as is reasonably practicable, sufficient provision of children's centres (now known as Family Hubs) to meet local need. Local need is the need of parents, prospective parents and young children in Kent. As a service, we are confident that, if adopted, the proposal we have developed would allow KCC to continue to provide sufficient children's centres (now known as Family Hubs) to meet need in the districts affected.
- 8.2 KCC is also required to have regard to the Sure Start children's centre statutory guidance (April 2013). Chapter 2 of the guidance ('Sufficient children's centres') explains that children's centres and their services should be: accessible to all children and families in the area; within reasonable reach of all families, taking into account distance and the availability of transport; targeted at those with a risk of poor outcomes, based on an analysis of local need; meet needs in terms of opening times and availability of services. Furthermore, local authorities should not close an existing children's centre as part of a reorganisation of provision unless they can demonstrate outcomes for children, particularly the most disadvantaged, would not be adversely affected and will not compromise the duty to have sufficient children's centres to meet need. The guidance explains that the starting point should be a presumption against the closure of children's centre.
- 8.3 The same Act requires Local Authorities in England to undertake consultation when considering changes that would result in a Children's Centre (or Family Hub) ceasing to be a Children's Centre (or Family Hub). The consultation process undertaken in relation to this proposal is detail in Section 4.

- 8.4 KCC has a statutory duty under s. 1 of the Childcare Act 2006 to improve the well-being of young children in Kent and reduce inequalities between young children in their area in relation to certain specific matters¹. Under s. 17 of the Children Act 1989, KCC also has a general duty to safeguard and promote the needs of children in need in Kent and promote the upbringing of children in need by their families, by providing an appropriate level and range of services.
- 8.5 KCC also has a statutory duty under s. 11 of the Children Act 2004 to make arrangements for ensuring that its functions are discharged having regard to the need to safeguard and promote the welfare of children and that any services provided by another person pursuant to arrangements with KCC are provided having regard to that need.
- 8.6 As a service we consider that the proposals are consistent with KCC continuing to fulfil the above statutory duties and with relevant statutory guidance. We assess that there will continue to be sufficient provision to meet local need on the basis of the analysis set out in Section 4 above including, in particular, the outcome of the needs analysis undertaken as part of the Kent Communities Programme, capacity at the sites from which alternative provision will be delivered to provide additional activities, staff capacity, and local transport analysis. For similar reasons we do not anticipate an adverse impact on outcomes, or on KCC's continued compliance with its wider statutory duties. We anticipate that families who currently access Millmead and Seashells will access provision at alternative sites. Support will be provided to aid families' transition to accessing new locations. Additionally, our broader Family Hub service, including outreach provision, will continue to flex in response to identified need within communities.
- 8.7 In regards to meeting requirements linked to safeguarding for the remainder of the contracts, KCC contract management procedures will be used all the way to the end of the contract period to ensure any statutory safeguarding provisions are upheld.
- 8.8 Staff currently employed by the two providers to deliver activity under the Family Hub contract will be eligible for TUPE transfer within the existing Family Hub service. At the time of writing, KCC HR colleagues have begun discussion with one of the two centres and the other has not fully engaged with the conversation around potential TUPE transfer. Currently the service is holding vacancies across the Family Hub workforce and it is anticipated that staff eligible for TUPE will fill these vacancies should they choose to transfer to KCC.

9. EQUALITIES IMPLICATIONS

- 9.1 An initial Equalities Impact Assessment (EqIA) was undertaken in advance of the consultation. The EqIA has been updated following the review of

¹ Physical and mental health and emotional well-being; protection from harm and neglect; education, training and recreation; the contribution made by them to society; and social and economic well-being.

consultation feedback (as outlined in section 5) paying particular attention to any equalities concerns raised within consultation response. The full Equalities Impact Assessment has been included at Appendix 4.

- 9.2 Broadly, the equalities impact of the proposal falls on those residents with the following protected characteristics: gender, age and disability. The full EqIA sets the analysis out in detail for these, and other, protected characteristics. The most significant impact identified is the requirement under the proposals for residents to travel (particularly related to Millmead) further to access services and the impact of attending unfamiliar locations.
- 9.3 Of the six options (all set out in section 6) the highest impact will be felt on Options 1 (the proposal) and Option 5. Options 2, 3, 4 and 6 will have lesser impact on these communities, but that must be balanced by the fact that these options require further actions that will have impacts elsewhere across the county.
- 9.4 Mitigations have been suggested in response to the feedback, including potentially providing reimbursed bus fares for residents accessing a new Family Hub when previously they have used Millmead. Officers will explore the cost and feasibility of providing time-limited support but consider, on the basis of transport analysis, that alternative provision is within reasonable reach and that there is no obligation to provide financial support. Our network of Community Development officer will however be utilised to help residents that require additional support to navigate the transition.
- 9.5 The impacts, when considered alongside the mitigation measures detailed within the EqIA and considered within the overarching policy priority context in which the Council operates, are considered to be justified.
- 9.6 Members are asked to consider the Equalities Impacts on residents with protected characteristics alongside the other relevant factors detailed within this report.

10. DATA PROTECTION IMPLICATIONS

- 10.1 The proposal provided within this report, if accepted by the Cabinet Member, would not require a Data Protection Impact Assessment as it would effectively mean the cessation of the contracts when they end on 31 March 2025. However, if an alternative decision is made to reprocure the contracts then a DPIA will be completed subject to any re-procurement exercise.

11. OTHER CORPORATE IMPLICATIONS

- 11.1 There may be additional rental costs associated for the continued use of the Seashells and Millmead centres for KCC's commissioned Public Health services.

11.2 The level of need that families who access Seashells and Millmead have is below the threshold for statutory intervention. As such we would not expect the families currently accessing these services to be facing issues that qualify for statutory intervention. We are also clear that the service provision at the alternative locations is sufficient to meet the need locally. As a result, we do not expect to see a rise in referrals to our Front Door service as a result of this decision.

12. RISKS

12.1 The table below sets out the key risks in relation to the proposal.

Risk	Mitigation
Capacity at existing Family Hubs to accommodate new service users.	Service managers confirm that capacity exists within the in-house Family Hub network.
Ability of service users that currently attend Millmead to access provision at alternative locations in Margate.	We consider the alternative locations to be within reasonable reach. Community Development officers will help families who require additional support navigate the transition. Potential to offer reimbursed public transport vouchers to service users (subject to further consideration by officers).
Suitability of Sheppey Gateway to accommodate Family Hub services.	Capital investment to make amendments to the Gateway in order to increase safeguarding provision and better accommodate the Family Hub services. This work will be funded by DfE Family Hub grant money and potentially by drawing on S106 contributions and does not represent a pressure on capital budgets.
Capital funding required to make necessary alterations at Sheppey Gateway.	Feasibility study and close budget monitoring to control the cost of works and keep within the available grant funding.
Other services will be impacted as the loss of these contracts may force the centres to close entirely.	Officers' assessment is that the two centres are likely sustainable without the commissioned Family Hub contracts, although we acknowledge there is some risk to other services available at each centre outside of the Family Hub contract. As set out above, each centre operates nursery facilities and in the case of Millmead, Public Health colleagues are investigating the potential for a Healthy Living Centre at the site.

	<p>At Seashells these services include: Food Bank/Community Pantry Health Visiting (including Developmental Checks and Healthy Child clinics) Introducing Solids Midwifery Clinics Nursery One You Police Community Support Officer (PCSO) Drop In Playground Project Seashells Strolls Sensory Hub</p> <p>At Millmead these services include: Book Library Cost of Living Advice Citizens Advice Service Food Bank/Community Pantry Garden Club Health Visiting (including Developmental Checks and Healthy Child clinics) Midwifery Clinics Nursery One You Police Community Support Officer (PCSO) Drop In</p> <p>Advice from colleagues within CYPE is that the market for nursery provision is buoyant and that if the centres were to cease operation as a result of a decision not to renew the Family Hub contracts, then other providers would likely fill the gap given market conditions.</p> <p>The NHS and Public Health services are already available at the alternative locations in Margate and can be accommodated within Sheppey Gateway (with enabling building work) should this be necessary.</p>
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	Other non-health related services could be provided at the alternative locations should the need arise.
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13. GOVERNANCE

- 13.1 Following any decision by the Cabinet Member, any required activity will be delegated to the Director for Operational Integrated Children’s Services.
- 13.2 Provisional notice of the contract end has been served to each of the providers, however this has been issued subject to the final decision by the Cabinet Member.
- 13.3 Should members recommend renewal of the contracts, then the re-procurement will take in excess of six months. The existing contracts will be extended, for the period of re-procurement only.

14. CONCLUSIONS

- 14.1 Officers have explored a proposal which would mean we do not renew the Commissioned Family Hub contracts when the current contracts come to their end on 31 March 2025.
- 14.2 A public consultation sought the views of service users and partners on the proposal and the suggested alternative arrangements to provide Family Hub services.
- 14.3 Members are asked to consider the balance of the assessed impact of this proposal, the response to the consultation and the overarching priority policy position.

Recommendation(s):

The Children, Young People and Education Cabinet Committee is asked to **CONSIDER** and **ENDORSE**, or **MAKE RECOMMENDATIONS** to the Cabinet Member for Integrated Children’s Services in relation to the proposed decision as detailed in the attached Proposed Record of Decision document (Appendix 5).

15. Background Documents

- Appendix 1: Service Offer Comparison
- Appendix 2 (link): [Consultation Report](#)
- Appendix 3 (link): [Draft Responses to Consultation Feedback](#)
- Appendix 4: Equalities Impact Assessment
- Appendix 5: Executive Member Proposed Record of Decision

16. Contact details

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Appendix 1: Service Offer Comparison

Part 1: Millmead

The Family Hub services on offer at Millmead under this commissioned contract which would no longer run at Millmead include: *booking or referral required.	The sessions available at Cliftonville Family Hub include (as at June 2024 and subject to further timetable amendments): *booking or referral required.	The sessions available at Margate Family Hub include (as at June 2024 and subject to further timetable amendments): * booking or referral required.	The sessions that will be available from Northdown Road Family Hub by the end of March 2025 include: *booking or referral required.
<ul style="list-style-type: none"> • Baby Massage* • Breastfeeding Clinic • Breast Pump Hire • Cygnet* • Healthy Baby Group • Introducing Solids Workshop • Little Explorers • Little Talkers* • Stay and Play • Triple P Parenting Course* • You and Your Baby* • 1-2-1 Family Work* 	<ul style="list-style-type: none"> • Baby Massage* • Beyond the Page* • Breast Pump Scheme* • Cygnet Course* • Family Fun Time / Stay and Play • Food Bank • Community Pantry (from September 2024) • Healthy Child Clinic • Kent Adult Education Courses • Little Bookworms • Little Talkers* • Managing Behaviour Strategies* • My First Year and Me • One You • Sensory Room • Triple P Baby Course* • 'Understanding You, Understanding Your Child' Parenting Programme • 1-2-1 Family Work 	<ul style="list-style-type: none"> • Baby Massage* • Breastfeeding Support Group • Breast Pump Scheme* • Citizens Advice Clinic • Cost of Living Support Group • Cygnet Course* • Family Fun Time / Stay and Play • Food Bank • Groups and Services for 8-19yr olds (25yrs with SEND) • Health Visiting and Wellbeing Reviews • Infant Feeding Clinic • Kent Adult Education Courses • Little Bookworms • Little Explorers • Little Talkers* • Managing Behaviour Strategies* • Midwifery Services • My First Year and Me • One You • Sensory Room • Triple P Baby Course* • 'Understanding You, Understanding Your Child' Parenting Programme • 1-2-1 Family Work 	<ul style="list-style-type: none"> • Baby Massage* • Breastfeeding Support Group • Breast Pump Scheme* • Citizens Advice Clinic • Community Café Space • Cost of Living Support Group • Cygnet Course* • Family Fun Time / Stay and Play • Food Bank • Groups and Services for 8-19yr olds (25yrs with SEND) • Healthy Child Clinic • Introducing Solids Workshops • Kent Adult Education Courses • Little Bookworms • Little Explorers • Little Talkers* • Managing Behaviour Strategies* • Midwifery Services • Outdoor and Indoor Sports Hall/Courts • Triple P Baby Course* • 'Understanding You, Understanding Your Child' Parenting Programme • Young Lives Foundation • 1-2-1 Family Work

Part 2: Seashells

<p>The services on offer at Seashells under this commissioned contract which would no longer run at Seashells include: * booking or referral required.</p>	<p>Subject to confirmation of a specific timetable, we would expect to offer the following services at the Sheppey Gateway site for residents: * booking or referral required.</p>
<ul style="list-style-type: none"> • Baby Massage* • Baby and Toddler Sing and Sign • Breastfeeding Clinic • Breast Pump Hire • Little Talkers* • Sensory Hub • Solihull Antenatal Class • Solihull Parenting* • Stay and Play • Triple P Parenting Course* • 1-2-1 Family Work* 	<ul style="list-style-type: none"> • Baby Massage* • Birth Registrations (Library and Registration Service) • Citizens Advice Clinic • Infant Feeding Support • Little Talkers* • Police Community Support Officer (PCSO) Drop In • Playground Creative Play (Libraries and Registration Service) • Stay and Play • Triple P Parenting Course* • 1-2-1 Family Work

Equality Impact Assessment (EQIA) Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App. You can use it to understand what information is needed beforehand to complete an EQIA submission online, and as a way to collaborate with others who may be involved with the EQIA. Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

Section A

1. Name of Activity (EQIA Title):	Commissioned Family Hub Contracts
2. Directorate	Children, Young People and Education
3. Responsible Service/Division	Integrated Children's Services

Accountability and Responsibility

4. Officer completing EQIA Note: This should be the name of the officer who will be submitting the EQIA onto the App.	Ben Sherreard Programme Manager – Family Hubs
5. Head of Service Note: This should be the Head of Service who will be approving your submitted EQIA.	Dan Bride, Director of Youth Justice, Adolescent Response
6. Director of Service Note: This should be the name of your responsible director.	Ingrid Crisan Director of Operational Integrated Children's Services

The type of Activity you are undertaking

7. What type of activity are you undertaking?

Tick if Yes	Activity Type
Yes	Service Change – <i>operational changes in the way we deliver the service to people.</i>
	Service Redesign – <i>restructure, new operating model or changes to ways of working</i>
	Project/Programme – <i>includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.</i>
Yes	Commissioning/Procurement – <i>means commissioning activity which requires commercial judgement.</i>
	Strategy /Policy – <i>includes review, refresh or creating a new document</i>
	Other – Please add details of any other activity type here.

8. Aims and Objectives and Equality Recommendations – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

Equality Impact Assessment (EQIA)

This EQIA is intended to assess the potential impact of our decisions on persons with different protected characteristics. In particular, this EQIA has been prepared to help us have due regard to the need to: (i) eliminate discrimination; (ii) advance equality of opportunity; and (iii) foster good relations between persons who share a relevant protected characteristic and those who do not, in the exercise of our public functions. These issues are relevant considerations to be taken into account whenever a new policy, function, or system change is being proposed in the exercise of our public functions. This EQIA is also intended to evidence that these considerations have in fact been taken into account, and the weight given to them as part of our decision-making process.

The Case for Change

The Department for Education (DfE) has selected Kent County Council (KCC) as a Family Hub and Start for Life Transformation Authority. Family Hubs are about bringing together and integrating support services for children, young people, and families so that they are easier for people to access. The services within the Family Hub model include, but are not be limited to:

- KCC Children's Centres
- KCC Youth Hubs and community youth provision
- KCC Commissioned Health Visiting Services
- Community-based Midwifery care
- Other community organisations

In November 2023 KCC Cabinet took [decision 23/00092](#) to implement the Family Hub model across the County. At the time, that included transformation and efficiency plans for 56 Family Hub locations across Kent not including the two Commissioned centres, Millmead and Seashells (in line with the Kent Communities Programme [decision 23/00101](#), also from November 2023).

Due to the fact that Millmead and Seashells Family Hub services are both externally commissioned, they were not included within the scope of the Kent Communities Programme analysis.

There has been a sequence of decisions that deliver savings against what was the previous Open Access (now Family Hub) budget as set out in the MTFP (more detail in the next section). Firstly decisions were made that considered the Family Hub model itself and the buildings used to deliver the services. These decisions have been implemented, delivering savings through model redesign, staff restructure and building rationalisation. With the commissioned contracts ending in March 2025, the next consideration in sequence, as we seek to make the remaining saving outlined in the MTFP, is whether to renew these contracts or whether the service provision can be delivered differently, thus saving money for the Council.

The Council is facing very significant financial pressures, for a number of reasons as set out in 'Securing Kent's Future' (August 2023 and October 2023). The document sets out the urgent steps needed to return the Council to financial sustainability, by reducing overspend in its budget to avoid further need to use limited reserves to fund revenue overspends. This would weaken the financial resilience of the authority and limit the scope for the use of reserves to invest in transformation necessary to address the structural deficit.

The financial challenges faced by the Council cannot be ignored. The Council has statutory duties to deliver a balanced budget, provide statutory services, including adult social care and children's services, and secure value for money in all spending decisions.

There is a clear financial driver for this decision. The second driver of this decision is the current imbalance in the Family Hub delivery model across Kent and the resultant duplication of costs for the Council. Currently there are 50 Family Hub sites across the county, including within Swale and Thanet, which are staffed by KCC Family Hub practitioners. These centres provide Family Hub services for families in Kent staffed and funded from the CYPE base budget. By providing Family Hub services from these two independent centres there is an imbalance in the delivery model as these are the only two centres where services are externally commissioned. These centres link in with partners such as Health and VCS organisations. However the links to other KCC ICS/Early Help services are not as strong as within the rest of the KCC in-house network. We are also duplicating cost in terms of management (each District in Kent has a KCC District Manager for example), HR, IT and finance support through the commissioning of the two centres.

The commissioned Family Hub contracts cost the council £426k per annum. Analysis shows that the current Family Hub service delivers 14 hours of activity per week at Seashells and 9 hours of activity per week at Millmead that are directly commissioned under the contract. These hours can be accommodated at the alternative sites identified (Sheppey Gateway for Seashells and the three nearby in-house Family Hubs in

Margate for Millmead). Vacancies held within the Family Hub staff will accommodate the staff eligible for TUPE to deliver these sessions at the alternative locations.

Public Consultation

A proposal to not renew the two commissioned service contracts when they end in March 2025 was put to public consultation between 30 July 2024 and 22 September 2024. The consultation set out the rationale for the proposal, a summary of other options considered, and the detail of alternative arrangements for the delivery of Family Hub services for the impacted communities.

A consultation version of the Equalities Impact Assessment was also provided for review during the consultation and feedback was sought from respondents to highlight any additional considerations that should be made in regard to equalities.

Consultation Proposals for the Cessation of the Commissioned Family Hub Contracts

The proposal on which we consulted was to not retender the two commissioned contracts when they come to an end on 31 March 2025.

This will affect the following two contracts:

Children and Families Ltd	Seashells Family Hub, Sheerness
Millmead Children's Centre Partnership Ltd	Millmead Family Hub, Margate

Seashells

In relation to Seashells the proposal to not renew the contract when it ends in March 2025 would mean the end of KCC funded Family Hub services at the Seashells centre.

The services currently on offer at Seashells under the commissioned Family Hub contract include (*denotes booking or referral required):

- Baby Massage*
- Baby and Toddler Sing and Sign
- Breastfeeding Clinic
- Breast Pump Hire
- Little Talkers*
- Sensory Hub
- Solihull Antenatal Class
- Solihull Parenting*
- Stay and Play
- Triple P Parenting Course*
- 1-2-1 Family Work*

It is the proposal that a comparable (although not 'like-for-like') Family Hub service will be offered at the Sheppey Gateway as an alternative. The Gateway is less than a 5-minute walk from the current Seashells centre and subject to a specific timetable, the expected service offer would include:

- Baby Massage*
- Birth Registrations (Library and Registration Service)
- Citizens Advice Clinic
- Infant Feeding Support
- Little Talkers*
- Police Community Support Officer (PCSO) Drop In
- Playground Creative Play (Libraries and Registration Service)
- Stay and Play
- Triple P Parenting Course*

- 1-2-1 Family Work

Millmead

In relation to Millmead, the proposal to not renew the contract when it ends in March 2025 would mean the end of KCC funded Family Hub services at the Millmead Centre.

The services currently on offer at Millmead include (*denotes booking or referral required):

- Baby Massage*
- Book Library
- Breastfeeding Support
- Breast Pump Hire*
- Cost of Living Drop in
- Citizens Advice Clinic
- Cygnet Programme*
- Garden Club
- Health Visiting Checks (delivered by Health Visiting team)
- Healthy Baby Group
- Introducing Solids Workshop
- Little Explorers
- Little Talkers*
- One You Service (delivered by East Kent Hospitals University NHS Foundation Trust)
- PCSO Drop In
- Stay and Play
- Triple P Parenting Course*
- You and Your Baby*
- 1-2-1 Family Work*

Thanet has the largest network of Family Hub locations available to residents, in line with the higher levels of need as set out in the [Kent Communities Programme \(KCP\) decision](#). In consultation with the relevant local practitioners, we believe that the in-house Family Hub network is sufficient to meet the needs of residents currently served by the Millmead Centre due to current underutilisation of the services on offer across the rest of the network. Alternative Family Hub locations are within travel distances that were accepted for wards with comparable need in the KCP decision. Cliftonville Family Hub is 1.3 miles away while Margate Family Hub is 1.4 miles away and Northdown Road Family Hub is 1.45 miles away. Millmead is located in Dane Valley Ward which has an identified need score of 69/100 (KCP data analysis). In the KCP decision, it was agreed to close the Ladybird CC in Queenborough and Halfway Ward which had a need score of 66/100. The nearest alternative location for Ladybird CC was 3.3 miles away.

The services available at the three alternative locations include (*denotes booking or referral required):

The sessions available at Cliftonville Family Hub include (as at June 2024 and subject to further timetable amendments): *booking or referral required.	The sessions available at Margate Family Hub include (as at June 2024 and subject to further timetable amendments): * booking or referral required.	The sessions that will be available from Northdown Road Family Hub by the end of March 2025 include: *booking or referral required.
<ul style="list-style-type: none"> • Baby Massage* • Beyond the Page* • Breast Pump Scheme* • Cygnet Course* • Family Fun Time / Stay and Play • Food Bank • Community Pantry (from September 2024) 	<ul style="list-style-type: none"> • Baby Massage* • Breastfeeding Support Group • Breast Pump Scheme* • Citizens Advice Clinic • Cost of Living Support Group • Cygnet Course* 	<ul style="list-style-type: none"> • Baby Massage* • Breastfeeding Support Group • Breast Pump Scheme* • Citizens Advice Clinic • Community Café Space • Cost of Living Support Group

<ul style="list-style-type: none"> • Healthy Child Clinic • Kent Adult Education Courses • Little Bookworms • Little Talkers* • Managing Behaviour Strategies* • My First Year and Me • One You • Sensory Room • Triple P Baby Course* • 'Understanding You, Understanding Your Child' Parenting Programme • 1-2-1 Family Work 	<ul style="list-style-type: none"> • Family Fun Time / Stay and Play • Food Bank • Groups and Services for 8-19yr olds (25yrs with SEND) • Health Visiting and Wellbeing Reviews • Infant Feeding Clinic • Kent Adult Education Courses • Little Bookworms • Little Explorers • Little Talkers* • Managing Behaviour Strategies* • Midwifery Services • My First Year and Me • One You • Sensory Room • Triple P Baby Course* • 'Understanding You, Understanding Your Child' Parenting Programme • 1-2-1 Family Work 	<ul style="list-style-type: none"> • Cygnet Course* • Family Fun Time / Stay and Play • Food Bank • Groups and Services for 8-19yr olds (25yrs with SEND) • Healthy Child Clinic • Introducing Solids Workshops • Kent Adult Education Courses • Little Bookworms • Little Explorers • Little Talkers* • Managing Behaviour Strategies* • Midwifery Services • Outdoor and Indoor Sports Hall/Courts • Triple P Baby Course* • 'Understanding You, Understanding Your Child' Parenting Programme • Young Lives Foundation • 1-2-1 Family Work
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Consultation Feedback: Overview

In total 1,016 consultees provided a formal response using the questionnaire. 672 consultees chose to answer questions in relation to Seashells and 433 answered in relation to Millmead. 99 respondents provided comments that addressed the proposals for both sites. The demographic breakdown of the responses is provided in a later section.

64% of consultees responding to the consultation currently use the Seashells centre, whilst 20% indicated they had used the centre in the past. 16% indicated that they do not use, nor have they used the Seashells centre.

73% of consultees responding to the consultation currently use the Millmead centre, whilst 18% indicated they had used the centre in the past. 10% indicated that they do not use, nor have they used the Millmead centre.

Responses to the consultation did not focus on specific impacts for individual protected characteristic. Instead, commentary on equalities was most commonly used to reiterate the general sense of overall impact that the loss of the services at these centres may have on residents generally.

Of those answering questions relating to Seashells, the most common themes of feedback arising were that the centre is vital to the community (32%) and that the Gateway site proposed as an alternative will not be suitable and will not offer the same service (25%).

Of the specific issues linked to equalities that were identified by respondents commenting on Seashells, impact on children (14%), accessibility (10%), impact on mums (8%) and impact on those with SEND or that are neurodivergent (8%) were most commonly raised. However, these issues do not appear to have been raised in order to make a point about the impact on protected characteristics, but more to demonstrate the overarching sense of loss for the community as a whole.

Of those answering questions relating to Millmead, the most common themes of feedback arising were that Millmead is accessible locally and that the alternatives sites are not accessible on foot or by bus (53%) and that Millmead is a much-needed resource for deprived families locally (37%).

Of the specific issues linked to equalities that were identified by respondents commenting on Millmead, difficulties accessing public transport (20%), impact on children (17%), accessibility for those who are disabled or mums with pushchairs (16%) and impact on those with SEND or that are neurodivergent (4%) were most commonly raised. However, these issues do not appear to have been raised in order to make a point about the impact on protected characteristics, but more to demonstrate the overarching sense of loss for the community as a whole.

Consultation feedback relevant to individual protected characteristics is considered in more detail below.

Summary of Options

Five options were considered as part of the options appraisal ahead of the consultation:

- Option 1: Do not renew the two commissioned contracts and provide services within existing KCC locations.
- Option 2: Reprocure significantly reduced contracts.
- Option 3: Reprocure comparable contracts and close other Family Hub locations in other areas (as this would save building costs).
- Option 4: Reprocure comparable contracts and reduce services in alternative Family Hub locations (as this would save service costs).
- Option 5: Do not renew the two commissioned contracts but find alternative standalone locations for alternative provision.

One of the main themes that emerges from the consultation feedback is the importance of having these services available for the communities within the familiar, existing settings of Millmead and Seashells. In response to this feedback, we have explored a sixth option:

- Option 6: Do not renew the two commissioned contracts, but instead hire space for KCC Family Hub staff to deliver the services from within the two settings.

Option 1: Do not renew the two commissioned contracts and provide services within existing KCC locations. This option is the proposal for discussion by members and was the basis for the public consultation. It is expected that this option will achieve the £426k saving within the MTFP. As set out above, services would be available to residents from alternative locations. This option would provide consistency across the entire Family Hub service as it would mean that the whole provision is in-house. The consultation report and EqIA set out the impact on service users of this option, however it is expected that this option has the greatest impact on service users of all of the options considered.

Option 2: Reprocure significantly reduced contracts. This option would not achieve the full saving within the MTFP. It would mean that savings would need to be identified elsewhere to make up the shortfall as renewing the contracts, albeit on a reduced basis, would still require revenue expenditure. This option would also lead to a reduction in services available in the two locations, given the reduced contract value, requiring service users to access these services from alternative locations. There would also remain an inconsistency in our approach to Family Hub provision as we would retain the two commissioned sites while the rest of the Family Hub model is delivered in-house. Currently there are 50 Family Hub sites across the county, including within Swale and Thanet, which are staffed by KCC Family Hub practitioners. These centres provide Family Hub services for families in Kent staffed and funded from the CYPE base budget. By providing these two commissioned centres there is an imbalance in the delivery model as these are the only two centres that are externally commissioned. These centres link in with partners such as Health and VCS organisations. However the links to other KCC ICS/Early Help services are not as strong as within the rest of the KCC in-house network. We are also duplicating cost in terms of management (each District in Kent has a KCC District Manager for example), HR, IT and finance support through the commissioning of the two centres.

Option 3: Reprocure comparable contracts and close other Family Hub locations in other areas (this saving building costs). Whilst this option could achieve the full MTFP saving of £426k, it would not meet the saving requirement in the timeframe set out in the MTFP. It would also require further cuts to be made, when the Kent Communities Programme and Family Hub Model decisions (both November 2023) set out the network of Family Hub buildings in relation to need, including reduction in the number of children's centres across the county whilst retaining the number of centres required to meet the need in each District. This option would mean the re-procurement of the commissioned contracts, however access to services would be impacted elsewhere given the reduction in buildings to meet the £426k saving. This option would continue the inconsistency in our approach to Family Hub provision as explained above.

Option 4: Reprocure comparable contracts and reduce services in alternative Family Hub locations (this saving service costs). This option was discounted ahead of consultation because whilst it could achieve the full MTFP saving of £426k, it would likely take much longer to do so. It would also require further cuts to be made, when the Kent Communities Programme and Family Hub Model decisions (both November 2023) set out the network of Family Hub buildings in relation to need, including reduction in the number of children's centres across the county whilst retaining the number of centres required to meet the need in each District.. This option would mean the re-procurement of the commissioned contracts, however services would be reduced elsewhere to meet the £426k saving. This option would continue the inconsistency in our approach to Family Hub provision as set out above.

Option 5: Do not renew the two commissioned contracts but find alternative standalone locations for alternative provision. This would not achieve the full saving within the MTFP. This option would mean that savings would need to be identified elsewhere to make up the shortfall despite the fact the commissioned contracts would not be renewed. This is because revenue would be required to provide the service from other non-KCC locations within the communities. The revenue cost of hiring space locally is estimated at between approximately £130k and £180k per year were we to implement this option for both Seashells and Millmead, or between £65k and £90k for one location. This would represent a pressure on potentially both CYPE and Corporate Landlord budgets. As set out under Option 1, alternative provision is available from within existing KCC buildings (current Family Hubs in the case of Millmead and Sheppey Gateway in relation to Seashells).

Option 6: Do not renew the two commissioned contracts, but instead hire space for KCC Family Hub staff to deliver the services from within the two settings. This option has been developed in response to the consultation feedback (see Section 5). Many respondents expressed the view that the current settings (Millmead and Seashells) are in themselves important to service users and the communities. There is also the view that the cessation of these two contracts may impact the overall sustainability of the centres. As a response to this feedback officers have sought to understand the opportunity to hire space within the existing centres. This would mean a shortfall in the saving offered against the MTFP target, as rent would be payable. This is currently paid by the Corporate Landlord budget, not the CYPE budget. Early indications suggest that the combined rental costs to hire space at both centres would be between approximately £130k and £180k per year. This would leave a shortfall in the MTFP saving as only between £246 and £296k would be achieved under this option. It should be noted however that this would be subject to formal process and at this time scoping conversations have not taken place due to the providers resistance to enter into any conversations ahead of a decision. The rental cost represents the main pressure on the revenue budget. As explained above staffing increase as a result is TUPE is not expected to increase revenue pressure as vacancies are held currently across the network. It is suggested that this option is discounted as it would not deliver the full saving set out in the MTFP.

Summary of Impact and Justification

Within the consultation, a significant majority of responses were received by women (64%) compared to men (13%). The rest of the respondents marked that they would prefer not to provide their gender. There is a clearly identified crossover between sex and age as demonstrated in the consultation response where over 50% of respondents were between 25 and 49 years old (25-34: 27%, and 35-49: 25%). It is acknowledged that generally women bear the greater responsibility for childcare and as such the protected characteristics for sex and for age require careful consideration.

18% of respondents also identified that they manage a disability, with 27% of respondents preferring not to answer, leaving that question blank. Therefore, careful consideration must be given for the protected characteristic of disability, particularly where that intersects with sex and age as highlighted above.

Due to the nature of this service, it is also to be expected that the vast majority of respondents have children that would be impacted by these proposals (63%). Of the responses received, 53% identified that they have children between the ages of 0 and 5.

Option 1 would carry greater impacts for these characteristics as women, children and those with disabilities. They would be required to access the Family Hub services at different locations, in the case of Millmead, that may mean accessing public transport that could present a difficulty for any disabled individuals, anyone managing additional SEND requirements, those with pushchairs or with any additional equipment.

Option 2 would still carry an impact for those residents with protected characteristics given that on a reduced contract the expectation is that some service provision would be discontinued. This would create the necessity to travel to alternative locations to access services that have been displaced, despite some services remaining included at the two centres under a renewed, albeit reduced, contract.

Options 3 and 4 would have the least impact on current service users at Seashells and Millmead as they both provide for re-procurement of comparable contracts at both centres. However, in order to meet the financial challenges, cuts would need to be made elsewhere, thereby creating an impact on other residents.

Option 5 would have an impact on protected characteristics, however the scale of impact is difficult to define as the services would be relocated to as yet unidentified alternative locations. These locations may be less suitable for the provision of Family Hub services than the current alternative options proposed (a reasonable assumption considering they all currently accommodate community services) and therefore may be more impactful for residents with protected characteristics.

Option 6 would have similar impact to Options 3 and 4 as it allows for the continuation of Family Hub service delivery at the current sites. However, as with Options 3 and 4, cuts would need to be made elsewhere, thereby creating an impact for other residents.

The hours of service provision delivered under the contracts (9 hours per week at Millmead and 14 hours per week at Seashells) can be accommodated within the alternative locations. Therefore it is proposed that the provision will remain sufficient to meet local need, and that assistance in accessing the service from alternative locations is the main mitigating factor.

The sections below analyse the impact of the proposal on individuals with each protected characteristic in turn, however the primary impact on groups with protected characteristics centre around any additional difficulty they will have navigating and understanding the changes to the service locations; particularly if required to travel further to access the services offered by the Family Hub network.

This may likely include the need to use public transport. Transport analysis related to Millmead demonstrates that 54,189 homes are within a 35-minute bus journey from the Millmead centre. All of these 54,189 homes are within a 35-minute bus journey of an alternative KCC Family Hub location. The Sheppey Gateway is 0.2 miles from the Seashells centre and is served by the exact same public transport network.

A point to note, is that there are parts of Dane Valley Ward (in which Millmead is located) which are closer to the Margate Family Hub than they are to the Millmead centre. The distance of 1.3 miles quoted is the distance from Millmead to the alternative Margate Family Hub location. Some parts of the community are actually closer to the alternative locations than Millmead and as such are less than 1.3 miles away.

It is also acknowledged that there are likely to be impacts on residents with protected characteristics who already access services from our proposed alternative provisions (Margate Family Hub, Cliftonville Family Hub and Northdown Road Family Hub for Millmead and Sheppey Gateway for Seashells) when we consider that

there will be additional people accessing a Family Hub offer in those locations. The existing services at the alternative locations in Margate are not currently running at full capacity

Where there are crossovers between protected characteristics, the impact may be particularly significant. For example, a young mother with a child that has SEND requirements, or who is also from an ethnically diverse background, may find the changes particularly difficult.

It is worth making the general point here that any barriers to access for those with protected characteristics (such as those set out in the specific sections below) may lead to some residents choosing not to access the service at all. If this is unmitigated, then this would potentially lead to negative outcomes for residents in precisely the areas which Family Hubs are designed to improve. If residents do not access the infant feeding support they require through the Family Hub network, they may end up with poorer health outcomes for their child, greater impact on their own emotional wellbeing and a diminished parent-infant relationship. Therefore, the mitigations listed below are vital.

The proposed mitigations are as follows:

1. *Community Development Workers*

Highlighted below in relation specifically to the group with ethnically diverse backgrounds, our new Community Development Workers across the county will be able to help service users with the transition to the new service access arrangements.

2. *Reimbursement of bus fares for families travelling to new locations*

As a direct response to the consultation feedback, suggesting that we could reimburse bus fares for those attending the Family Hubs that previously attended Millmead Family Hub. Families would present their ticket at the Family Hub location they attend and be reimbursed by the Family Hub staff. This is likely to be a time limited offer with a view to easing the transition phase and mitigating any drop-off of service access as a result. The analysis demonstrates that the alternative locations do ensure sufficient provision for the local need, and this mitigation measure is designed to mitigate against any drop off due to the change of location.

3. *Alternative methods of access.*

As set out in the EqlA for the Family Hub Transformation decision, (available here [23/00092](#)) a range of support and guidance is available online for residents to access at any time. It is acknowledged in that EqlA that groups with protected characteristics may have additional needs when accessing services in alternative ways, including online.

4. *Access to a broader range of services from a single location.*

The use of the alternative locations will mean greater access to wider KCC services, such as SEND support (all proposed alternatives) or birth registrations and library services (Sheerness Gateway).

The two districts in question, Thanet for Millmead and Swale for Seashells, are both areas of high need, as set out in the Kent Communities Programme work. Given this, these two district receive the most funding from the Family Hub budget; 10.1% and 9.8% respectively. This is excluding the cost of the commissioned contracts, therefore, if the decision is taken not to renew the contracts, these two districts will still be the most highly funded.

The Kent Communities Programme (KCP) decision taken in November 2023 ([23/00101](#)) proposed a network of Family Hub buildings across the county. The KCP model was based on a thorough analysis of the need for services prevalent within all communities across Kent.

As highlighted above our analysis shows that the current Family Hub service includes 14 hours of activity per week at Seashells and 9 hours of activity per week at Millmead that are directly commissioned under the contract. These hours can be accommodated at the alternative sites identified (Sheppey Gateway for Seashells and the three nearby in-house Family Hubs in Margate for Millmead). Vacancies held within the Family Hub staff will accommodate the staff eligible for

TUPE to deliver these sessions at the alternative locations. It is therefore proposed that the provision delivered through the retained Family Hub network alternatives is sufficient to meet local need.

As a benchmark, a comparison of the number of KCC Family Hub locations per 10,000 people aged 0-19 has been made against the same metric for other Family Hub authorities. This comparison demonstrates that the KCC has 1.3 Family Hubs per 10,000 people aged 0-19. This is the highest proportion of Family Hubs per 10,000 people aged 0-19 when compared to other authorities with similar quantum of 0-19 year olds, as the table below demonstrates.

Authority	0-19 Year Olds (to nearest 10,000)	Family Hubs per 10,000 0-19 Year Olds
Kent	370,000	1.3
Essex	340,000	1.03
Birmingham	330,000	0.67
Surrey	290,000	0.72

Given the significant financial challenge facing the Council, the mitigation measures outlined, and the analysis provided, it is therefore considered justified to propose making the required saving by choosing not to renew these two contracts.

Section B – Evidence

Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.

9. Do you have data related to the protected groups of the people impacted by this activity? Answer: Yes/No

Yes – an analysis of the protected characteristics of the respondents to the consultation is as follows:

GENDER	Number of consultees answering	% of consultees answering
Male	134	13%
Female	653	64%
Prefer not to answer / left blank	229	23%

GENDER SAME AS BIRTH	Number of consultees answering	% of consultees answering
Yes	760	75%
No	1	0%
Prefer not to answer / left blank	255	25%

AGE	Number of consultees answering	% of consultees answering
0-15	21	2

16-24	57	6
25-34	275	27
35-49	256	25
50-59	74	7
60-64	40	4
65-74	45	4
75-84	19	2
85 & over	2	0.2%
Prefer not to answer / left blank	227	22%

RELIGION / BELIEF	Number of consultees answering	% of consultees answering
Yes	228	22%
- Christian	185	18%
- Hindu	5	0.5%
- Jewish	3	0.3%
- Muslim	11	1%
- Sikh	2	0.2%
- Other	15	1%
No	502	49%
Prefer not to answer / left blank	286	28%

DISABILITY	Number of consultees answering	% of consultees answering
Yes	186	18%
- Physical impairment	71	7%
- Sensory impairment (hearing, sight or both)	17	2%
- Longstanding illness or health condition, such as cancer, HIV/AIDS, heart disease, diabetes or epilepsy	82	8%
- Mental health condition	87	9%
- Learning disability	39	4%
- Other	10	1%

No	553	54%
Prefer not to answer / left blank	277	27%

PRESENCE OF CHILDREN	Number of consultees answering	% of consultees answering
I/we have children	641	63%
- 0-1 year old	225	22%
- 2-5 years old	319	31%
- 6-10 years olds	187	18%
- 11-19 years old	177	17%
I am / we are expecting a child	62	6%
I/we do not have children	79	8%
Prefer not to answer / left blank	234	23%

SEXUALITY	Number of consultees answering	% of consultees answering
Heterosexual/Straight	686	68%
Bi/Bisexual	29	3%
Gay man	3	0.3%
Gay woman/Lesbian	10	1%
Other	3	0.3%
Prefer not to answer / left blank	285	28%

ETHNICITY	Number of consultees answering	% of consultees answering
White English	665	65%
White Scottish	5	0.5%
White Welsh	4	0.4%
White Northern Irish	3	0.3%
White Irish	6	1%
White Irish Traveller	3	0.3%
Asian or Asian British Indian	5	0.5%
Asian or Asian British Pakistani	5	0.5%
Asian or Asian British Bangladeshi	3	0.3%

Mixed White & Black Caribbean	10	1%
Mixed White & Black African	6	1%
Mixed White & Asian	5	0.5%
Black or Black British Caribbean	1	0.1%
Black or Black British African	9	1%
Other	41	4%
Prefer not to answer / left blank	245	24%

CARER	Number of consultees answering	% of consultees answering
Yes	178	18%
No	569	56%
Prefer not to answer / left blank	269	26%

We also have the usage data that informed the consultation version of the EqIA.

<p>10. Is it possible to get the data in a timely and cost effective way? <i>Answer: Yes/No</i></p>	N/A
<p>11. Is there national evidence/data that you can use? <i>Answer: Yes/No</i></p>	Yes
<p>12. Have you consulted with Stakeholders? <i>Answer: Yes/No</i> <i>Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.</i></p>	Yes

13. Who have you involved, consulted and engaged with?
Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.

A public consultation process was carried out between 30 July 2024 and 22 September 2024. The consultation gave an opportunity for service users, community groups, partners, staff and residents to give feedback on the proposals. During this consultation, face to face consultation events were held in order to ensure that the voice of the service users at each of the two impacted centres was captured.

Of the 672 respondents that commented in relation to Seashells, 45% opted to provide a response specifically related to equalities.


Of the 433 respondents that commented in relation to Millmead, 39% opted to provide a response specifically related to equalities.

Almost all of the response would be classified as indicating opposition to the proposal as set out at consultation. Given the demographic data above shows a high percentage of respondents were women, were parents and were between the ages of 25 and 49 it is reasonable to infer that individuals with those protected characteristics were opposed to the proposals.

14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No
 Yes – the pre-consultation EqIA.
 There was an EqIA for the Family Hub model transformation linked to decision [23/00092](#). However, that EqIA did not consider the two commissioned Family Hubs specifically.

15. Do you have evidence/data that can help you understand the potential impact of your activity? Answer: Yes/No
 Yes - user data for each site that has been broken down by age, gender, ethnicity, and SEND requirements.
 Demographic data captured through the consultation responses (detailed above).

Uploading Evidence/Data/related information into the App
Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.



110020_EqIA_Final.xlsx

Section C – Impact

16. Who may be impacted by the activity? Select all that apply.

Service users/clients <i>Answer: Yes/No</i>	Yes	Residents/Communities/Citizens <i>Answer: Yes/No</i>	Yes
Staff/Volunteers <i>Answer: Yes/No</i>	Yes		

17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? Answer: Yes/No
 Yes

18. Please give details of Positive Impacts

The proposal to not renew the commissioned centre contracts does not itself present any positive impacts for groups with protected characteristics. However, the proposed alternative provision does present some positive benefits:

Millmead

The proposed alternative locations for the service are Cliftonville Family Hub (1.3 miles away), Margate Family Hub (1.4 miles away) and Northdown Road Family Hub (1.5 miles away). The ability for residents to access the full range of Family Hub services on offer, as opposed to the limited age-range activities at the commissioned centres represents a benefit to service users.

Seashells

The proposed alternative location for the service is at the Sheppey Gateway and Library which is approximately a five minute walk from the current location.

The Sheppey Gateway already provides a number of services that residents with protected characteristics may find beneficial, such as advice about facing financial hardship and registering births. Having these services all in one location, reducing the need for residents, particularly those with physical disabilities and young mums with prams, from needing to travel to additional locations to access these services, represents a benefit.

Negative Impacts and Mitigating Actions

The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

19. Negative Impacts and Mitigating actions for Age

<p>a) Are there negative impacts for age? Answer: Yes/No (If yes, please also complete sections b, c, and d).</p>	<p>Yes</p>
<p>b) Details of Negative Impacts for Age</p>	<p>Children Usage data shows that at in 2023, 1449 families accessed Family Hub sessions at the Millmead centre and 1869 families accessed Family Hub sessions at the Seashells centre.</p> <p>As set out above, 54% of consultees indicated that they have children between the ages of 0 and 5 years old.</p> <p>The proposal to not renew the commissioned contracts could disproportionately impact those 0-5 year olds receiving support towards their development milestones associated with health, education, and parent bonding. They will be reliant on their parent/carers being able to access another centre, who may have to travel further to access groups and support, alternatively they may access provision less frequently.</p> <p>14% of respondents commenting on Seashells and 17% commenting on Millmead specifically raised the impact of the loss of the centre on children.</p> <p>An example of the feedback received from consultees is here:</p> <p><i>“The Isle of Sheppey is greatly lacking in services such as Seashells. Without this centre, there is nothing for the catchment age group to do in a structured setting with peers until they reach nursery age. Thus. depriving these children of much needed development skills such as interacting with peers and fine motor skills. These hubs allow new parents to the area to get to know what is available and to meet people. Without these centres those less fortunate could easily become forgotten about. They provide a wealth of information and support for parents of all ages and backgrounds.”</i></p> <p>The transport implications for parents/carers are discussed later but is likely to impact on this age group. If their parent/carer is unable to take them to the nearest alternative Family Hub, they may need to access alternative provision in the community or may stop accessing services. This could have an impact on their social, physical, or educational development.</p>

As set out above, any barrier to access could lead to poorer outcomes for children in families that require support from the Family Hub network, if not suitably mitigated. For example, they may suffer from poorer health outcomes if their parents do not receive infant feeding support when needed. Equally, they may suffer poorer outcomes and diminished social abilities if they do not access the early language support available.

Older Children and Young People – 6-18 Year Olds

Our usage data shows that in 2023, 384 older children aged 6-18 accessed Millmead centre and 759 older children aged 6-18 accessed the Seashells centre. Whilst these figures are significant, there is a noticeable drop off in the number of children aged 5 and over visiting the centres. This is partly due to the children reaching school age and partly due to the fact that the majority of sessions running at the centres under the contracts are aimed at children below the ages of 5. The KCC Family Hub offer covers the full range of ages from 0-19 (25 with SEND).

Of the consultees responding, 2% were 0-15 year olds and 6% were 16-25 year olds. Additionally, 35% of respondents indicated that they had children between the age of 6 and 19.

Similar to the above, the proposal to not renew the Commissioned Centre contracts will mean families with older children and young people will have to travel to different locations and sometimes further to access sessions, support and general advice.

The transport implications for parents/carers are discussed later but is likely to impact on this age group. If their parent/carer is unable to take them to the nearest alternative Family Hub, they may need to access alternative provision in the community or may stop accessing services. This could have an impact on their social, physical, or educational development.

Parent/Carers – 25-39 Year Olds

Our usage data shows that at in 2023 1,034 parents/carers aged 25-39 accessed Millmead centre and 1,407 parents/carers aged 25-39 accessed the Seashells centre.

Of those that responded to the consultation, the largest single group of respondents were 25-24 years old (27%).

We recognise that parents (most likely to be aged between 25 and 39) may need to access services differently, may need to travel to alternative locations and may receive a different type of service than previously offered. Travel costs could become a barrier to access and, if this is the case, this could affect their ability to access the support required when needed.

An example of the consultation responses received is provided here:

“The Millmead Centre now stands as an important community hub that helps many poor and deprived households connect with services that can help them. If you remove the services from this

hub, I strongly doubt any significant number would reengage with other outposts.”

15–19-Year-Old Parents

Our usage data shows that at in 2023, 56 parents aged 15-19 accessed Millmead centre and 151 parents aged 15-19 accessed the Seashells centre.

Making an assumption that all of the 0-24 year olds that responded to the consultation were doing so as parents of young children (as opposed to responding as young people in their own right) then 8% of respondents were parents below the age of 24.

Health outcomes for babies of teenage parents are well acknowledged to be worse than their counterparts, so access to Family Hub services for these parents and their children will be especially important to support good outcomes for their babies and/or children. The impact of further journey times may have a greater impact on this cohort as they are less likely to hold driving licences and will be more reliant on family and friends or public transport and walking to travel to access services.

As teenage parents are likely to be more reliant on the services on offer from Family Hubs, there is likely to be a larger impact on them and their children if they are unable to access a centre, exacerbating existing inequality of outcomes. It was demonstrable in the feedback that many respondents utilise a range of Family Hub services from the current centres, for example they may attend healthy baby clinics as well as the parenting programmes.

Elderly Parents / Carers (65+)

Our usage data from 2023 shows that 15 elderly parents/carers aged 65+ accessed Millmead centre and 15 parents aged 65+ accessed the Seashells centre.

Older parents/carers may be disparately affected as they may have increased mobility needs and experience greater difficulty travelling to alternative provision. They may also face more difficulty engaging with our digital offer making them more reliant on our outreach provision.

c) Mitigating Actions for age

The Family Hub digital offer, as it continues to develop will reduce the need to travel to access some support and guidance, as it provides resources for service users that can be access at any time. It is also true that the Family Hub buildings are all accessible regardless of age.

As set out in the introductory sections the hours of service provision delivered under the contracts (9 hours per week at Millmead and 14 hours per week at Seashells) can be accommodated within the alternative locations. Therefore it is proposed that the provision will remain sufficient to meet local need, and that assistance in accessing the service from alternative locations is the main mitigating factor.

Our Community Development Workers will be of particular benefit in mitigating the change in access arrangements for the service.

	<p>These officers will work with families if necessary to help ease the transition to accessing services in the new area, by helping them navigate to and through the alternative locations and ensuring the understand the session available to them at the new centres.</p> <p>This is considered to be particularly beneficial for the parents aged 15-19 as this group may require additional support in understanding and accessing the full range of services that they may need as young people and as young parents. If the need is considered to be great enough then we may consider looking at specific support groups for parents in this age group.</p> <p>Millmead Alternative provision is proposed at Cliftonville Family Hub, Margate Family Hub and Northdown Road Family Hub (1.3 miles, 1.4 miles and 1.5 miles away respectively). We can manage timetabling and scheduling of activities so that it considers when children, young people and families are available based on their age range and based on the local transport network. This will result in sessions being available for residents that need to travel, ensuring that services remain accessible.</p> <p>The cost of bus fares was raised by numerous consultees as a barrier to accessing the services if they moved to alternative locations. As a specific response to feedback within the consultation about accessibility of the other centres, KCC is considering reimbursing service users for bus fares paid to access the new locations (if they were previously accessing services at Millmead). It is proposed that the provision is sufficient to meet local need, and the mitigation is intended to guard against any drop off in service access as a result of the change of location.</p> <p>Seashells The alternative provision proposed is at the Sheppey Gateway which is approximately a five-minute walk away. This location will be closer than the existing Seashells centre for some residents and further away for others. However, the impact of the short additional distance is considered mitigated by the provision of the services at the Gateway.</p> <p>Parent Carer Panels will seek to engage and include a wide range of parents and carers at the different end of the age range to ensure inclusivity. The feedback from these groups will help continue to shape the service offer as it evolves over time.</p>
<p>d) Responsible Officer for Mitigating Actions – Age</p>	<p>Family Hub Service Managers.</p>
<p>20. Negative Impacts and Mitigating actions for Disability</p>	
<p>a) Are there negative impacts for Disability? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>Yes</p>
<p>b) Details of Negative Impacts for Disability</p>	<p>We recognise that individuals with disabilities may need to access services differently, may need to travel to alternative locations and may receive a different type of service than previously offered.</p>

Travel could become a barrier to access and, if this is the case, this could affect their ability to access the support required when needed.

According to service user data from the year 23/24, there were 217 service users with Special Educational Needs accessing Seashells and 93 service users with Special Educational Needs accessing Millmead.

Of the consultees providing feedback, 18% indicated that they have a disability. 7% indicated that they have a physical impairment, 9% indicated a mental health condition and 4% indicated a learning disability.

10% of respondents commenting on Seashells and 16% commenting on Millmead raised the impact of the loss of the centre on those with physical disabilities.

Physical Disabilities

The proposal to not renew the commissioned contracts may adversely affect children with disabilities living within these catchment areas or children with parents with a disability, where they are required to travel further away to access services. Families with disabilities may find it harder to travel beyond immediate home locality due to having no transport and a greater reliance on public transport. Even where public transport links do exist, those with disabilities may still find it harder to access via public transport. This may be for mobility reasons, in the case of a physical disability where the requirement to travel by public transport is more challenging. Additionally, children with SEND may find increased journey times distressing.

An example of the feedback received during the consultation is as follows:

“Please consider the access for those who cannot walk long distances and for those with communities that would mean getting to another service would be an impossible mission.”

Where accessing a Family Hub is more difficult, families may access support less frequently or not at all, potentially having an impact on both the parent and the child’s wellbeing. The Health Visiting mandated checks are an exception to this where the frequency will not be impacted by accessibility of services.

Given that educational, employment, and wellbeing outcomes are all generally lower for those with disabilities, (outcomes for disabled people in the UK – Office for National Statistics (ons.gov.uk)) this existing inequality may be compounded by increased difficulty accessing services, resulting in a disproportionate impact.

Service users with physical disabilities may have different needs from the physical environment such as for accessible toilets, hearing loops, ramps and other accessible features. Whilst the alternative locations are accessible, any lack of these features may

impact how comfortable residents with disabilities may be accessing services.

They may need to travel further or access a toilet within the local community.

Changes to buildings, staffing, timings, and the addition of co-located staff may be a challenge for some children young people and adults who struggle with change by the nature of their disability. New environments and the level of activity in those environments (for example, as a result of co-location and integration of services at the Sheppey Gateway) could also adversely affect those groups.

Mental Illness / Anxiety Disorders

5% of respondents commenting on Seashells and 1% commenting on Millmead raised the impact of the loss of the centres on Mental Health.

Our proposal to not renew the commissioned contracts may adversely impact those struggling with mental health and anxiety issues. They may be more sensitive to change and be more distressed than their counterparts by the need to access services from a different location.

Similarly, families with higher levels of anxiety may also find the need to access alternative provision more distressing. If not managed well, it is possible that some families will stop accessing our services, potentially exacerbating existing conditions.

SEND

Service users with SEND or sensory conditions will likely have different and more complex needs. Our usage data from 2023 shows that 96 people (3.1% of all users) with SEND requirements accessed Millmead centre and 229 people (5.5% of all users) with SEND requirements accessed the Seashells centre.

8% of respondents commenting on Seashells and 4% commenting on Millmead raised the impact of the loss of the centre on those with SEND.

An example of the feedback received during the consultation is as follows:

“Many of these families are also coping with additional challenges, such as SEND, disabilities, and mental health issues making it essential that services are easily accessible and free from barriers. Changes to the location, staff, or structure of services would place further strain on those who may experience increased distress from having to access services in a new, unfamiliar location with unfamiliar staff.”

c) Mitigating Actions for Disability

In relation to Millmead, the service offer at the alternative sites proposed (Cliftonville Family Hub, Margate Family Hub and Northdown Road Family Hub) already include SEND focussed sessions. Therefore, the impact of the greater distance to travel is somewhat mitigated by the availability of additional SEND services at these locations.

	<p>The cost of bus fares was raised by numerous consultees as a barrier to accessing the services if they moved to alternative locations. As a specific response to feedback within the consultation about accessibility of the other centres, KCC is considering reimbursing service users for bus fares paid to access the new locations (if they were previously accessing services at Millmead). It is proposed that the provision is sufficient to meet local need, and the mitigation is intended to guard against any drop off in service access as a result of the change of location.</p> <p>In regards to Seashells, the Family Hub offer at the Sheppey Gateway will be able to include SEND focussed sessions as dictated by local need. The alternative venue is close to the existing Seashells location and is accessible.</p> <p>Our Family Hubs, by working as part of the SEND Transformation Programme, will be able to further improve and develop our inclusion practice.</p> <p>The alternative sites proposed are all accessible with ramp access, lifts where required and disabled toilet/changing facilities.</p> <p>Staff within the alternative locations, including staff from other services within the Gateway location can be trained and encouraged to support residents with wayfinding within the new sites to help users that are unfamiliar with the buildings or who may struggle with new settings to access the services they need.</p> <p>Our Community Development Workers will be of particular benefit in mitigating the change in access arrangements for the service. These officers will work with families if necessary to help ease the transition to accessing services in the new area, by helping them navigate to and through the alternative locations and ensuring they understand the session available to them at the new centres.</p>
<p>d) Responsible Officer for Mitigating Actions - Disability</p>	<p>Family Hub Service Managers.</p>
<p>a) Are there negative impacts for Sex? Answer: Yes/No (If yes, please also complete sections b, c, and d).</p>	<p>Yes</p>
<p>b) Details of Negative Impacts for Sex</p>	<p>Our usage data shows that in 2023 1,997 females accessed the Millmead centre, while 1,029 males accessed the same centre. Our data also shows that in 2023, 2,861 females accessed the Seashells centre while 1,525 males accessed the same centre.</p> <p>The consultees were 64% female, which lends more weight to the assumption that females may be disproportionately affected as they are most likely to access our services currently. As such we need to recognise that women may be negatively impacted by the proposal to not renew the commissioned contracts.</p> <p>As set out above any barriers to access may lead to poorer outcomes for women. For example, if they do not access the services available at Family Hubs when they need them it could</p>

lead to diminished parent-infant relationships and perinatal mental health if the change is not mitigated effectively.

As the consultation report sets out, there was little in the way of feedback that directly raised the impacts on sex, however the overall perceived loss and the impact generally was raised consistently.

An example of the feedback received during consultation is as follows:

“During my first pregnancy I was struggling to get out the house as I didn’t have friends that had a young baby as well. My mental health was struggling. The health visitor suggested Seashells to me. I struggle with social anxiety, but my husband encouraged me to go and came with me. Whilst there I met a group of 4 women all with babies of a similar age. 2 year later we are all still friends and our babies; now toddlers are still friends. We still use seashells as much as we are able to. I have since had twins, and again Seashells has saved my mental health postpartum. I honestly don’t know what I would have done without them and the groups.”

Our proposals would require residents to access services at alternative locations. In the case of the Millmead proposal, this would require a journey of 1.3, 1.4 or 1.5 miles to the nearest alternative centres. We would expect that most people would require public transport to make these journeys.

At Seashells, the alternative provision is a five-minute walk from the current location.

The crossover with other protected characteristics, including age, disability, pregnancy and those with carers’ responsibilities is likely to be greater as the impact on these protected characteristics would combine. For example, a mother with a disability will likely experience greater impact from the proposal given the additional difficulty that accessing the alternative locations may present.

c) Mitigating Actions for Sex

In relation to Millmead, the service offer will be provided at alternative sites, (Cliftonville Family Hub and Margate Family Hub) which will include sessions run by partners. Therefore the impact of the greater distance to travel is somewhat mitigated by the availability of additional services at these locations.

The cost of bus fares was raised by numerous consultees as a barrier to accessing the services if they moved to alternative locations. As a specific response to feedback within the consultation about accessibility of the other centres, KCC is considering reimbursing service users for bus fares paid to access the new locations (if they were previously accessing services at Millmead). It is proposed that the provision is sufficient to meet local need, and the mitigation is intended to guard against any drop off in service access as a result of the change of location.

In regards to Seashells, the Family Hub offer at the Sheppey Gateway will be able to include other sessions as dictated by local

	<p>need. The Gateway already provides other services, such as birth registrations, allowing women to access services in an area with which they are familiar. The alternative venue is close to the existing Seashells location and is accessible and will be able to accommodate breast feeding areas.</p> <p>Our Community Development Workers will be of particular benefit in mitigating the change in access arrangements for the service. These officers will work with families if necessary to help ease the transition to accessing services in the new area, by helping them navigate to and through the alternative locations and ensuring they understand the services available to them at the new centres.</p> <p>Specific plans as part of the wider implementation of the Family Hub transformation (not specifically linked to this proposal) to increase the Infant Feeding support for mums in Swale and Thanet, due to the higher rates of deprivation and lower prevalence of breastfeeding in these areas, means that additional support will be provided that is accessible for mums impacted by this proposal.</p>
d) Responsible Officer for Mitigating Actions - Sex	Family Hub Service Managers.
22. Negative Impacts and Mitigating actions for Gender identity/transgender	
a) Are there negative impacts for Gender identity/transgender? Answer: Yes/No (If yes, please also complete sections b, c, and d).	No – consultees did not raise any specific impacts related to this protected characteristic.
b) Details of Negative Impacts for Gender identity/transgender	N/A
c) Mitigating actions for Gender identity/transgender	N/A
d) Responsible Officer for Mitigating Actions - Gender identity/transgender	N/A
23. Negative Impacts and Mitigating actions for Race	
a) Are there negative impacts for Race? Answer: Yes/No (If yes, please also complete sections b, c, and d).	Yes
b) Details of Negative Impacts for Race	<p>Our usage data shows that residents who accessed the services at the two centres in 2023 are by a vast majority white British (62.7% at Millmead and 87.7% at Seashells). However the data shows that there are smaller groups of service users from ethnically diverse backgrounds accessing each centre, although no single group represents over 1% of the total usage of the centres.</p> <p>These statistics are backed up by the consultation response data which demonstrates that of the consultees responding, 66% indicated that they were White British. 24% chose not to answer the questions, while 4% indicated that they were 'Other'. No other identified group had a higher response rate than 1% of all respondents.</p> <p>Notwithstanding the above, it is still true that people whose first language is not English may find it more difficult to understand the changes being proposed or understand how to access or apply for</p>

	<p>targeted support in the future. They may be more reliant on local access points.</p> <p>We also recognise that some ethnic minority families may not feel that the services are available to cater for their specific cultural needs.</p>
c) Mitigating Actions for Race	<p>As a general principle, the entire service will provide support to residents that will need to access services from different locations.</p> <p>The introduction of the Community Development leads across the county will help assist residents from ethnic minorities to help them access the services they need. The Community Development Workers are responsible for helping to engage traditionally hard-to-reach communities and broadening the network of services available within Family Hubs in line with the needs of the communities. These officers could work with the users within the existing centres to help support their transitions to the new centres.</p> <p>One particular mitigation worth highlighting here is the introduction of specific cultural awareness training related to Gypsy and Roma Traveller communities planned for early 2025. This training will empower the relevant Family Hub staff to better understand and meet the needs of these communities.</p>
d) Responsible Officer for Mitigating Actions - Race	Family Hub Service Managers.
24. Negative Impacts and Mitigating actions for Religion and belief	
a) Are there negative impacts for Religion and Belief? Answer: Yes/No (If yes, please also complete sections b, c, and d).	No – consultees did not raise any specific impacts related to this protected characteristic.
b) Details of Negative Impacts for Religion and belief	N/A
c) Mitigating Actions for Religion and belief	N/A
d) Responsible Officer for Mitigating Actions - Religion and belief	N/A
25. Negative Impacts and Mitigating actions for Sexual Orientation	
a) Are there negative impacts for sexual orientation. Answer: Yes/No (If yes, please also complete sections b, c, and d).	No – consultees did not raise any specific impacts related to this protected characteristic.
b) Details of Negative Impacts for Sexual Orientation	N/A
c) Mitigating Actions for Sexual Orientation	N/A
d) Responsible Officer for Mitigating Actions - Sexual Orientation	N/A
26. Negative Impacts and Mitigating actions for Pregnancy and Maternity	
a) Are there negative impacts for Pregnancy and Maternity? Answer: Yes/No (If yes, please also complete sections b, c, and d).	Yes
b) Details of Negative Impacts for Pregnancy and Maternity	As identified in earlier sections of this analysis, consultees were 64% female and 54% of consultees indicated that they have

children between the ages of 0 and 5 years old. The generally accepted assumption is that women that are pregnant or that are in maternity may be disproportionately affected as they are most likely to access our services currently.

As the consultation report sets out, there was little in the way of feedback that directly raised the impacts on pregnancy and maternity specifically, however the overall perceived loss and the impact generally was raised consistently. This may be due to the fact that a vast number of users of the centre are typically either pregnant or within maternity and so the impact of the changes on those that are pregnant or in maternity are perceived as the general impacts of the change.

We recognise that expectant mothers may need to access services differently. We have set out previously that the services outside of the commissioned Family Hub contracts (including NHS Health Visiting and Midwifery) will be unaffected by the proposal to not renew the commissioned Family Hub contracts. It is worth noting that responses have been received from both NHS Health Visiting colleagues and NHS Maternity services and they have outlined the impact they believe the proposals could have on their services – these are detailed further in the consultation report.

Pregnant women, or women in maternity may need to travel to multiple locations if they chose to continue to access NHS support at the existing centres, while attending wider Family Hub services at one of the proposed alternatives.

Perinatal mental health and Infant Feeding support is of particular importance for these groups. If the proposals result in a drop in women accessing these services then it is likely that women will suffer poorer outcomes in terms of their perinatal mental health.

Travel costs and accessibility could become a barrier to access. For example, if locations do not have sufficient facilities for pregnant women and those with young children (baby change, breastfeeding areas) then these residents may choose not to access the services. If this is the case, then without mitigations this could lead to poorer outcomes for these parents in terms of their own health and wellbeing and that of their children. Equally, the use of public transport for these groups will likely present more of a challenge, with cost already having been acknowledged as a potential barrier.

c) Mitigating Actions for Pregnancy and Maternity

As stated previously, the most relevant services to these groups (those provided by the NHS Health Visiting And Maternity services) are unaffected by the proposal not to renew the Family Hubs commissioned contract. Women will still be able to access these services in the current locations.

In relation to Millmead, women will also be able to access these services from the other Family Hub locations in Margate (as they can currently). These locations have benefited from investment through the Family Hub Transformation grant to make them breastfeeding friendly spaces.

	<p>As noted above, costs for public transport have been highlighted as a likely barrier to access. As a specific response to feedback within the consultation about accessibility of the other centres, KCC will consider how we could subsidise bus fares for residents travelling to the alternative locations within Margate.</p> <p>Specific plans to increase the Infant Feeding support for mums in Swale and Thanet, due to the higher rates of deprivation and lower prevalence of breastfeeding in these areas, means that additional support will be provided that is accessible for mums impacted by this proposal.</p>
<p>d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity</p>	<p>Family Hub Service Managers.</p>
<p>27. Negative Impacts and Mitigating actions for marriage and civil partnerships</p>	
<p>a) Are there negative impacts for Marriage and Civil Partnerships? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>No – consultees did not raise any specific impacts related to this protected characteristic.</p>
<p>b) Details of Negative Impacts for Marriage and Civil Partnerships</p>	<p>N/A</p>
<p>c) Mitigating Actions for Marriage and Civil Partnerships</p>	<p>N/A</p>
<p>d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships</p>	<p>N/A</p>
<p>28. Negative Impacts and Mitigating actions for Carer’s responsibilities</p>	
<p>a) Are there negative impacts for Carer’s responsibilities? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>Yes</p>
<p>b) Details of Negative Impacts for Carer’s Responsibilities</p>	<p>As set out previously, 63% of consultation respondents indicated that they have children (and therefore caring responsibilities) whilst 18% indicated specifically that they were carers.</p> <p>The proposal to not renew the commissioned services and relocate the services to alternative venues could impact carers and their ability to access provision.</p> <p>Alternative sites may be prohibitive for those with caring responsibilities as they may struggle to access the alternative locations easily. This may be particularly pertinent for young carers that may be more likely to rely on public transport and that have limited other options.</p> <p>An example of the feedback received from the consultation is as follows:</p> <p><i>“Being a parent and Carer who has always made use of sure start Millmead, I feel the centre would be a HUGE loss to the residents, who would be unlikely to travel to the other venues. Depriving children & families of vital support that’s been available for over 20 years.”</i></p>

	<p>As a result of these proposals carers may need to access services differently, may need to travel to alternative locations and may receive a different type of service than previously offered. Travel costs and accessibility could become a barrier to access and, if this is the case, this could affect their ability to access the support required when needed.</p> <p>The crossover with other protected characteristics, including age, sex and disability, needs considering as the impact on these protected characteristics combined would be greater.</p>
<p>c) Mitigating Actions for Carer's responsibilities</p>	<p>In relation to Millmead, the service offer will be provided at alternative sites, (Cliftonville Family Hub, Margate Family Hub and Northdown Family Hub) which will include sessions run by partners. Therefore, the impact of the greater distance to travel is somewhat mitigated by the availability of additional services at these locations.</p> <p>As noted above, costs for public transport have been highlighted as a likely barrier to access. As a specific response to feedback within the consultation about accessibility of the other centres, KCC will consider how we could subsidise bus fares for residents travelling to the alternative locations within Margate.</p> <p>In regards to Seashells, the Family Hub offer at the Sheppey Gateway will be able to include other sessions as dictated by local need. The Gateway already provides other services, such as birth registrations, library services and Citizens Advice. The alternative venue is close to the existing Seashells location and is accessible and will be able to accommodate breast feeding friendly areas.</p> <p>The introduction of the Community Development leads across the county will help assist residents to make the transition to accessing services from new locations. These officers could work with the users within the existing centres to help support their transitions to the new centres.</p>
<p>d) Responsible Officer for Mitigating Actions - Carer's Responsibilities</p>	<p>Family Hub Service Managers.</p>

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KENT COUNTY COUNCIL – PROPOSED RECORD OF DECISION

DECISION TO BE TAKEN BY:

Mrs Sue Chandler, Cabinet Member for Integrated Children's Services

DECISION NUMBER:

24/00093

For publication [Do not include information which is exempt from publication under schedule 12a of the Local Government Act 1972]

Key decision: YES

Key decision criteria. The decision will:

- a) result in savings or expenditure which is significant having regard to the budget for the service or function (currently defined by the Council as in excess of £1,000,000); or
- b) be significant in terms of its effects on a significant proportion of the community living or working within two or more electoral divisions – which will include those decisions that involve:
 - the adoption or significant amendment of major strategies or frameworks;
 - significant service developments, significant service reductions, or significant changes in the way that services are delivered, whether County-wide or in a particular locality.

Subject Matter / Title of Decision

Commissioned Family Hub Contracts

Decision:

As Cabinet Member for Integrated Children's Services I agree to:

- a) APPROVE the proposal to not re-commission the Family Hub services that are currently provided at Seashells and Millmead Family Hubs when the current contracts reach the end of their term on 31 March 2025.
- b) DELEGATE any activity requiring capital spend as set out in the report to the Director of Infrastructure, in consultation with the Deputy Leader and Cabinet Member for Finance, Corporate and Traded Services, and Director of Operational Integrated Children's Services
- c) DELEGATE authority to the Director for Operational Integrated Children's Services, to take necessary actions, including but not limited to finalising, entering into, concluding or managing any relevant contracts and other legal agreements, as required to implement this decision.

Reason(s) for decision:

The financial challenges facing all local authorities is critical. KCC needs to deliver £108.8m (2024-25 published Medium Term Financial Plan) of transformation and efficiency savings over the next two years. Our work to meet these challenges has already meant changes to services across the county.

In October 2023 the KCC Cabinet adopted '[Securing Kent's Future](#)' which set out the scale of the financial challenge and the approach to tackling it. The financial situation means that we have needed to adopt a Recovery Plan which sets out how we plan to meet the challenge. A key part of the Recovery Plan is to make further savings and generate income through the Medium-Term

Financial Plan (MTFP)'. The MTFP sets out precisely what savings are needed to balance the budget and where those savings could be made.

Background

In November 2023 KCC Cabinet took a [decision](#) to implement the Family Hub model across the County. At the time, that included transformation and efficiency plans for 56 Family Hub locations across Kent not including the two Independent centres, Millmead and Seashells (in line with the Kent Communities Programme [decision](#), also from November 2023).

In November 2023 KCC Cabinet took decision 23/00092 to implement the Family Hub model across the County. At the time, that included transformation and efficiency plans for 56 Family Hub locations across Kent not including the two Independent centres, Millmead and Seashells (in line with the Kent Communities Programme decision 23/00101, also from November 2023).

Due to the fact that Millmead and Seashells Family Hub services are both externally commissioned, they were not included within the scope of the Kent Communities Programme analysis.

There has been a sequence of decisions that deliver savings against what was the previous Open Access (now Family Hub) budget as set out in the MTFP (more detail in the next section). Firstly decisions were made that considered the Family Hub model itself and the buildings used to deliver the services. These decisions have been implemented, delivering savings through model redesign, staff restructure and building rationalisation. With the commissioned contracts ending in March 2025, the next consideration in sequence, as we seek to make the remaining saving outlined in the MTFP, is whether to renew these contracts or whether the service provision can be delivered differently, thus saving money for the Council.

The contracts for the two Independent Children's Centres were tendered and awarded in 2020 for a period of 12 months. The services were subject to Directly Awarded contracts from April 2021 to March 2022 under Covid-19 guidance. A Key Decision (21/00086) was taken on 10 November 2021 to directly award contracts to the existing providers for a further year until 31 March 2023. A further Key Decision (22/00108) facilitated an additional 12 month extension, meaning the contracts ended on 31 March 2024.

To minimise duplication of provision and to ensure that future specifications complimented the Family Hub model being developed, the procurement of new commissioned Children Centres was delayed. In 2024, a further Direct Award was made to the two centres as Family Hubs. The terms and conditions of this contract were continued from the previous contract and require a six month notice period. Therefore the current contracts end 31 March 2025. In July 2024 indicative notice of the end of the contracts was given to each provider, subject to the outcome of the consultation and any resultant Key Decision.

Further extension of these contracts is not possible, other than to cover the period of procurement for new contracts, subject to the decision.

It is therefore proposed that KCC will not re-procure these two contracts when they come to their end on 31 March 2025. The Family Hub service will be delivered from within existing Family Hubs in Margate as an alternative to the Millmead Centre. In relation to the Seashells Centre a Family Hub service will be offered from the Sheerness Gateway. Some minor investment may be required at the Gateway to enhance safeguarding provisions given the increased number of children and babies that may be in attendance.

Financial Implications:

In accordance with the Cabinet decision to support the recommendations in the paper Securing

Kent's Future on 5 October 2023, the approach set out makes sure that, in line with the Recovery 'further savings and income for the Medium-Term Financial Plan (MTFP)' are realised.

The decision to not reprocore the two contracts will save £426k annually.

Minor capital investment will be required at the Gateway site to facilitate safeguarding and the appropriate use of the space for the Family Hub activities. It is planned that this is funded from the Capital grant award from the DfE to facilitate the Family Hub transformation.

Provider	Area	Contract End Date	Contract value per Annum
Millmead	Margate	31/03/2025	£222,127.44
Seashells	Sheerness	31/03/2025	£204,302.16
Totals			£426,429.60

Legal Implications:

KCC has a statutory duty under Section 5 of the Childcare Act 2006 to provide, so far as is reasonably practicable, sufficient provision of children's centres (now known as Family Hubs) to meet local need. Local need is the need of parents, prospective parents and young children in Kent. As a service, we are confident that, if adopted, the proposal we have developed would allow KCC to continue to provide sufficient children's centres (now known as Family Hubs) to meet need in the districts affected.

KCC is also required to have regard to the Sure Start children's centre statutory guidance (April 2013). Chapter 2 of the guidance ('Sufficient children's centres') explains that children's centres and their services should be: accessible to all children and families in the area; within reasonable reach of all families, taking into account distance and the availability of transport; targeted at those with a risk of poor outcomes, based on an analysis of local need; meet needs in terms of opening times and availability of services. Furthermore, local authorities should not close an existing children's centre as part of a reorganisation of provision unless they can demonstrate outcomes for children, particularly the most disadvantaged, would not be adversely affected and will not compromise the duty to have sufficient children's centres to meet need. The guidance explains that the starting point should be a presumption against the closure of children's centre.

The same Act requires that Local Authorities in England to undertake consultation when considering changes that would result in a Children's Centre (or Family Hub) ceasing to be a Children's Centre (or Family Hub). The consultation process undertaken in relation to this proposal is detail in Section 4.

KCC has a statutory duty under s. 1 of the Childcare Act 2006 to improve the well-being of young children in Kent and reduce inequalities between young children in their area in relation to certain specific matters¹. Under s. 17 of the Children Act 1989, KCC also has a general duty to safeguard and promote the needs of children in need in Kent and promote the upbringing of children in need by their families, by providing an appropriate level and range of services. []

KCC also has a statutory duty under s. 11 of the Children Act 2004 to make arrangements for ensuring that its functions are discharged having regard to the need to safeguard and promote the welfare of children and that any services provided by another person pursuant to arrangements with KCC are provided having regard to that need. []

The need analysis above demonstrates that the children and families that access both Seashells

and Millmead are considered to be children in need (within the definition of the Children's Act 1989).

As set out above, the modelling which informed the Kent Communities Programme means that Family Hub locations are designed to serve the communities with highest need. The analysis also demonstrates that the hours of provision delivered under the contracts can be provided at the alternative sites proposed. The Family Hub model itself seeks to improve outcomes for our children and families. With that in mind, outcomes for these children and families are considered not to be adversely affected.

In regards to meeting the requirements linked to safeguarding for the remainder of the contracts, KCC contract management procedures will be used all the way to the end of the contract period to ensure any statutory safeguarding provisions are upheld.

Staff currently employed by the two providers to deliver activity under the Family Hub contract will be eligible for TUPE transfer within the existing Family Hub service. At the time of writing, KCC HR colleagues have begun discussion with one of the two centres and the other has not fully engaged with the conversation around potential TUPE transfer. Currently the service is holding vacancies across the Family Hub workforce and it is anticipated that staff eligible for TUPE will fill these vacancies should they choose to transfer to KCC.

Equalities implications

An initial Equalities Impact Assessment (EqIA) was undertaken in advance of the consultation. The EqIA has been updated following the review of consultation feedback (as outlined in section 5) paying particular attention to any equalities concerns raised within consultation response. The full Equalities Impact Assessment has been included at Appendix 4.

Broadly, the equalities impact of the proposal falls on those residents with the following protected characteristics: gender, age and disability. The full EqIA sets the analysis out in detail for these, and other, protected characteristics. The most significant impact identified is the requirement under the proposals for residents to travel (particularly related to Millmead) further to access services and the impact of attending unfamiliar locations.

Of the six options (all set out in section 6) the highest impact will be felt on Options 1 (the proposal) and Option 5. Options 2, 3, 4 and 6 will have lesser impact on these communities, but that must be balanced by the fact that these options require further actions that will have impacts elsewhere across the county.

Mitigations have been suggested in response to the feedback, including potentially providing subsidised bus fares for residents accessing a new Family Hub when previously they have used Millmead. Our network of Community Development officer will also be utilised to help residents that require additional support to navigate the transition.

The impacts, when considered alongside the mitigation measures detailed within the EqIA and considered within the overarching policy priority context in which the Council operates, are considered to be justified.

Data Protection implications

A Data Protection Impact Assessment (DPIA) will be completed prior to any re-procurement exercise subject to the decision taken

Cabinet Committee recommendations and other consultation:

Page 104

To be completed following Cabinet Committee

Any alternatives considered and rejected:

The six options considered are as follows:

- Option 1: Do not renew the two commissioned contracts and provide services within existing KCC locations (the decision proposal).
- Option 2: Reprocure significantly reduced contracts.
- Option 3: Reprocure comparable contracts and close other Family Hub locations in other areas (as this would save building costs).
- Option 4: Reprocure comparable contracts and reduce services in alternative Family Hub locations (as this would save service costs).
- Option 5: Do not renew the two commissioned contracts but find alternative standalone locations for alternative provision.
- Option 6: Do not renew the two commissioned contracts, but instead hire space for KCC Family Hub staff to deliver the services from within the two settings.

The options are set out in detail within the full decision report. The table below summarises the reason each option has been discounted.

Option	Discounted because
1	Not discounted – this is the decision proposal.
2	Would not achieve the full MTFP saving agreed by Council. Would require cuts elsewhere to areas that have already been cut. Would retain inconsistency in our delivery model.
3	Would not achieve the full MTFP saving agreed by Council within the financial year. Would require cuts elsewhere to areas that have already been cut. Would retain inconsistency in our delivery model.
4	Would not achieve the full MTFP saving agreed by Council within the financial year. Would require cuts elsewhere to areas that have already been cut. Would retain inconsistency in our delivery model.
5	Would not achieve the full MTFP saving as agreed by Council.
6	Would not achieve the full MTFP saving as agreed by Council.

Any interest declared when the decision was taken and any dispensation granted by the Proper Officer:

None.

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signed

.....
date

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Children, Young People and Education Performance Management

Children, Young People and Education Directorate Scorecard

August 2024

Produced by: Management Information & Intelligence, KCC

Publication Date: 21st October 2024



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Guidance Notes

Notes: Please note that there is no 2019-20 or 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19). Figures for indicator CYPE8 (Rate of proven re-offending by CYP) shown in red have not been published by the Ministry of Justice (MoJ) but are included for information in this scorecard. Please note that not all Children's Social Work indicators can be shown broken down by District for the associated CSWS team, as caseloads relating to these indicators are held by Area and Kent LA level teams. Cases included in a dataset are based on the Service working with the child and not the child's geographical residence.

POLARITY

H	The aim of this indicator is to achieve the highest number/percentage possible
L	The aim of this indicator is to achieve the lowest number/percentage possible
T	The aim of this indicator is to stay close to the target that has been set

RAG RATINGS

RED	Floor Standard* has not been achieved
AMBER	Floor Standard* achieved but Target has not been met
GREEN	Target has been achieved

* Floor Standards are set in Directorate Business Plans and if not achieved must result in management action

DIRECTION OF TRAVEL (DOT)

↑	Performance has improved
↓	Performance has worsened
↔	Performance has remained the same

INCOMPLETE DATA

N/A	Data not available
	Data to be supplied
	New indicator - historical data not available

Data in italics indicates previous reporting year

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Management Information, CYPE, KCC

DATA PERIOD

R12M	Monthly Rolling 12 months
MS	Monthly Snapshot
YTD	Year To Date
Q	Quarterly
A	Annual

CHILDREN, YOUNG PEOPLE AND EDUCATION SCORECARDS

CYPE	Children, Young People and Education Directorate Scorecard
EY	Early Years Scorecard
NEET	NEET Monthly Scorecard
SEND	Special Educational Needs & Disabilities Scorecard
ICS	Intensive EH and CSWS Monthly Performance Report

KEY TO ABBREVIATIONS


CIC	Children in Care
CSWT	Children's Social Work Teams
CYP	Children and Young People
DWP	Department for Work and Pensions
EY	Early Years
EYFE	Early Years Free Entitlement
EYFS	Early Years Foundation Stage
FF2	Free For Two
FSM	Free School Meals
NEET	Not in Education, Employment or Training
SCS	Specialist Children's Services
SEN	Special Educational Needs

as at May 2024

130,931 pupils in 460 primary schools
 27.1% with free school meals (24.3%)

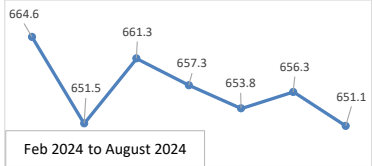
114,586 pupils in 102 secondary schools
 23.2% with free school meals (24.1%)

6,282 pupils in 24 special schools
 47.7% with free school meals (47.4%)



as at Aug 2024


Rate of Early Help Unit Referrals per 10,000 of the 0-17 population (inclusive, rolling 12 months)



Feb 2024 to August 2024

as at Aug 2024


Open cases



Intensive Early Help	1,956 (Families)
Open Social Work Cases	10,646
<i>Including:</i>	
• Child Protection	1,158
• Children in Care	1,909
• Care Leavers	2,019

as at Aug 2024

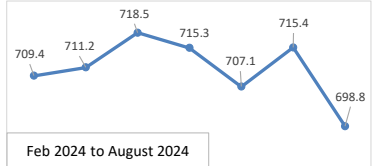
Ofsted judgements



EY providers	98.7	(97%)
Primary	92.4	(91%)
Secondary	88.0	(85%)
Special	92.3	(90%)

as at Aug 2024

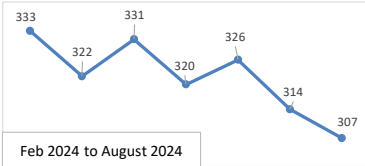
Rate of referrals to Children's Social Work Services per 10,000 of the 0-17 population (inclusive, rolling 12 months)



Feb 2024 to August 2024

as at Aug 2024


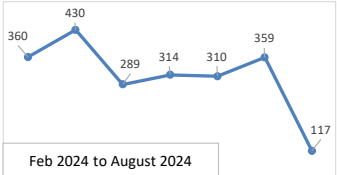
Number of First Time Entrants into the Youth Justice system



Feb 2024 to August 2024

as at Aug 2024


Requests for SEND statutory assessment

Feb 2024 to August 2024

as at Aug 2024


Activity at the Front Door (children)



Total contacts	4,545
Number resolved at FD	2,093
Number to CSWS	1,390
Number to EH Units	744

as at Aug 2024

Family Hub Indicators



Pending Family Hub scorecard development

- Figures shown in brackets are National averages
- Free School Meal averages are as at January 2024 school census and based on state funded schools only
- Ofsted National averages are as at 31st August 2024, except EY Providers average which is as at 31st March 2024

Directorate Scorecard - SEND Monthly Indicators

Education Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23	
											Measure	Numerator	Denominator									
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24											SN or SE
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		14.3	14.9	18.1	12.5	32.3	42.1	51.6	66	128	↑	45	GREEN	40.9	60	RED	42.8	49.2	
APP17-N	Total number of EHCPs issued within 20 weeks	H	MS		45	40	45	39	90	114	66											
APP17-D	Total number of EHCPs issued	L	MS		315	268	248	311	279	271	128											
APP17-A	Average duration in days from assessment request to EHCP completion	L	MS		323	306	271	255	204	194	170			↑								
APP-EP	Percentage of assessment requests sent to Educational Psychology returned within 6 weeks	H	MS		10.5	12.4	24.8	31.2	56.8	60.0	49.1	78	159	↓	55	AMBER						
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		10.8	10.8	10.8	10.7	10.2	10.2	10.3	2,089	20,262	↓	9	AMBER	11.0	9	RED	N/A	N/A	
	Percentage of open Educational Psychology referrals waiting more than 6 weeks	L	MS		68.6	47.2	35.8	21.5	14.3	18.7	26.9	94	350	↓							N/A	N/A
	Percentage of SEND statutory assessment requests waiting more than 20 weeks	L	MS		36.3	38.1	42.0	30.1	23.1	13.2	12.6	105	834	↑							N/A	N/A

Note: 2023-24 targets for APP17 and APP-EP are using the June 2024 targets from the APP scorecard

Commentary on Education SEND Indicators:

The SEND service has successfully reduced the number of open cases, with a focus on reducing those open for longer than 20 weeks. The Educational Psychology has increased the proportion of their reports completed within 6 weeks. The average duration in days from assessment request to EHCP completion is also reducing every month. This is all positively impacting the percentage of EHCPs issued within 20 weeks, which has risen significantly every month since May.

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Directorate Scorecard - Kent KPIs

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23	
					Measure	Numerator	Denominator	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24									Aug-24
																						SN or SE
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		23.8	23.5	23.6	23.4	23.2	23.1	23.3	5,584	23,926	↓	25.0	GREEN	23.5	25.0	GREEN	19.4	22.4	
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		86.6	86.0	85.3	85.4	85.3	84.4	82.9	1,676	2,021	↓	90.0	AMBER	86.0	90.0	AMBER	N/A	N/A	
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	19.0	19.7	19.8	20.0	19.6	20.5	20.9	258	1,235	↓	20.0	GREEN	19.7	20.0	GREEN	24.3	23.6	
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	70.6	71.0	71.1	71.9	71.8	71.9	72.1	323	448	↑	70.0	GREEN	71.0	70.0	GREEN	68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	74.2	73.9	74.0	74.5	73.7	73.8	73.9	774	1,048	↑	85.0	RED	73.9	85.0	RED	N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	331.2	357.3	372.3	377.0	381.2	379.7	375.8	25,555	68	↑	426.0	GREEN	357.3	426.0	GREEN	442	480	
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	58.2	57.7	60.1	58.3	57.8	57.3	54.0	552	1,023	↓	65.0	RED	57.7	65.0	AMBER	N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	85.7	86.3	86.3	84.8	84.8	85.7	85.7	544	635	↔	85.0	GREEN	86.3	85.0	GREEN	N/A	N/A	
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	73.6	73.6	72.2	73.3	71.8	72.4	72.1	455.5	631.6	↓	85.0	RED	73.6	85.0	RED	N/A	N/A	
SCS42	Average caseloads in the CIC Teams	L	MS		16.1	16.5	16.3	16.7	17.2	17.8	16.8	1,608	95.9	↑	15.0	AMBER	16.5	15.0	AMBER	N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		21.3	21.8	21.5	22.1	21.9	22.2	20.0	5,003	249.7	↑	18.0	AMBER	21.8	18.0	AMBER	N/A	N/A	
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		30.5	30.8	30.8	30.8	30.8	30.7	30.6	3,543	11,564	↑	25.0	RED	30.8	25.0	RED	28	N/A	
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		93.0	93.3	93.4	93.9	93.6	93.1	92.3	4,933	5,342	↓	85.0	GREEN	93.3	85.0	GREEN	N/A	N/A	
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		93.3	94.3	94.3	94.0	94.0	95.0	95.0	152	160	↔	85.0	GREEN	94.3	85.0	GREEN	N/A	N/A	
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.3	14.8	14.8	15.4	15.5	15.5	15.4	663	4,302	↑	15.0	AMBER	14.8	15.0	GREEN	N/A	N/A	
	Average Caseload within EH Units (Families)	L	MS		14.1	14.3	13.7	13.6	14.2	13.4	11.6	1,687	145.7	↓	20.0	RED	14.3	15.0	GREEN	N/A	N/A	

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Integrated Children's Services Quarterly Indicators		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Rate	Numerator	Denominator	Rate	Numerator	Denominator								
					Q2 23-24	Q3 23-24	Q4 23-24	Q1 24-25										
CYPE8	Rate of proven re-offending by CYP	L	Q		29.8	30.4	31.1	32.9	118	359	↓	28.7	RED	28.9	30.0	GREEN	31.2	28.5

Directorate Scorecard - Kent KPIs

Education Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Measure	Numerator	Denominator											
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		3.6	3.7	3.7	3.7	3.7	3.7	3.5	1,282	36,886	↑	2.8	AMBER	3.3	2.8	AMBER	2.5	2.8
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		24	26	23	23	24	28	26	N/A	N/A	↑	12	RED	15	12	AMBER	N/A	N/A
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		77	79	80	77	81	80	80	N/A	N/A	↔	24	RED	54	24	RED	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		82.8	80.9	83.4	81.7	74.7	76.4	76.9	4,197	5,459	↑	90	RED	79.7	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		34.3	34.6	30.7	21.5	20.6	16.5	18.6	621	3,331	↑	95	RED	55.7	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Measure	Numerator	Denominator	Measure	Numerator	Denominator			
					Summer 22-23	Autumn 23-24	Spring 23-24	Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		65.2	79.0	72.6	67.8	2,784	4,105	↑	69.0	AMBER

****Please note that there is no 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19)****

Education Annual Indicators		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Measure	Numerator	Denominator						
					2020-21	2021-22	2022-23	2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	65.8	68.3	67.8	11,952	17,620	69.0	AMBER	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	23.2	21.3	24.9	N/A	N/A	22.0	AMBER	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	59	59	61	11,667	19,114	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	28	28	26.3	N/A	N/A	24.0	AMBER	↑	23.0	26	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	49.3	47.0	47.0	N/A	N/A	48.0	AMBER	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	18.5	17.8	17.8	N/A	N/A	17.5	AMBER	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	37.68	34.20	34.20	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	32.01	29.14	29.14	N/A	N/A	29.20	AMBER	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	34.61	33.47	33.47	N/A	N/A	36.00	AMBER	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		4.2	4.8	4.8	5.4	14,579	271,166	4.8	RED	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		89.2	90.1	90.1	91.3	15,198	16,653					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		69.7	79.6	78.2	78.6	14,571	18,533					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		9.7	19.1	17.2	16.1	18,450	114,283	16.5	GREEN	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		15.6	29.2	29.2	24.8	24,213	97,715	27.0	GREEN	↑	23.0	26.5	26.5

The data sources for attainment data are as follows: FSP = School returns, June 2024. KS2 = DfE Published SFR, September 2024. KS4 = 2023 DfE Published SFR, 01/02/24 (Provisional 2024 data due October). KS5 = 2023 DfE Published SFR, 01/02/24 (Provisional 2024 data due November).

Directorate Scorecard - Kent KPIs

Commentary on Integrated Children's Services Indicators:

Children's Social Care

RED: At 73.9% the percentage of children in care placed in KCC foster care, or in placements with relatives/friends, is below the floor standard of 75.0%. The target of 85.0% is an aspirational target set to drive up the use of in-house provision and historically performance has remained stable at around 75.0%. Performance against this measure is impacted by the availability of in-house foster placements, which is a national issue. Kent Fostering is part of a cluster of Local Authorities who received DfE funding to support a national approach to the recruitment and retention of Local Authority Foster Carers. A national recruitment hub Fostering South East launched on 8th July 2024, which will be followed by national recruitment activity, encouraging people to foster for their Local Authority. Additional DfE funding has been secured to develop the Mockingbird Scheme, which will be part of a support package to retain our existing foster carers. This is due to go live in November 2024.

RED: The percentage of care leavers in education, employment or training (of those KCC is in touch with) is 54.0% which is below the floor standard of 55.0% and the Target of 65.0%. Those not in employment will include those not able to work due to illness, disability, pregnancy or parenting responsibilities and unaccompanied asylum seeking young people who remain without status and are not able to remain in education or gain employment when they reach the age of 18. The Home Office have confirmed unaccompanied children will have their applications prioritised which should then lead to an improvement against the target. The 18+ Care Leavers Service have two specialist staff to support young people access opportunities.

RED: The percentage of case holding posts filled by permanent qualified social workers is 72.1%, which is below the floor standard of 75.0%. The target for this measure is 85.0% which is based on the previous national average for Agency Social Workers of 15%. That has since increased to 17.8% (September 2023) but the Kent target has been kept at 85.0%. Recruiting and retaining qualified social workers remains a priority for CYPE and a range of initiatives are being explored and implemented. The annual collection of Children's Social Care Workforce data, provides some comparative data as at 30th September 2023 - Social Work Vacancies: Kent 16.0%, England average 18.9%, SE average 17.7%; % Agency Social Workers covering vacancies - Kent 62.3%; England average 74.4%, SE average 74.1%; Social Worker turnover - Kent 19.4%, England average 15.9%, SE average 16.7%.

AMBER: The Percentage of Returner Interviews completed for those with Children's Social Work Involvement is 82.9%, which is below the Target of 90.0%. For those Returner Interviews that did take place, 85.3% took place within timescale (3 working days).

AMBER: The average caseload in the Children in Care (CIC) Teams is 16.8 children, above the target of no more than 15 children/young people. This is improved performance compared to the previous month when average caseloads were 17.8 children.

AMBER: The average caseload in the Children's Social Work Teams (CSWT) is 20 children. This is above the target caseload of no more than 18 children/young people but is improved from the average of 22.2 children the previous month.

GREEN: The percentage re-referrals to Children's Social Work Services within 12 months of a previous referral was 23.3%, achieving the Target of below 25.0%. This performance compares to the latest published England average of 22.4% and averages of 19.4% for Kent's Statistical Neighbours and 27.9% for the South East (all comparative rates are for 2022/23 performance).

GREEN: The percentage of children becoming subject to a child protection plan for the second or subsequent time is 20.9% which is within the target range of 17.5% - 22.5% and compares to average rates for England of 23.6%, Statistical Neighbours 24.3% and the South East 25.1% (2022/23).

GREEN: The percentage of Children in Care in same placement for the last two years (for those in care for two and a half years or more) is 72.1% and above the Target of 70.0%. Kent's performance remains above the latest published average for Kent's Statistical Neighbours of 68.7%, the average for the South East of 68.0% and the England average of 69.0% (comparative data is for 2022/23).

GREEN: The average number of days between becoming a child in care and moving in with an adoptive family is 376 days, within the nationally set guide of less than 426 days. This compares to the latest published England average of 480 days (for 2022/23) which increased from an average 367 days in 2021/22.

GREEN: The percentage of Children's Social Work Case File Audits graded good or outstanding is 85.7%, which is above the 80.0% Target.

Intensive Early Help

RED: The percentage of referrals to an Early Help Unit where a previous episode ended within 12 months is 30.6%, which is above the target of 25.0%. Some data analysis will be undertaken to explore this further.

RED: The average caseload within Early Help Units is 11.6 families. This now falls within the RED banding as the Target was increased to 20 families for 2024/25 and performance has fallen below the floor standard of an average caseload of 12 families.

AMBER: The percentage of Early Help cases closed with outcomes achieved that come back to Early Help units or Children's Social Work teams in 3 months is 15.4%, above the Target of less than 15.0%.

GREEN: The percentage of Early Help Assessments completed in the given month, within 6 weeks of allocation, is at 92.3%, achieving the target of 85.0%.

Commentary on Education Indicators:

The majority of education indicators are annual. Commentary has only been provided for indicators where new data has been published since the last scorecard was issued where targets exist.

RED: The numbers of pupils permanently excluded from the primary phase, as a 12 month rolling average, is 26 which is more than double the target. The numbers of pupils permanently excluded from the secondary phase – all Year 7 to Year 11 pupils at 80, more than treble the target. Work continues within KCC to drive inclusion in school and reduce suspensions and permanent exclusions (and increase attendance), including CATIE (Countywide Approach to Inclusive Education) which uses an inclusive leadership programme, core training offer, whole school nurture approach provided by Nurture UK, and Special School outreach work delivered by the Specialist Teaching and Learning Service (STLS) and Local Inclusion Forum Team (LIFT). The recently published figures for both attendance, and suspension and permanent exclusions suggest Kent is making progress in both areas of work. For suspension and permanent exclusions, although there has been an increase over the past two years, Kent remains well below both national and southeast region data when comparing the 2022-23 academic year data. For attendance, the improvement in both primary and secondary schools has continued with the Autumn 23/Spring 24 data, showing total absence has improved by 0.5% and persistent absence by 2.5%.

RED: Despite the drop in percentages of targets being met for CME in the last year of approx. 6%, it is important to note that the number of cases we are dealing with overall has increased by 41%. This is due to our teams working in much closer alignment with cases being identified and opened in a much shorter timeframe. This approach is better aligned with legislation and supports the evidence that returning children missing education to school more quickly results in more successful outcomes. This also means that in some cases, some children are being recorded much earlier than they would have previously, showing a more accurate representation. To support the increase in cases, we have reallocated resource appropriately and continue to drive forward opportunities to streamline processes. Expectations around CME numbers increasing continues to be high on the agenda with many areas in Kent presenting with limited or no school spaces.

RED: The percentage of CYP registered to EHE who received contact and additional information within 10 school days of them being brought to our attention is 18.6% (621 out of 3,331). Despite the overall low percentage of cases contacted within 10 days throughout the year, a closer examination of the month-by-month data reveals a positive trend, with an increasing percentage of cases meeting this target. To address the significant rise in referrals—over 60% compared to the previous year—efforts have been made to streamline processes and reallocate resources from other areas of the service. However, a recent system issue (which has now been resolved) has caused a slight decrease in the number of cases meeting the target, as some referrals did not reach the team as intended. Looking ahead, we are optimistic about continuing this upward trend in performance over the next year.

AMBER: The Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) in August was 3.5%; missing the target by 0.7 percentage points. Please note this is a seasonal indicator and numbers will naturally increase as the academic year progresses. For this reason, the DfE uses the rolled average for December, January, and February. Data for 2022/23 shows Kent to have 3.3% NEETs, which combined with the Not Known cohort (2.5%) the aggregate figure is 5.8%. The figures for the Southeast and England are 6.9% and 5.2% respectively.

AMBER: The percentage of DWP and other identified eligible 2-year-olds taking up a free early education place in Summer 2024 was 67.8%; just below target of 69.0% with 2,784 children being funded (out of cohort of 4,105). This is an improvement of 2.5 percentage points on the equivalent period last year and equates to an increase of approximately 100 more children taking up a funded place.

Directorate Scorecard - Kent KPIs - Vulnerable Learners

****Please note that there is no 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19)****

Annual Indicators - Primary		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG	DOT	Target 2024-25	Benchmark Group 2023-24	England 2023-24
					2020-21	2021-22	2022-23	2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development - all pupils	H	A		N/A	65.8	68.3	67.8	11,952	17,620	69.0	AMBER	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	22.6	23.2	24.9	N/A	N/A	22.0	AMBER	↓	20.0	23.6	20.4
	Percentage of pupils at EYFS achieving a Good Level of Development - Kent CIC gap	L	A		N/A	17.6	22.5	44.4	N/A	N/A	25.0	RED	↓	23.0		
	Percentage of pupils at EYFS achieving a Good Level of Development - SEN Support gap	L	A		N/A	48.6	50.4	53.4	N/A	N/A	51.0	AMBER	↓	50.0	49.9	49.7
	Percentage of pupils at EYFS achieving a Good Level of Development - SEN EHCP gap	L	A		N/A	66.3	70.5	73.3	N/A	N/A	71.0	AMBER	↓	70.0	71.2	70.2
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - all pupils	H	A		N/A	59	59.3	61	11,667	19,114	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	28	28	26	N/A	N/A	24.0	AMBER	↑	23.0	26	22
	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - Kent CIC gap	L	A		N/A	32.6	35.4	30.6	N/A	N/A	32.0	GREEN	↑	30.0		
	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - SEN Support gap	L	A		N/A	48	47	46	N/A	N/A	45.0	AMBER	↑	45.0	47	45
	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - SEN EHCP gap	L	A		N/A	61	62	64	N/A	N/A	60.0	RED	↓	61.0	63	62

Note - There are no KS1-2 Progress measures for 2023-24 and none planned for 2024-25 as there is no KS1 prior attainment data for the relevant years.

****Please note that there is no 2019-20 or 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19)****

Annual Indicators - Secondary		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2022-23	RAG	DOT	Target 2023-24	Benchmark Group 2022-23	England 2022-23
					2019-20	2020-21	2021-22	2022-23								
SISE12	Average score at KS4 in Attainment 8 - all pupils	H	A		N/A	N/A	49.3	47.0	N/A	N/A	51.0	RED	↓	48.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	N/A	18.5	17.8	N/A	N/A	15.0	AMBER	↑	17.5	18.4	14.9
	Average score at KS4 in Attainment 8 - Kent CIC gap	L	A		N/A	N/A	27.3	28.2	N/A	N/A	25.0	RED	↓			
	Average score at KS4 in Attainment 8 - SEN Support gap	L	A		N/A	N/A	16.7	16.3	N/A	N/A	16.0	AMBER	↑	15.0	18.0	16.9
	Average score at KS4 in Attainment 8 - SEN EHCP gap	L	A		N/A	N/A	39.5	37.9	N/A	N/A	38.0	GREEN	↑	36.0	37.2	36.2
	Average score at KS4 in Progress 8 - all pupils	H	A		N/A	N/A	-0.19	-0.12	N/A	N/A	-1.00	GREEN	↓	-0.03	-0.02	-0.03
	Average score at KS4 in Progress 8 - FSM	H	A		N/A	N/A	-0.90	-0.82	N/A	N/A	-0.60	RED	↓	-0.60	-0.80	-0.58
	Average score at KS4 in Progress 8 - Kent CIC	H	A		N/A	N/A	-1.48	-1.48	N/A	N/A	-1.30	AMBER	↓			
	Average score at KS4 in Progress 8 - SEN Support	H	A		N/A	N/A	-0.70	-0.66	N/A	N/A	-0.47	AMBER	↓	-0.45	-0.51	-0.45
	Average score at KS4 in Progress 8 - SEN EHCP	H	A		N/A	N/A	-1.62	-1.40	N/A	N/A	-1.30	AMBER	↓	-1.12	-1.18	-1.12

Data Sources for Current Report

Code	Indicator	Source Description	Latest Data Description	Latest Data release date
Activity-Volume Measures				
CYPE10	Number of Primary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE11	Number of Secondary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE12	Number of Special Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE13	Total pupils on roll in Primary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE14	Total pupils on roll in Secondary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE15	Total pupils on roll in Special Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE16	Percentage of Primary School pupils eligible for Free School Meals	MI School Census Database	May 2024 School Census	July 2024
CYPE17	Percentage of Secondary School pupils eligible for Free School Meals	MI School Census Database	May 2024 School Census	July 2024
CYPE18	Percentage of Special School pupils eligible for Free School Meals	MI School Census Database	May 2024 School Census	July 2024
EY8	Percentage of EY settings with Good or Outstanding Ofsted Judgements - Overall Effectiveness (non-domestic premises)	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
SISE35	Percentage of Primary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
SISE36	Percentage of Secondary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
SISE37	Percentage of Special Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
CYPE19	Number of requests for SEND statutory assessment	Synergy reporting	Snapshot data as at end of Aug 2024	Sept 2024
EH71-C	Rate of notifications received into Early Help per 10,000 of the 0-17 population (inclusive, rolling 12 months)	Early Help module	Rolling 12 months up to end of Aug 2024	Sept 2024
SCS02	Rate of referrals to Children's Social Work Services per 10,000 of the 0-17 population (inclusive, rolling 12 months)	Liberi	Rolling 12 months up to end of Aug 2024	Sept 2024
FD01-C	Number of contacts processed in the Front Door	Early Help module	Children referred during the month of Aug 2024	Sept 2024
FD14-C	Number of Information, Advice and Guidance contacts processed in the Front Door	Early Help module	Children referred during the month of Aug 2024	Sept 2024
FD02-C	Number of contacts processed in the Front Door which met the threshold for CSWS involvement	Early Help module	Children referred during the month of Aug 2024	Sept 2024
FD03-C	Number of contacts processed in the Front Door which proceeded to Early Help	Early Help module	Children referred during the month of Aug 2024	Sept 2024
EH05-F	Number of cases open to Early Help Units	Early Help module	Snapshot data as at end of Aug 2024	Sept 2024
SCS01	Number of open Social Work cases	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
	Number of Child Protection cases	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
	Number of Children in Care	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
	Number of Care Leavers	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
EH35	Number of First Time Entrants into the Youth Justice system	MI monthly reporting (CareDirector Youth)	Rolling 12 months up to Aug 2024	Sept 2024
FS3	Number of Focused Support Requests started during the month	Core+	Snapshot data as at end of Aug 2024	Sept 2024
FS3a	Number of Focused Support Requests started during the month - by Children Centre	Core+	Snapshot data as at end of Aug 2024	Sept 2024
FS3b	Number of Focused Support Requests started during the month - by Youth Hub	Core+	Snapshot data as at end of Aug 2024	Sept 2024
FS8	Percentage of Focused Support Requests supported by Open Access after 3 months	Core+	Snapshot data as at end of Aug 2024	Sept 2024
TS3	Number of Clients supported (interventions and sessions)	Core+	Snapshot data as at end of Aug 2024	Sept 2024
SEND Indicators				
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP17-N	Total number of EHCPs issued within 20 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP17-D	Total number of EHCPs issued	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP17-A	Average duration in days from assessment request to EHCP completion	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP-EP	Percentage of assessment requests sent to Educational Psychology returned within 6 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
	Percentage of open Educational Psychology referrals waiting more than 6 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
	Percentage of SEND statutory assessment requests waiting more than 20 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024

Data Sources for Current Report

Code	Indicator	Source Description	Latest Data Description	Latest Data release date
Key Performance Indicators				
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	Liberi	Snapshot as at Aug 2024	Sept 2024
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	Liberi	Snapshot as at Aug 2024	Sept 2024
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS37	Percentage of Case File Audits graded good or outstanding	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS40	Percentage of case holding posts filled by permanent qualified social workers	Area Staffing Spreadsheets	Snapshot as at Aug 2024	Sept 2024
SCS42	Average caseloads in the CIC Teams	Liberi / Area Staffing Spreadsheets	Snapshot as at Aug 2024	Sept 2024
SCS43	Average caseloads in the CSWT Teams	Liberi / Area Staffing Spreadsheets	Snapshot as at Aug 2024	Sept 2024
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	Early Help module	Snapshot as at Aug 2024	Sept 2024
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	Early Help module	Snapshot as at Aug 2024	Sept 2024
	Percentage of EH Unit Case Audits rated good or outstanding	Early Help module	Snapshot as at Aug 2024	Sept 2024
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	Early Help module	Snapshot as at Aug 2024	Sept 2024
	Average Caseload within EH Units (Families)	Early Help module	Snapshot as at Aug 2024	Sept 2024
CYPE8	Rate of proven re-offending by CYP	MOJ quarterly reporting	Quarter 1 reporting for 2024-25	July 2024
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET)	Monthly submission to DfE via NCCIS for KCC	Snapshot as at Aug 2024	Sept 2024
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	Synergy - monthly reported data	Snapshot as at Aug 2024	Sept 2024
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	Synergy - monthly reported data	Rolling 12 months up to Aug 2024	Sept 2024
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	Synergy - monthly reported data	Rolling 12 months up to Aug 2024	Sept 2024
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	Fair Access Team Synergy reporting	Rolling 12 months up to Aug 2024	Sept 2024
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	Fair Access Team Synergy reporting	Rolling 12 months up to Aug 2024	Sept 2024
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place	FF2 Team in Early Years & Childcare	Snapshot as at August 2024	Aug 2024
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	End of year assessments based on EYFSP framework	2023-24 School returns/MI Calcs (LA & District)	Aug 2024
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM Eligible achievement gap	End of year assessments based on EYFSP framework	2023-24 School returns/MI Calcs (LA & District)	Aug 2024
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	Test/TA results for end of academic year	2023-24 DfE dataset/MI Calcs (LA & District)	Sept 2024
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	Test/TA results for end of academic year	2023-24 DfE dataset/MI Calcs (LA & District)	Sept 2024
SISE12	Average score at KS4 in Attainment 8	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
SISE19	Average score at KS4 in Attainment 8 - FSM gap	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
CYPE23	Average point score per A Level entry at KS5 [School students only]	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
CYPE24	Average point score per Applied General entry at KS5 [School students only]	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
SEND10	Percentage of pupils with a Statement or Education, Health and Care Plan (EHCP)	DfE annual snapshot based on school census	Snapshot as at January 2024	June 2024
CYPE2	Percentage of parents getting first preference of primary school	Admissions school places offered for start of academic year	Offers data for academic year 2024-25	May 2024
CYPE3	Percentage of parents getting first preference of secondary school	Admissions school places offered for start of academic year	Offers data for academic year 2024-25	May 2024
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	Aut/Spr data for academic year 2022-23	Aut 2023 & Spring 2024 MI Calcs (LA & Distr)	July 2024
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	Aut/Spr data for academic year 2022-23	Aut 2023 & Spring 2024 MI Calcs (LA & Distr)	July 2024

Indicator Definitions

Code	Indicator	Definition
Activity-Volume Measures		
CYPE10	Number of Primary Schools	The number of Kent maintained Primary schools (excluding Nurseries) and Primary academies (including Free Schools). Total is as at the latest available termly school census.
CYPE11	Number of Secondary Schools	The number of Kent maintained Secondary schools and Secondary academies (including Free Schools). Total is as at the latest available termly school census.
CYPE12	Number of Special Schools	The number of Kent maintained Special schools and Special academies. Total is as at the latest available termly school census.
CYPE13	Total pupils on roll in Primary Schools	The number of pupils on roll in Kent maintained Primary schools (excluding Nurseries) and Primary academies (including Free Schools). Total excludes guest and subsidiary pupils and is as at the latest available termly school census.
CYPE14	Total pupils on roll in Secondary Schools	The number of pupils on roll in Kent maintained Secondary schools and Secondary academies (including Free Schools). Total excludes guest and subsidiary pupils and is as at the latest available termly school census.
CYPE15	Total pupils on roll in Special Schools	The number of pupils on roll in Kent maintained Special schools and Special academies. Total excludes guest and subsidiary pupils and is as at the latest available termly school census.
CYPE16	Percentage of Primary School pupils eligible for Free School Meals	The number of pupils eligible for Free School Meals in Kent maintained Primary schools (excluding Nurseries) and Primary academies (including Free Schools) as a proportion of all pupils on roll. Totals for both numerator and denominator are for statutory aged pupils only and excludes guest and subsidiary pupils. Data is as at the latest available termly school census.
CYPE17	Percentage of Secondary School pupils eligible for Free School Meals	The number of pupils eligible for Free School Meals in Kent maintained Secondary schools and Secondary academies (including Free Schools) as a proportion of all pupils on roll. Totals for both numerator and denominator are for statutory aged pupils only and excludes guest and subsidiary pupils. Data is as at the latest available termly school census.
CYPE18	Percentage of Special School pupils eligible for Free School Meals	The number of pupils eligible for Free School Meals in Kent maintained Special schools and Special academies as a proportion of all pupils on roll. Totals for both numerator and denominator are for statutory aged pupils only and excludes guest and subsidiary pupils. Data is as at the latest available termly school census.
EY8	Percentage of EY settings with Good or Outstanding Ofsted Judgements - Overall Effectiveness (non-domestic premises)	The percentage of Kent Early Years settings (non-domestic premises only), judged good or outstanding for overall effectiveness in their latest inspection, as a proportion of all inspected Kent Early Years settings (non domestic premises only).
SISE35	Percentage of Primary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	The percentage of Kent maintained Primary schools and Primary academies judged good or outstanding for Overall Effectiveness in their latest inspection, as a proportion of all inspected Kent maintained Primary schools and Primary academies.
SISE36	Percentage of Secondary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	The percentage of Kent maintained Secondary schools and Secondary academies judged good or outstanding for Overall Effectiveness in their latest inspection, as a proportion of all inspected Kent maintained Secondary schools and Secondary academies.
SISE37	Percentage of Special Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	The percentage of Kent maintained Special schools and Special academies judged good or outstanding for Overall Effectiveness in their latest inspection, as a proportion of all inspected Kent maintained Special schools and Special academies.
CYPE19	Number of requests for SEND statutory assessment	The number of initial requests for assessment for Education, Health and Care Plans (EHCPs) for 0-25 year olds in Kent LA.
EH71-C	Rate of notifications received into Early Help per 10,000 of the 0-17 population (inclusive, rolling 12 months)	The total number of referrals to an Early Help Unit completed during the corresponding reporting month per 10,000 (Population figures are updated upon receipt of the latest ONS Mid Year population estimates). This is a child level indicator.
SCS02	Rate of referrals to Children's Social Work Services per 10,000 of the 0-17 population (inclusive, rolling 12 months)	This indicator shows the rate of referrals received by Children's Social Work Services. Numerator: Number of referrals (rolling 12 month period). Denominator: child population figure divided by 10,000 (Population figures are updated upon receipt of the latest ONS Mid Year Estimates).
FD01-C	Number of contacts processed in the Front Door	The total number of notifications received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.
FD14-C	Number of Information, Advice and Guidance contacts processed in the Front Door	The total number of notifications with a contact outcome of "Information, Advice & Guidance" received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.

Children, Young People and Education Performance Management

Indicator Definitions

Code	Indicator	Definition
Activity-Volume Measures (Continued)		
FD02-C	Number of contacts processed in the Front Door which met the threshold for CSWS involvement	The total number of notifications with a contact outcome of "Threshold met for CSWS" received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.
FD03-C	Number of contacts processed in the Front Door which proceeded to Early Help	The total number of notifications with a contact outcome of "Proceed to Early Help Unit" received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.
EH05-F	Number of cases open to Early Help Units	The number of open cases as at the end of the corresponding reporting month. The data includes all cases sent to units at Early Help Record stage prior to the end of the month. This is a family level indicator.
SCS01	Number of open Social Work cases	The total caseload figures for Children's Social Work Services.
	Number of Child Protection cases	The number of Children who have a Child Protection Plan as at the end of the corresponding reporting month.
	Number of Children in Care	The number of Children in Care as at the end of the corresponding reporting month.
	Number of Care Leavers	The number of Care Leavers as at the end of the corresponding reporting month.
YH135	Number of First Time Entrants into the Youth Justice system	First time entrants are defined as young people (aged 10 – 17 years) who receive their first substantive outcome (relating to a Youth Caution with or without an intervention, or a Conditional Caution or a Court disposal for those who go directly to Court without a Youth Caution or Conditional Caution).
FS3	Number of Focused Support Requests started during the month	The total number of focused support referrals started in the month. The total is the number of family referrals, not number of clients.
FS3a	Number of Focused Support Requests started during the month - by Children Centre	The total number of focused support referrals started in the month by Children Centre. The total is the number of family referrals, not number of clients.
FS3b	Number of Focused Support Requests started during the month - by Youth Hub	The total number of focused support referrals started in the month by Youth Hub. The total is the number of family referrals, not number of clients.
FS8	Percentage of Focused Support Requests supported by Open Access after 3 months	Percentage of referrals still supported by Open Access within 3 months of focus support closing (Further Engagement). Reported month is the date three months after focus support closed date. Further engagement is at least one member of the family to have attended any type of session or taken part in a client/family intervention. Interventions counted as successful are as follows: 'Direct Intervention outside of a group setting', 'Direct Intervention in group setting', 'Email/Telephone/Text', 'Meeting - Client(s) present', 'FF2 Contact', 'NEET Contact', 'Contact with Client'.
TS3	Number of Clients supported (interventions and sessions)	Number of distinct clients who have attended at least one session or client/family intervention (excluding focused support) within the month.

Indicator Definitions

Code	Indicator	Definition
SEND Indicators		
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	The percentage of Education and Health Care Plans that are issued within 20 weeks as a proportion of all such plans. The data is a snapshot at the end of the month. An education, health and care plan (EHCP) replaced statements and are for children and young people aged up to 25 who need more support than is available through special educational needs support.
APP17-N	Total number of EHCPs issued within 20 weeks	The number of Education and Health Care Plans that are issued within 20 weeks. The data is a snapshot at the end of the month. An education, health and care plan (EHCP) replaced statements and are for children and young people aged up to 25 who need more support than is available through special educational needs support.
APP17-D	Total number of EHCPs issued	The total number of Education and Health Care Plans that are issued. The data is a snapshot at the end of the month. An education, health and care plan (EHCP) replaced statements and are for children and young people aged up to 25 who need more support than is available through special educational needs support.
APP17-A	Average duration in days from assessment request to EHCP completion	
APP-EP	Percentage of assessment requests sent to Educational Psychology returned within 6 weeks	The percentage of Educational Psychology assessments returned within a 6 week timeframe as a proportion of all such requests.
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	The number of pupils with an EHCP that are placed in independent Special schools or out-of-county Special schools as a percentage of the total number of pupils with an EHCP
Page 120	Percentage of open Educational Psychology referrals waiting more than 6 weeks	The percentage of open referrals to the educational psychology service that have been waiting more than 6 weeks as a proportion of all such cases. The data is a snapshot at the end of the month.
	Percentage of SEND statutory assessment requests waiting more than 20 weeks	The percentage of cases where a request for a statutory assessment has been made but no final EHCP has been issued that have been waiting more than 20 weeks as a proportion of all such cases. The data is a snapshot at the end of the month.
Key Performance Indicators		
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	The percentage of referrals to SCS in the last 12 months where the previous referral date (if any) is within 12 months of the new referral date.
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	The percentage of returner interviews completed in the last 12 months where the case was open to SCS at the point the child went missing and the child was aged under 18 at the point of going missing.
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	The percentage of children who become subject to a Child Protection Plan during the last 12 months who have been subject to a previous plan.
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	The percentage of Children in Care aged under 16 at the snapshot date who had been looked after continuously for at least 2.5 years who were living in the same placement for at least 2 years, or are placed for adoption and their adoptive placement together with their previous placement together last for at least 2 years.
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	The percentage of Kent Children in Care at the snapshot date who are in Foster Care and are placed with KCC Foster Carers or with Relatives and Friends. UASC are excluded
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	The average number of days between becoming a Looked After Child and moving in with Adoptive Family (for children who have been Adopted in the last 12 months)
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	The percentage of relevant and former relevant care leavers who we were in contact with in a 4 month window around their birthday who were aged 17, 18, 19, 20 or 21 and were in education, employment or training.
SCS37	Percentage of Case File Audits graded good or outstanding	The percentage of all completed case audits in the last 12 months where the overall grading was good or outstanding

Children, Young People and Education Performance Management

Indicator Definitions

Code	Indicator	Definition
Key Performance Indicators (Continued)		
SCS40	Percentage of case holding posts filled by permanent qualified social workers	The percentage of case holding posts (FTE) at the snapshot date which are held by qualified social workers employed by Kent County Council.
SCS42	Average caseloads in the CIC Teams	The average caseload of social workers within district based CIC Teams at the snapshot date.
SCS43	Average caseloads in the CSWT Teams	The average caseload of social workers within the district based Children's Social Work Teams (CSWTs) at the snapshot date.
EH72-F	Percentage of re-referrals to an Early Help Unit within 12 months of a previous Unit case (R12M)	The percentage of referrals into an EH Unit (R12M) that previously had an episode open to an Early Help Unit in the preceding 12 months. The data only looks at referrals allocated to a Unit. It is calculated using a comparison between the episode end date of the previous episode and the episode start date of the subsequent referral.
EH52-F	Percentage of Assessments completed in the given month, within 6 weeks of allocation	The percentage of assessments completed in the reporting month, where the assessment was completed within 30 working days of allocation.
	Percentage of EH Unit Case Audits rated good or outstanding	The percentage of all EH Unit completed case audits in the last 12 months where the overall grading was good or outstanding
Page 121 EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	The percentage of EH cases that have been closed with an outcome of "outcomes achieved" and then came back into either EH or CSWS in the next 3 months. Please note that there is a 3 month time lag on this data so the result shown for May 2020 is actually looking at all EH Closures in the 12 months up to February 2020.
	Average Caseload within EH Units (Families)	Definition to be confirmed.
CYPE8	Rate of proven re-offending by CYP	An offender enters the cohort if they are released from custody, received a non-custodial conviction at court or received a reprimand or warning (caution) in a three month period. A proven reoffence is defined as any offence committed in a one year follow-up period that leads to a court conviction, caution, reprimand or warning in the one year follow-up or within a further six month waiting period to allow the offence to be proven in court. It is important to note that this is not comparable to previous proven reoffending publications which reported on a 12 month cohort.
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET)	The percentage of young people who have left compulsory education, up until the end of National Curriculum Year 13, who have not achieved a positive education, employment or training destination.
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	The total number of pupils in Year R to Year 6 that have been permanently excluded from a Kent maintained Primary school, Special school or Pupil Referral Unit (PRU) or Primary academy or Special academy during the last 12 months.
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	The total number of pupils in Year 7 to Year 14 that have been permanently excluded from a Kent maintained Secondary school, Special school or Pupil Referral Unit (PRU) or Secondary academy or Special academy during the last 12 months.
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	The number of closed cases within 30 school days of their referral to Kent County Council's CME Team, as a percentage of the total number of cases opened within the period.
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	The number of CYP who register with the LA to Home Educate contacted to include information regarding a visit, within 10 days of receipt of the referral to Kent County Council's EHE Team, as a percentage of the total number of cases opened within the period.

Indicator Definitions

Code	Indicator	Definition
Key Performance Indicators (Continued)		
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place	The number of two year old children accessing a free early education place at an early years provider as a proportion of the total number of families identified as potentially eligible for funding by the Department for Work and Pensions (DWP).
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	Percentage of pupils assessed as achieving Expected or Exceeding in all Prime Learning Goals and all literacy and mathematics Early Learning Goals at the end of reception year, based on the Early Years Foundation Stage framework.
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM Eligible achievement gap	The difference between the achievement of non-FSM eligible pupils and FSM eligible pupils in terms of percentage assessed as achieving Expected or Exceeding in all Prime Learning Goals and all literacy and mathematics Early Learning Goals at the end of reception year, based on the Early Years Foundation Stage framework.
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	The percentage of pupils at the end of Key Stage 2 working at the Expected Standard in all of Reading, Writing & maths. Includes Kent maintained schools and academies.
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	The difference between the achievement of non-FSM eligible pupils and FSM eligible pupils in terms of percentage working at the Expected Standard in all of Reading, Writing & maths at KS2. Includes Kent maintained schools and academies.
SISE12	Average score at KS4 in Attainment 8	The average Attainment 8 score for pupils at end of Key Stage 4. Attainment 8 is a point score based on attainment across eight subjects which must include English; mathematics; three other English Baccalaureate (EBacc) subjects (sciences, computer science, geography, history and languages); and three further subjects, which can be from the range of EBacc subjects, or can be any other approved, high-value arts, academic, or vocational qualification.
SISE19	Average score at KS4 in Attainment 8 - FSM gap	The difference between the Attainment 8 score of non-FSM eligible pupils and FSM eligible pupils at the end of KS4 (see above definition for SISE12a). Includes Kent maintained schools and academies.
CYPE23	Average point score per A Level entry at KS5 [School students only]	The total number of points achieved in A-Level qualifications by pupils at the end of Key Stage 5 divided by the total number of entries made in all A-Level qualifications. Outcomes are for Kent maintained schools and academies only.
CYPE24	Average point score per Applied General entry at KS5 [School students only]	The total number of points achieved in Applied General qualifications by pupils at the end of Key Stage 5 divided by the total number of entries made in all Applied General qualifications. Outcomes are for Kent maintained schools and academies only.
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	The total number of points achieved in Tech Level qualifications by pupils at the end of Key Stage 5 divided by the total number of entries made in all Tech Level qualifications. Outcomes are for Kent maintained schools and academies only.
SEND10	Percentage of pupils with a Statement or Education, Health and Care Plan (EHCP)	Percentage of pupils with an Education, Health and care Plan (EHCP) as a proportion of all pupils on roll in all schools as at January school census. Includes maintained schools and academies, Pupil Referral Units, Free schools and Independent schools (DfE published data).
CYPE2	Percentage of parents getting first preference of primary school	The percentage of parents who got their first preference of Primary school (out of their three ordered preferences) for their child.
CYPE3	Percentage of parents getting first preference of secondary school	The percentage of parents who got their first preference of Secondary school (out of their three ordered preferences) for their child.
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	The percentage of pupils that have been persistently absent from a Kent maintained Primary school or a Primary academy for 10% or more of their expected sessions over the reported time period.
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	The percentage of pupils that have been persistently absent from a Kent maintained Secondary school or a Secondary academy for 10% or more of their expected sessions over the reported time period.

Children, Young People and Education Performance Management

Children, Young People and Education Directorate Scorecard

August 2024

Produced by: Management Information & Intelligence, KCC

Publication Date: 21st October 2024



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Guidance Notes

Notes: Please note that there is no 2019-20 or 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19). Figures for indicator CYPE8 (Rate of proven re-offending by CYP) shown in red have not been published by the Ministry of Justice (MoJ) but are included for information in this scorecard. Please note that not all Children's Social Work indicators can be shown broken down by District for the associated CSWS team, as caseloads relating to these indicators are held by Area and Kent LA level teams. Cases included in a dataset are based on the Service working with the child and not the child's geographical residence.

POLARITY




H	The aim of this indicator is to achieve the highest number/percentage possible
L	The aim of this indicator is to achieve the lowest number/percentage possible
T	The aim of this indicator is to stay close to the target that has been set

RAG RATINGS

RED	Floor Standard* has not been achieved
AMBER	Floor Standard* achieved but Target has not been met
GREEN	Target has been achieved

* Floor Standards are set in Directorate Business Plans and if not achieved must result in management action

DIRECTION OF TRAVEL (DOT)

	Performance has improved
	Performance has worsened
	Performance has remained the same

INCOMPLETE DATA

N/A	Data not available
	Data to be supplied
	New indicator - historical data not available

Data in italics indicates previous reporting year

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Management Information, CYPE, KCC

DATA PERIOD

R12M	Monthly Rolling 12 months
MS	Monthly Snapshot
YTD	Year To Date
Q	Quarterly
A	Annual

CHILDREN, YOUNG PEOPLE AND EDUCATION SCORECARDS

CYPE	Children, Young People and Education Directorate Scorecard
EY	Early Years Scorecard
NEET	NEET Monthly Scorecard
SEND	Special Educational Needs & Disabilities Scorecard
ICS	Intensive EH and CSWS Monthly Performance Report

KEY TO ABBREVIATIONS


CIC	Children in Care
CSWT	Children's Social Work Teams
CYP	Children and Young People
DWP	Department for Work and Pensions
EY	Early Years
EYFE	Early Years Free Entitlement
EYFS	Early Years Foundation Stage
FF2	Free For Two
FSM	Free School Meals
NEET	Not in Education, Employment or Training
SCS	Specialist Children's Services
SEN	Special Educational Needs

as at May 2024

130,931 pupils in 460 primary schools
 27.1% with free school meals (24.3%)

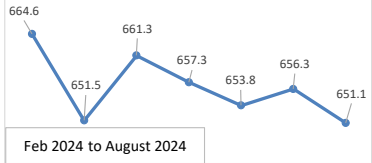
114,586 pupils in 102 secondary schools
 23.2% with free school meals (24.1%)

6,282 pupils in 24 special schools
 47.7% with free school meals (47.4%)



as at Aug 2024


Rate of Early Help Unit Referrals per 10,000 of the 0-17 population (inclusive, rolling 12 months)



Feb 2024 to August 2024

as at Aug 2024


Open cases



Intensive Early Help	1,956 (Families)
Open Social Work Cases	10,646
<i>Including:</i>	
• Child Protection	1,158
• Children in Care	1,909
• Care Leavers	2,019

as at Aug 2024

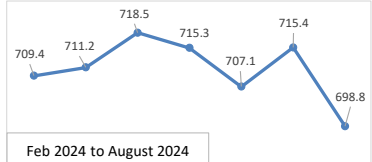
Ofsted judgements



EY providers	98.7	(97%)
Primary	92.4	(91%)
Secondary	88.0	(85%)
Special	92.3	(90%)

as at Aug 2024

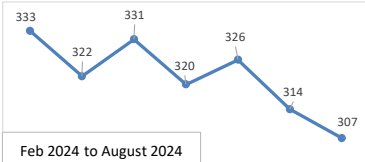
Rate of referrals to Children's Social Work Services per 10,000 of the 0-17 population (inclusive, rolling 12 months)



Feb 2024 to August 2024

as at Aug 2024


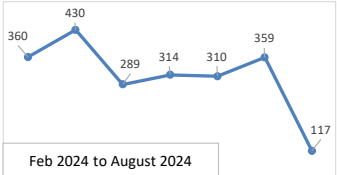
Number of First Time Entrants into the Youth Justice system



Feb 2024 to August 2024

as at Aug 2024


Requests for SEND statutory assessment

Feb 2024 to August 2024

as at Aug 2024


Activity at the Front Door (children)



Total contacts	4,545
Number resolved at FD	2,093
Number to CSWS	1,390
Number to EH Units	744

as at Aug 2024

Family Hub Indicators



Pending Family Hub scorecard development

- Figures shown in brackets are National averages
- Free School Meal averages are as at January 2024 school census and based on state funded schools only
- Ofsted National averages are as at 31st August 2024, except EY Providers average which is as at 31st March 2024

Directorate Scorecard - SEND Monthly Indicators

Education Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23	
											Measure	Numerator	Denominator									
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24											SN or SE
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		14.3	14.9	18.1	12.5	32.3	42.1	51.6	66	128	↑	45	GREEN	40.9	60	RED	42.8	49.2	
APP17-N	Total number of EHCPs issued within 20 weeks	H	MS		45	40	45	39	90	114	66											
APP17-D	Total number of EHCPs issued	L	MS		315	268	248	311	279	271	128											
APP17-A	Average duration in days from assessment request to EHCP completion	L	MS		323	306	271	255	204	194	170			↑								
APP-EP	Percentage of assessment requests sent to Educational Psychology returned within 6 weeks	H	MS		10.5	12.4	24.8	31.2	56.8	60.0	49.1	78	159	↓	55	AMBER						
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		10.8	10.8	10.8	10.7	10.2	10.2	10.3	2,089	20,262	↓	9	AMBER	11.0	9	RED	N/A	N/A	
	Percentage of open Educational Psychology referrals waiting more than 6 weeks	L	MS		68.6	47.2	35.8	21.5	14.3	18.7	26.9	94	350	↓							N/A	N/A
	Percentage of SEND statutory assessment requests waiting more than 20 weeks	L	MS		36.3	38.1	42.0	30.1	23.1	13.2	12.6	105	834	↑							N/A	N/A

Note: 2023-24 targets for APP17 and APP-EP are using the June 2024 targets from the APP scorecard

Commentary on Education SEND Indicators:

The SEND service has successfully reduced the number of open cases, with a focus on reducing those open for longer than 20 weeks. The Educational Psychology has increased the proportion of their reports completed within 6 weeks. The average duration in days from assessment request to EHCP completion is also reducing every month. This is all positively impacting the percentage of EHCPs issued within 20 weeks, which has risen significantly every month since May.

Directorate Scorecard - Kent KPIs

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23	
					Measure	Numerator	Denominator	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24									Aug-24
																						SN or SE
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		23.8	23.5	23.6	23.4	23.2	23.1	23.3	5,584	23,926	↓	25.0	GREEN	23.5	25.0	GREEN	19.4	22.4	
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		86.6	86.0	85.3	85.4	85.3	84.4	82.9	1,676	2,021	↓	90.0	AMBER	86.0	90.0	AMBER	N/A	N/A	
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	19.0	19.7	19.8	20.0	19.6	20.5	20.9	258	1,235	↓	20.0	GREEN	19.7	20.0	GREEN	24.3	23.6	
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	70.6	71.0	71.1	71.9	71.8	71.9	72.1	323	448	↑	70.0	GREEN	71.0	70.0	GREEN	68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	74.2	73.9	74.0	74.5	73.7	73.8	73.9	774	1,048	↑	85.0	RED	73.9	85.0	RED	N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	331.2	357.3	372.3	377.0	381.2	379.7	375.8	25,555	68	↑	426.0	GREEN	357.3	426.0	GREEN	442	480	
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	58.2	57.7	60.1	58.3	57.8	57.3	54.0	552	1,023	↓	65.0	RED	57.7	65.0	AMBER	N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	85.7	86.3	86.3	84.8	84.8	85.7	85.7	544	635	↔	85.0	GREEN	86.3	85.0	GREEN	N/A	N/A	
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	73.6	73.6	72.2	73.3	71.8	72.4	72.1	455.5	631.6	↓	85.0	RED	73.6	85.0	RED	N/A	N/A	
SCS42	Average caseloads in the CIC Teams	L	MS		16.1	16.5	16.3	16.7	17.2	17.8	16.8	1,608	95.9	↑	15.0	AMBER	16.5	15.0	AMBER	N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		21.3	21.8	21.5	22.1	21.9	22.2	20.0	5,003	249.7	↑	18.0	AMBER	21.8	18.0	AMBER	N/A	N/A	
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		30.5	30.8	30.8	30.8	30.8	30.7	30.6	3,543	11,564	↑	25.0	RED	30.8	25.0	RED	28	N/A	
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		93.0	93.3	93.4	93.9	93.6	93.1	92.3	4,933	5,342	↓	85.0	GREEN	93.3	85.0	GREEN	N/A	N/A	
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		93.3	94.3	94.3	94.0	94.0	95.0	95.0	152	160	↔	85.0	GREEN	94.3	85.0	GREEN	N/A	N/A	
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.3	14.8	14.8	15.4	15.5	15.5	15.4	663	4,302	↑	15.0	AMBER	14.8	15.0	GREEN	N/A	N/A	
	Average Caseload within EH Units (Families)	L	MS		14.1	14.3	13.7	13.6	14.2	13.4	11.6	1,687	145.7	↓	20.0	RED	14.3	15.0	GREEN	N/A	N/A	

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Integrated Children's Services Quarterly Indicators		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Rate	Numerator	Denominator	Rate	Numerator	Denominator								
					Q2 23-24	Q3 23-24	Q4 23-24	Q1 24-25										
CYPE8	Rate of proven re-offending by CYP	L	Q		29.8	30.4	31.1	32.9	118	359	↓	28.7	RED	28.9	30.0	GREEN	31.2	28.5

Directorate Scorecard - Kent KPIs

Education Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Measure	Numerator	Denominator											
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		3.6	3.7	3.7	3.7	3.7	3.7	3.5	1,282	36,886	↑	2.8	AMBER	3.3	2.8	AMBER	2.5	2.8
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		24	26	23	23	24	28	26	N/A	N/A	↑	12	RED	15	12	AMBER	N/A	N/A
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		77	79	80	77	81	80	80	N/A	N/A	↔	24	RED	54	24	RED	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		82.8	80.9	83.4	81.7	74.7	76.4	76.9	4,197	5,459	↑	90	RED	79.7	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		34.3	34.6	30.7	21.5	20.6	16.5	18.6	621	3,331	↑	95	RED	55.7	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Measure	Numerator	Denominator	Measure	Numerator	Denominator			
					Summer 22-23	Autumn 23-24	Spring 23-24	Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		65.2	79.0	72.6	67.8	2,784	4,105	↑	69.0	AMBER

****Please note that there is no 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19)****

Education Annual Indicators		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Measure	Numerator	Denominator						
					2020-21	2021-22	2022-23	2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	65.8	68.3	67.8	11,952	17,620	69.0	AMBER	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	23.2	21.3	24.9	N/A	N/A	22.0	AMBER	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	59	59	61	11,667	19,114	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	28	28	26.3	N/A	N/A	24.0	AMBER	↑	23.0	26	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	49.3	47.0	47.0	N/A	N/A	48.0	AMBER	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	18.5	17.8	17.8	N/A	N/A	17.5	AMBER	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	37.68	34.20	34.20	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	32.01	29.14	29.14	N/A	N/A	29.20	AMBER	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	34.61	33.47	33.47	N/A	N/A	36.00	AMBER	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		4.2	4.8	4.8	5.4	14,579	271,166	4.8	RED	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		89.2	90.1	90.1	91.3	15,198	16,653					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		69.7	79.6	78.2	78.6	14,571	18,533					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		9.7	19.1	17.2	16.1	18,450	114,283	16.5	GREEN	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		15.6	29.2	29.2	24.8	24,213	97,715	27.0	GREEN	↑	23.0	26.5	26.5

The data sources for attainment data are as follows: FSP = School returns, June 2024. KS2 = DfE Published SFR, September 2024. KS4 = 2023 DfE Published SFR, 01/02/24 (Provisional 2024 data due October). KS5 = 2023 DfE Published SFR, 01/02/24 (Provisional 2024 data due November).

Directorate Scorecard - Kent KPIs

Commentary on Integrated Children's Services Indicators:

Children's Social Care

RED: At 73.9% the percentage of children in care placed in KCC foster care, or in placements with relatives/friends, is below the floor standard of 75.0%. The target of 85.0% is an aspirational target set to drive up the use of in-house provision and historically performance has remained stable at around 75.0%. Performance against this measure is impacted by the availability of in-house foster placements, which is a national issue. Kent Fostering is part of a cluster of Local Authorities who received DfE funding to support a national approach to the recruitment and retention of Local Authority Foster Carers. A national recruitment hub Fostering South East launched on 8th July 2024, which will be followed by national recruitment activity, encouraging people to foster for their Local Authority. Additional DfE funding has been secured to develop the Mockingbird Scheme, which will be part of a support package to retain our existing foster carers. This is due to go live in November 2024.

RED: The percentage of care leavers in education, employment or training (of those KCC is in touch with) is 54.0% which is below the floor standard of 55.0% and the Target of 65.0%. Those not in employment will include those not able to work due to illness, disability, pregnancy or parenting responsibilities and unaccompanied asylum seeking young people who remain without status and are not able to remain in education or gain employment when they reach the age of 18. The Home Office have confirmed unaccompanied children will have their applications prioritised which should then lead to an improvement against the target. The 18+ Care Leavers Service have two specialist staff to support young people access opportunities.

RED: The percentage of case holding posts filled by permanent qualified social workers is 72.1%, which is below the floor standard of 75.0%. The target for this measure is 85.0% which is based on the previous national average for Agency Social Workers of 15%. That has since increased to 17.8% (September 2023) but the Kent target has been kept at 85.0%. Recruiting and retaining qualified social workers remains a priority for CYPE and a range of initiatives are being explored and implemented. The annual collection of Children's Social Care Workforce data, provides some comparative data as at 30th September 2023 - Social Work Vacancies: Kent 16.0%, England average 18.9%, SE average 17.7%; % Agency Social Workers covering vacancies - Kent 62.3%; England average 74.4%, SE average 74.1%; Social Worker turnover - Kent 19.4%, England average 15.9%, SE average 16.7%.

AMBER: The Percentage of Returner Interviews completed for those with Children's Social Work Involvement is 82.9%, which is below the Target of 90.0%. For those Returner Interviews that did take place, 85.3% took place within timescale (3 working days).

AMBER: The average caseload in the Children in Care (CIC) Teams is 16.8 children, above the target of no more than 15 children/young people. This is improved performance compared to the previous month when average caseloads were 17.8 children.

AMBER: The average caseload in the Children's Social Work Teams (CSWT) is 20 children. This is above the target caseload of no more than 18 children/young people but is improved from the average of 22.2 children the previous month.

GREEN: The percentage re-referrals to Children's Social Work Services within 12 months of a previous referral was 23.3%, achieving the Target of below 25.0%. This performance compares to the latest published England average of 22.4% and averages of 19.4% for Kent's Statistical Neighbours and 27.9% for the South East (all comparative rates are for 2022/23 performance).

GREEN: The percentage of children becoming subject to a child protection plan for the second or subsequent time is 20.9% which is within the target range of 17.5% - 22.5% and compares to average rates for England of 23.6%, Statistical Neighbours 24.3% and the South East 25.1% (2022/23).

GREEN: The percentage of Children in Care in same placement for the last two years (for those in care for two and a half years or more) is 72.1% and above the Target of 70.0%. Kent's performance remains above the latest published average for Kent's Statistical Neighbours of 68.7%, the average for the South East of 68.0% and the England average of 69.0% (comparative data is for 2022/23).

GREEN: The average number of days between becoming a child in care and moving in with an adoptive family is 376 days, within the nationally set guide of less than 426 days. This compares to the latest published England average of 480 days (for 2022/23) which increased from an average 367 days in 2021/22.

GREEN: The percentage of Children's Social Work Case File Audits graded good or outstanding is 85.7%, which is above the 80.0% Target.

Intensive Early Help

RED: The percentage of referrals to an Early Help Unit where a previous episode ended within 12 months is 30.6%, which is above the target of 25.0%. Some data analysis will be undertaken to explore this further.

RED: The average caseload within Early Help Units is 11.6 families. This now falls within the RED banding as the Target was increased to 20 families for 2024/25 and performance has fallen below the floor standard of an average caseload of 12 families.

AMBER: The percentage of Early Help cases closed with outcomes achieved that come back to Early Help units or Children's Social Work teams in 3 months is 15.4%, above the Target of less than 15.0%.

GREEN: The percentage of Early Help Assessments completed in the given month, within 6 weeks of allocation, is at 92.3%, achieving the target of 85.0%.

Commentary on Education Indicators:

The majority of education indicators are annual. Commentary has only been provided for indicators where new data has been published since the last scorecard was issued where targets exist.

RED: The numbers of pupils permanently excluded from the primary phase, as a 12 month rolling average, is 26 which is more than double the target. The numbers of pupils permanently excluded from the secondary phase – all Year 7 to Year 11 pupils at 80, more than treble the target. Work continues within KCC to drive inclusion in school and reduce suspensions and permanent exclusions (and increase attendance), including CATIE (Countywide Approach to Inclusive Education) which uses an inclusive leadership programme, core training offer, whole school nurture approach provided by Nurture UK, and Special School outreach work delivered by the Specialist Teaching and Learning Service (STLS) and Local Inclusion Forum Team (LIFT). The recently published figures for both attendance, and suspension and permanent exclusions suggest Kent is making progress in both areas of work. For suspension and permanent exclusions, although there has been an increase over the past two years, Kent remains well below both national and southeast region data when comparing the 2022-23 academic year data. For attendance, the improvement in both primary and secondary schools has continued with the Autumn 23/Spring 24 data, showing total absence has improved by 0.5% and persistent absence by 2.5%.

RED: Despite the drop in percentages of targets being met for CME in the last year of approx. 6%, it is important to note that the number of cases we are dealing with overall has increased by 41%. This is due to our teams working in much closer alignment with cases being identified and opened in a much shorter timeframe. This approach is better aligned with legislation and supports the evidence that returning children missing education to school more quickly results in more successful outcomes. This also means that in some cases, some children are being recorded much earlier than they would have previously, showing a more accurate representation. To support the increase in cases, we have reallocated resource appropriately and continue to drive forward opportunities to streamline processes. Expectations around CME numbers increasing continues to be high on the agenda with many areas in Kent presenting with limited or no school spaces.

RED: The percentage of CYP registered to EHE who received contact and additional information within 10 school days of them being brought to our attention is 18.6% (621 out of 3,331). Despite the overall low percentage of cases contacted within 10 days throughout the year, a closer examination of the month-by-month data reveals a positive trend, with an increasing percentage of cases meeting this target. To address the significant rise in referrals—over 60% compared to the previous year—efforts have been made to streamline processes and reallocate resources from other areas of the service. However, a recent system issue (which has now been resolved) has caused a slight decrease in the number of cases meeting the target, as some referrals did not reach the team as intended. Looking ahead, we are optimistic about continuing this upward trend in performance over the next year.

AMBER: The Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) in August was 3.5%; missing the target by 0.7 percentage points. Please note this is a seasonal indicator and numbers will naturally increase as the academic year progresses. For this reason, the DfE uses the rolled average for December, January, and February. Data for 2022/23 shows Kent to have 3.3% NEETs, which combined with the Not Known cohort (2.5%) the aggregate figure is 5.8%. The figures for the Southeast and England are 6.9% and 5.2% respectively.

AMBER: The percentage of DWP and other identified eligible 2-year-olds taking up a free early education place in Summer 2024 was 67.8%; just below target of 69.0% with 2,784 children being funded (out of cohort of 4,105). This is an improvement of 2.5 percentage points on the equivalent period last year and equates to an increase of approximately 100 more children taking up a funded place.

Directorate Scorecard - Kent KPIs - Vulnerable Learners

****Please note that there is no 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19)****

Annual Indicators - Primary		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG	DOT	Target 2024-25	Benchmark Group 2023-24	England 2023-24
					2020-21	2021-22	2022-23	2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development - all pupils	H	A		N/A	65.8	68.3	67.8	11,952	17,620	69.0	AMBER	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	22.6	23.2	24.9	N/A	N/A	22.0	AMBER	↓	20.0	23.6	20.4
	Percentage of pupils at EYFS achieving a Good Level of Development - Kent CIC gap	L	A		N/A	17.6	22.5	44.4	N/A	N/A	25.0	RED	↓	23.0		
	Percentage of pupils at EYFS achieving a Good Level of Development - SEN Support gap	L	A		N/A	48.6	50.4	53.4	N/A	N/A	51.0	AMBER	↓	50.0	49.9	49.7
	Percentage of pupils at EYFS achieving a Good Level of Development - SEN EHCP gap	L	A		N/A	66.3	70.5	73.3	N/A	N/A	71.0	AMBER	↓	70.0	71.2	70.2
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - all pupils	H	A		N/A	59	59.3	61	11,667	19,114	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	28	28	26	N/A	N/A	24.0	AMBER	↑	23.0	26	22
	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - Kent CIC gap	L	A		N/A	32.6	35.4	30.6	N/A	N/A	32.0	GREEN	↑	30.0		
	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - SEN Support gap	L	A		N/A	48	47	46	N/A	N/A	45.0	AMBER	↑	45.0	47	45
	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - SEN EHCP gap	L	A		N/A	61	62	64	N/A	N/A	60.0	RED	↓	61.0	63	62

Note - There are no KS1-2 Progress measures for 2023-24 and none planned for 2024-25 as there is no KS1 prior attainment data for the relevant years.

****Please note that there is no 2019-20 or 2020-21 Education attainment data due to the impact of Coronavirus (COVID-19)****

Annual Indicators - Secondary		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2022-23	RAG	DOT	Target 2023-24	Benchmark Group 2022-23	England 2022-23
					2019-20	2020-21	2021-22	2022-23								
SISE12	Average score at KS4 in Attainment 8 - all pupils	H	A		N/A	N/A	49.3	47.0	N/A	N/A	51.0	RED	↓	48.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	N/A	18.5	17.8	N/A	N/A	15.0	AMBER	↑	17.5	18.4	14.9
	Average score at KS4 in Attainment 8 - Kent CIC gap	L	A		N/A	N/A	27.3	28.2	N/A	N/A	25.0	RED	↓			
	Average score at KS4 in Attainment 8 - SEN Support gap	L	A		N/A	N/A	16.7	16.3	N/A	N/A	16.0	AMBER	↑	15.0	18.0	16.9
	Average score at KS4 in Attainment 8 - SEN EHCP gap	L	A		N/A	N/A	39.5	37.9	N/A	N/A	38.0	GREEN	↑	36.0	37.2	36.2
	Average score at KS4 in Progress 8 - all pupils	H	A		N/A	N/A	-0.19	-0.12	N/A	N/A	-1.00	GREEN	↓	-0.03	-0.02	-0.03
	Average score at KS4 in Progress 8 - FSM	H	A		N/A	N/A	-0.90	-0.82	N/A	N/A	-0.60	RED	↓	-0.60	-0.80	-0.58
	Average score at KS4 in Progress 8 - Kent CIC	H	A		N/A	N/A	-1.48	-1.48	N/A	N/A	-1.30	AMBER	↓			
	Average score at KS4 in Progress 8 - SEN Support	H	A		N/A	N/A	-0.70	-0.66	N/A	N/A	-0.47	AMBER	↓	-0.45	-0.51	-0.45
	Average score at KS4 in Progress 8 - SEN EHCP	H	A		N/A	N/A	-1.62	-1.40	N/A	N/A	-1.30	AMBER	↓	-1.12	-1.18	-1.12

Directorate Scorecard - Ashford District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24								
Ashford CSWT					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24									SN or SE	
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		24.6	24.4	24.4	24.5	24.2	24.4	24.4	402	1,649	↔	25.0	GREEN	24.4	25.0	GREEN	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		76.3	74.3	75.0	78.8	83.8	84.8	87.1	27	31	↑	90.0	AMBER	74.3	90.0	RED	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	21.1	20.6	20.9	20.4	16.7	13.0	15.9	17	107	↑	20.0	AMBER	20.6	20.0	GREEN	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			442	480	
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	87.5	84.2	84.2	78.9	78.9	78.9	78.9	15	19	↔	85.0	AMBER	84.2	85.0	AMBER	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	77.6	77.6	77.6	65.9	72.3	72.3	67.9	15.6	23.0	↓	85.0	RED	77.6	85.0	AMBER	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		20.3	21.1	20.8	27.5	20.5	22.6	22.6	439	19.4	↔	18.0	RED	21.1	18.0	AMBER	N/A	N/A
Ashford EHU					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		30.6	30.4	30.7	30.8	30.4	30.3	30.1	276	917	↑	25.0	RED	30.4	25.0	RED	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		97.8	97.6	98.2	98.9	99.5	99.2	99.1	337	340	↓	85.0	GREEN	97.6	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		90.0	91.7	91.7	91.7	91.7	91.7	91.7	11	12	↔	85.0	GREEN	91.7	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		12.9	13.4	13.7	14.4	14.8	14.4	13.6	43	316	↑	15.0	GREEN	13.4	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		11.8	10.4	9.3	10.4	14.0	10.9	10.7	118	11.0	↓	20.0	RED	10.4	15.0	GREEN	N/A	N/A

Integrated Children's Services Quarterly Indicators - Ashford		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		18.2	22.7	19.0	22.7	5	22	↔	28.7	GREEN	26.9	30.0	GREEN	31.2	28.5

Directorate Scorecard - Ashford District

Education Monthly Indicators - Ashford		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		11.1	16.7	10.0	18.2	50.0	50.0	46.2	6	13	↓	45	GREEN	56.7	60	AMBER	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		3.4	3.6	3.3	3.2	3.5	3.5	3.2	104	3,215	↑	2.8	AMBER	3.1	2.8	AMBER	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		10.7	10.7	10.5	10.5	10.6	9.7	10.2	171	1,684	↓	9	AMBER	11.1	9	RED	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		2	3	2	2	2	2	2	N/A	N/A	↔	N/A	N/A	0	N/A	N/A	N/A	N/A
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		2	3	7	6	6	6	6	N/A	N/A	↔	N/A	N/A	4	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		79.5	79.6	82.3	81.3	76.3	79.8	81.5	291	357	↑	90	RED	75.2	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		35.0	34.2	30.4	20.9	20.0	15.7	14.3	37	259	↓	95	RED	52.3	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		65.7	79.6	75.4	65.0	252	388	↓	69.0	RED

Education Annual Indicators - Ashford		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	67.6	68.6	68.6	992	1,446	69.0	AMBER	↔	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	22.3	16.0	22.1	N/A	N/A	22.0	AMBER	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	55.7	56.9	58.9	988	1,676	60.0	AMBER	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	28.7	26.8	26.8	N/A	N/A	24.0	AMBER	↔	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	48.2	45.8	45.8	N/A	N/A	48.0	AMBER	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	19.3	16.9	16.9	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	36.50	32.8	32.83	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	29.66	28.9	28.88	N/A	N/A	29.20	AMBER	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	28.68	29.7	29.72	N/A	N/A	36.00	RED	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		4.1	4.5	4.9	5.0	1,084	21,617	4.8	AMBER	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		8.3	18.9	15.5	16.6	1,621	9,757	16.5	AMBER	↓	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		11.6	31.8	30.8	26.7	2,345	8,777	27.0	GREEN	↑	23.0	26.5	26.5

Directorate Scorecard - Canterbury District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
											Measure	Numerator	Denominator								
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
Canterbury CSWT																					
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		25.3	23.9	24.8	25.1	26.4	27.2	27.2	432	1,589	↔	25.0	AMBER	23.9	25.0	GREEN	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		97.3	98.6	98.7	98.7	98.7	98.6	98.6	70	71	↔	90.0	GREEN	98.6	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	19.0	10.5	11.0	11.3	11.8	13.6	16.0	15	94	↑	20.0	AMBER	10.5	20.0	RED	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	442	480
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	95.5	96.3	96.3	96.6	96.6	100.0	100.0	28	28	↔	85.0	GREEN	96.3	85.0	GREEN	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	81.5	81.5	84.6	84.6	84.6	88.5	88.5	23.0	26.0	↔	85.0	GREEN	81.5	85.0	AMBER	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		26.4	25.3	25.1	25.7	26.2	26.7	27.6	579	21.0	↓	18.0	RED	25.3	18.0	RED	N/A	N/A
Canterbury EHU																					
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		26.6	26.2	26.4	26.6	27.4	28.3	27.5	231	840	↑	25.0	AMBER	26.2	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		94.3	94.5	94.8	94.3	92.8	90.9	90.6	367	405	↓	85.0	GREEN	94.5	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		100.0	100.0	100.0	100.0	100.0	100.0	100.0	15	15	↔	85.0	GREEN	100.0	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		13.9	13.6	13.0	14.5	14.3	13.3	13.6	39	286	↓	15.0	GREEN	13.6	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		16.2	16.3	17.0	16.7	13.3	13.4	11.6	168	14.5	↓	20.0	RED	16.3	15.0	AMBER	N/A	N/A

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Integrated Children's Services Quarterly Indicators - Canterbury		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
								Rate	Numerator	Denominator								
					Q2 23-24	Q3 23-24	Q4 23-24	Q1 24-25										
CYPE8	Rate of proven re-offending by CYP	L	Q		42.9	40.0	40.9	44.4	20	45	↓	28.7	RED	33.3	30.0	GREEN	31.2	28.5

Directorate Scorecard - Canterbury District

Education Monthly Indicators - Canterbury		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		14.3	14.3	18.2	6.3	18.2	48.0	45.5	5	11	↓	45	GREEN	47.9	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		3.3	3.3	3.1	2.7	3.0	3.1	3.3	115	3,445	↓	2.8	AMBER	3.2	2.8	AMBER	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		11.7	11.7	11.8	11.9	10.3	11.4	11.1	211	1,909	↑	9	RED	11.6	9	RED	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		4	5	3	4	3	3	3	N/A	N/A	↔	N/A	N/A	2	N/A	N/A	N/A	N/A
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		2	2	2	2	5	4	4	N/A	N/A	↔	N/A	N/A	0	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		81.0	78.6	81.8	84.5	77.5	79.9	80.5	252	313	↑	90	RED	74.2	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		31.4	32.7	29.0	21.0	19.7	15.3	17.5	43	246	↑	95	RED	55.7	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		57.5	69.7	67.9	61.6	218	354	↑	69.0	RED

Education Annual Indicators - Canterbury		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	61.9	65.0	67.0	977	1,459	69.0	AMBER	↑	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	31.3	20.6	29.3	N/A	N/A	22.0	RED	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	59.7	56.6	56.6	887	1,566	60.0	RED	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	35.3	35.5	32.5	N/A	N/A	24.0	RED	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	48.1	46.2	46.2	N/A	N/A	48.0	AMBER	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	16.4	16.7	16.7	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	37.10	33.2	33.19	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	32.98	30.2	30.24	N/A	N/A	29.20	GREEN	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	30.26	31.2	31.23	N/A	N/A	36.00	RED	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		4.3	5.1	5.4	5.7	1,253	22,050	4.8	RED	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		9.8	19.8	18.2	17.7	1,666	9,405	16.5	RED	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		12.4	30.6	28.1	26.1	2,298	8,797	27.0	GREEN	↑	23.0	26.5	26.5

Directorate Scorecard - Dartford District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
											Measure	Numerator	Denominator								
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
Dartford CSWT																					
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		19.2	20.4	20.1	21.3	20.8	22.4	22.6	348	1,541	↓	25.0	GREEN	20.4	25.0	GREEN	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		97.4	100.0	97.0	93.8	92.9	93.1	92.6	25	27	↓	90.0	GREEN	100.0	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	8.6	7.1	11.0	11.8	14.4	13.1	10.7	8	75	↓	20.0	RED	7.1	20.0	RED	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			442	480	
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	85.0	79.2	79.2	75.0	75.0	79.2	79.2	19	24	↔	85.0	AMBER	79.2	85.0	AMBER	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	68.7	68.7	68.7	67.9	67.9	63.6	63.6	14.6	23.0	↔	85.0	RED	68.7	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		24.3	23.7	21.4	23.7	23.2	23.2	21.5	421	19.6	↑	18.0	AMBER	23.7	18.0	RED	N/A	N/A
Dartford EHU																					
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		25.2	27.2	25.6	26.0	25.9	25.9	26.4	166	628	↓	25.0	AMBER	27.2	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		95.0	94.5	93.8	92.2	91.5	90.9	89.5	290	324	↓	85.0	GREEN	94.5	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		100.0	100.0	100.0	100.0	100.0	100.0	100.0	9	9	↔	85.0	GREEN	100.0	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.9	16.4	16.8	15.8	16.0	15.3	16.0	41	257	↓	15.0	AMBER	16.4	15.0	AMBER	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		11.1	10.9	12.3	12.5	11.0	9.5	9.0	113	12.5	↓	20.0	RED	10.9	15.0	GREEN	N/A	N/A

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Integrated Children's Services Quarterly Indicators - Dartford		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
								Rate	Numerator	Denominator								
					Q2 23-24	Q3 23-24	Q4 23-24	Q1 24-25										
CYPE8	Rate of proven re-offending by CYP	L	Q		37.9	31.4	28.6	21.4	6	28	↑	28.7	GREEN	28.1	30.0	GREEN	31.2	28.5

Directorate Scorecard - Dartford District

Education Monthly Indicators - Dartford		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23	
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator									Aug-24
																						SN or SE
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		5.9	5.6	14.3	12.5	18.2	40.0	44.4	4	9	↑	45	AMBER	45.8	60	RED	42.8	49.2	
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		2.4	2.5	2.7	2.8	2.7	2.8	2.6	84	3,268	↑	2.8	GREEN	2.5	2.8	GREEN	2.5	2.8	
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		11.1	11.0	10.9	11.0	12.9	10.5	10.5	182	1,525	↔	9	AMBER	11.7	9	RED	N/A	N/A	
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		1	1	0	1	1	1	1	N/A	N/A	↔	N/A	N/A	1	N/A	N/A	N/A	N/A	
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		20	19	17	18	19	19	19	N/A	N/A	↔	N/A	N/A	11	N/A	N/A	N/A	N/A	
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		82.5	76.3	79.5	78.1	71.2	73.8	76.4	514	673	↑	90	RED	82.1	N/A	N/A	N/A	N/A	
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		38.8	39.2	35.0	26.8	25.5	19.8	23.6	56	237	↑	95	RED	56.7	N/A	N/A	N/A	N/A	

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		58.3	70.3	60.6	57.8	190	329	↓	69.0	RED

Education Annual Indicators - Dartford		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	64.3	70.7	68.4	1,126	1,645	69.0	AMBER	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	26.5	25.0	24.7	N/A	N/A	22.0	AMBER	↑	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	59.2	64.6	67.1	112	1,671	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	25.1	25.2	21.0	N/A	N/A	24.0	GREEN	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	55.5	53.1	53.1	N/A	N/A	48.0	GREEN	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	18.2	18.6	18.6	N/A	N/A	17.5	AMBER	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	37.71	34.0	33.96	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	32.48	30.7	30.66	N/A	N/A	29.20	GREEN	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	33.77	33.5	33.54	N/A	N/A	36.00	AMBER	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		2.4	2.8	3.0	3.2	775	24,358	4.8	GREEN	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		8.4	17.4	15.2	13.8	1,465	10,600	16.5	GREEN	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		7.5	21.1	22.7	18.8	1,897	10,094	27.0	GREEN	↑	23.0	26.5	26.5

Directorate Scorecard - Dover District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
Dover CSWT																				SN or SE	
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		31.9	31.5	31.7	31.2	30.3	29.4	29.7	459	1,548	↓	25.0	AMBER	31.5	25.0	RED	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		86.0	87.2	89.1	95.7	95.7	90.2	90.2	46	51	↔	90.0	GREEN	87.2	90.0	AMBER	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	22.0	22.5	21.0	22.6	23.1	22.6	22.8	21	92	↓	20.0	AMBER	22.5	20.0	GREEN	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			442	480	
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	78.9	81.8	81.8	85.7	85.7	85.7	85.7	18	21	↔	85.0	GREEN	81.8	85.0	AMBER	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	100.0	100.0	100.0	120.8	100.0	95.7	95.7	22.0	23.0	↔	85.0	GREEN	100.0	85.0	GREEN	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		21.6	23.4	25.4	20.1	19.6	22.3	19.7	355	18.0	↑	18.0	AMBER	23.4	18.0	RED	N/A	N/A
Dover EHU																					
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		31.8	33.1	33.5	33.0	33.1	33.8	32.8	300	915	↑	25.0	RED	33.1	25.0	RED	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		76.1	78.4	80.5	84.1	86.8	90.0	91.9	274	298	↑	85.0	GREEN	78.4	85.0	AMBER	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		80.0	83.3	83.3	81.8	81.8	81.8	81.8	9	11	↔	85.0	AMBER	83.3	85.0	AMBER	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		15.4	15.1	14.7	14.2	13.9	16.2	14.7	31	211	↑	15.0	GREEN	15.1	15.0	AMBER	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		11.7	12.6	12.8	11.9	14.3	13.2	13.0	158	12.2	↓	20.0	AMBER	12.6	15.0	GREEN	N/A	N/A

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Integrated Children's Services Quarterly Indicators - Dover		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		37.9	30.0	30.6	27.3	9	33	↑	28.7	GREEN	37.9	30.0	AMBER	31.2	28.5

Directorate Scorecard - Dover District

Education Monthly Indicators - Dover		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		29.4	28.6	33.3	17.4	34.8	44.8	50.0	6	12	↑	45	GREEN	38.0	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		5.1	5.2	5.3	5.1	4.9	4.9	4.6	119	2,584	↑	2.8	RED	3.4	2.8	AMBER	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		12.9	12.8	12.8	13.1	11.8	12.6	11.9	182	1,525	↑	9	RED	12.4	9	RED	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		0	0	0	0	1	2	1	N/A	N/A	↑	N/A	N/A	0	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		1	1	1	1	1	1	1	N/A	N/A	↔	N/A	N/A	1	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		82.5	84.8	89.8	91.8	82.4	82.0	82.2	143	174	↑	90	RED	68.8	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		30.4	32.3	28.6	18.9	17.1	16.0	17.1	42	245	↑	95	RED	49.7	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		76.0	81.6	68.6	64.9	207	319	↓	69.0	RED

Education Annual Indicators - Dover		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	64.9	68.2	67.7	720	1,063	69.0	AMBER	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	14.1	17.9	16.6	N/A	N/A	22.0	GREEN	↑	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	51.9	56.1	54.7	678	1,240	60.0	RED	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	21.7	28.5	26.8	N/A	N/A	24.0	AMBER	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	44.5	42.0	42.0	N/A	N/A	48.0	RED	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	16.9	17.1	17.1	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	34.89	32.5	32.51	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	29.04	24.3	24.28	N/A	N/A	29.20	RED	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	30.32	24.9	24.92	N/A	N/A	36.00	RED	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		3.9	4.1	4.5	4.7	765	16,243	4.8	GREEN	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		8.6	20.7	19.9	18.3	1,377	7,536	16.5	RED	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		13.1	34.7	35.1	32.7	2,100	6,426	27.0	RED	↑	23.0	26.5	26.5

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
Folkestone and Hythe CSWT																				SN or SE	
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		24.5	25.4	26.1	26.1	26.3	27.2	27.1	380	1,400	↑	25.0	AMBER	25.4	25.0	AMBER	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		90.9	90.0	88.0	87.5	87.0	80.8	75.0	21	28	↓	90.0	RED	90.0	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	15.8	23.9	24.4	27.7	26.0	26.3	27.3	36	132	↓	20.0	AMBER	23.9	20.0	AMBER	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A		N/A	68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A		N/A	442	480	
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	62.5	66.7	66.7	72.2	72.2	78.9	78.9	15	19	↔	85.0	AMBER	66.7	85.0	RED	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	83.0	83.0	83.0	75.0	75.0	75.0	75.0	15.0	20.0	↔	85.0	AMBER	83.0	85.0	AMBER	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		25.3	26.9	26.1	24.5	23.8	26.4	24.8	471	19.0	↑	18.0	RED	26.9	18.0	RED	N/A	N/A
Folkestone and Hythe EHU																					
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		30.6	28.9	28.8	29.3	30.8	30.6	30.3	222	733	↑	25.0	RED	28.9	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		75.6	76.6	79.7	83.8	83.1	84.8	84.2	213	253	↓	85.0	AMBER	76.6	85.0	AMBER	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		88.9	90.9	90.9	90.9	90.9	100.0	100.0	10	10	↔	85.0	GREEN	90.9	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		13.4	13.9	14.3	15.0	15.2	14.9	15.3	40	262	↓	15.0	AMBER	13.9	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		13.1	14.2	12.2	12.6	14.6	12.8	8.2	94	11.5	↓	20.0	RED	14.2	15.0	GREEN	N/A	N/A

Integrated Children's Services Quarterly Indicators - Folkestone and Hythe		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		44.4	62.5	61.5	68.8	11	16	↓	28.7	RED	21.4	30.0	GREEN	31.2	28.5

Directorate Scorecard - Folkestone and Hythe District

Education Monthly Indicators - Folkestone and Hythe		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23	
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator									Aug-24
																						SN or SE
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		26.7	20.0	6.7	15.0	26.3	37.5	62.5	5	8	↑	45	GREEN	61.5	60	GREEN	42.8	49.2	
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		3.4	3.6	3.5	3.6	3.4	3.6	3.6	83	2,338	↔	2.8	AMBER	2.8	2.8	GREEN	2.5	2.8	
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		9.8	9.9	9.9	9.6	8.5	9.1	8.5	109	1,277	↑	9	GREEN	10.0	9	AMBER	N/A	N/A	
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		0	0	0	0	0	1	0	N/A	N/A	↑	N/A	N/A	1	N/A	N/A	N/A	N/A	
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		1	0	0	0	0	0	0	N/A	N/A	↔	N/A	N/A	3	N/A	N/A	N/A	N/A	
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		85.6	84.9	86.2	84.5	75.2	77.2	75.6	102	135	↓	90	RED	72.6	N/A	N/A	N/A	N/A	
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		33.7	33.5	31.0	19.5	19.3	15.0	15.8	38	241	↑	95	RED	54.5	N/A	N/A	N/A	N/A	

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		72.7	85.3	81.8	79.4	216	272	↑	69.0	GREEN

Education Annual Indicators - Folkestone and Hythe		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	65.9	67.1	66.8	762	1,141	69.0	AMBER	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	23.5	24.2	26.3	N/A	N/A	22.0	RED	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	60.2	59.4	59.2	732	1,237	60.0	AMBER	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	21.0	28.1	24.5	N/A	N/A	24.0	AMBER	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	50.1	43.1	43.1	N/A	N/A	48.0	RED	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	18.5	17.4	17.4	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	33.27	31.0	31.04	N/A	N/A	34.40	RED	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	33.70	30.9	30.87	N/A	N/A	29.20	GREEN	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	35.80	37.2	37.20	N/A	N/A	36.00	GREEN	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		4.2	4.8	5.0	5.2	797	15,315	4.8	AMBER	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		9.4	18.5	16.5	17.6	1,267	7,184	16.5	RED	↓	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		14.3	35.1	33.1	29.6	1,699	5,735	27.0	RED	↑	23.0	26.5	26.5

Directorate Scorecard - Gravesham District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
											Measure	Numerator	Denominator								
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
Gravesham CSWT																					
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		25.3	24.9	25.0	24.4	26.7	26.0	26.1	453	1,736	↓	25.0	AMBER	24.9	25.0	GREEN	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		96.4	96.6	96.3	90.0	88.0	83.9	81.3	26	32	↓	90.0	AMBER	96.6	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	15.2	14.0	12.2	8.8	10.3	11.9	11.6	10	86	↓	20.0	RED	14.0	20.0	AMBER	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	442	480
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	88.9	90.9	90.9	90.9	90.9	100.0	100.0	23	23	↔	85.0	GREEN	90.9	85.0	GREEN	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	73.4	73.4	69.3	69.3	65.1	65.1	65.1	15.6	24.0	↔	85.0	RED	73.4	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SCS43	Average caseloads in the CSWT Teams	L	MS		18.9	21.5	20.5	19.2	20.4	21.9	19.3	418	21.6	↑	18.0	AMBER	21.5	18.0	AMBER	N/A	N/A
Gravesham EHU																					
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		28.0	28.0	28.1	27.9	28.3	28.1	28.4	223	786	↓	25.0	AMBER	28.0	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		92.9	94.2	93.8	93.9	93.6	94.4	94.2	425	451	↓	85.0	GREEN	94.2	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		100.0	100.0	100.0	100.0	100.0	100.0	100.0	11	11	↔	85.0	GREEN	100.0	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.3	15.0	15.7	16.3	17.4	17.1	17.8	61	342	↓	15.0	AMBER	15.0	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		14.8	13.0	13.5	12.8	12.3	13.3	11.2	134	12.0	↓	20.0	RED	13.0	15.0	GREEN	N/A	N/A

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Integrated Children's Services Quarterly Indicators - Gravesham		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
								Rate	Numerator	Denominator								
					Q2 23-24	Q3 23-24	Q4 23-24	Q1 24-25										
CYPE8	Rate of proven re-offending by CYP	L	Q		29.4	29.2	33.3	36.4	8	22	↓	28.7	RED	34.1	30.0	GREEN	31.2	28.5

Directorate Scorecard - Gravesham District

Education Monthly Indicators - Gravesham		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		22.2	0.0	26.3	27.3	47.1	37.5	50.0	5	10	↑	45	GREEN	45.2	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		4.4	4.7	4.7	4.4	4.7	4.7	4.7	135	2,853	↔	2.8	RED	3.5	2.8	AMBER	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		8.9	8.8	9.1	8.7	10.3	8.2	9.3	122	1,316	↓	9	AMBER	8.9	9	GREEN	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		2	3	4	4	4	4	4	N/A	N/A	↔	N/A	N/A	1	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		9	8	7	6	5	4	4	N/A	N/A	↔	N/A	N/A	5	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		86.6	80.9	82.7	81.6	72.0	74.5	75.1	434	578	↑	90	RED	87.0	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		30.2	29.0	27.6	21.7	20.9	16.3	20.3	46	227	↑	95	RED	59.1	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		43.1	70.2	62.9	51.1	180	352	↑	69.0	RED

Education Annual Indicators - Gravesham		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	66.8	67.4	65.0	900	1,385	69.0	RED	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	21.2	15.6	20.6	N/A	N/A	22.0	GREEN	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	61.8	56.6	58.9	857	1,456	60.0	AMBER	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	20.8	26.1	25.8	N/A	N/A	24.0	AMBER	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	48.4	46.3	46.3	N/A	N/A	48.0	AMBER	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	15.6	11.8	11.8	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	35.37	29.6	29.55	N/A	N/A	34.40	RED	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	31.26	27.2	27.20	N/A	N/A	29.20	AMBER	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	30.78	35.2	35.21	N/A	N/A	36.00	AMBER	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		2.7	3.1	3.2	3.2	670	20,637	4.8	GREEN	↔	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		9.9	20.5	18.6	17.4	1,558	8,932	16.5	AMBER	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		11.5	26.0	38.1	21.9	1,791	8,166	27.0	GREEN	↑	23.0	26.5	26.5

Directorate Scorecard - Maidstone District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
Maidstone CSWT																				SN or SE	
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		24.7	23.4	23.4	23.4	23.4	24.3	24.6	524	2126	↓	25.0	GREEN	23.4	25.0	GREEN	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		81.8	76.0	78.6	83.9	84.4	88.6	89.2	33	37	↑	90.0	AMBER	76.0	90.0	RED	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	27.3	29.1	28.8	31.0	30.8	29.6	29.7	38	128	↓	20.0	RED	29.1	20.0	RED	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	68.7	69.0	
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	442	480	
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	83.3	86.2	86.2	89.7	89.7	86.2	86.2	25	29	↔	85.0	GREEN	86.2	85.0	GREEN	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	57.3	60.7	64.0	64.0	59.3	66.2	68.3	19.8	29.0	↑	85.0	RED	60.7	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
SCS43	Average caseloads in the CSWT Teams	L	MS		22.5	22.7	21.7	22.1	24.9	24.6	19.4	515	26.6	↑	18.0	AMBER	22.7	18.0	RED	N/A	N/A
Maidstone EHU																					
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		27.8	28.6	28.6	29.3	29.3	29.8	29.8	343	1,150	↔	25.0	AMBER	28.6	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		96.5	96.4	96.6	96.4	96.7	96.6	96.2	657	683	↓	85.0	GREEN	96.4	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		100.0	100.0	100.0	100.0	100.0	100.0	100.0	16	16	↔	85.0	GREEN	100.0	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.3	14.4	15.1	15.7	15.9	16.0	15.2	86	564	↑	15.0	AMBER	14.4	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		18.7	20.1	16.8	17.3	16.6	18.3	15.1	211	14.0	↓	20.0	AMBER	20.1	15.0	RED	N/A	N/A

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Integrated Children's Services Quarterly Indicators - Maidstone		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		15.0	15.4	11.8	16.1	5	31	↓	28.7	GREEN	26.7	30.0	GREEN	31.2	28.5

Directorate Scorecard - Maidstone District

Education Monthly Indicators - Maidstone		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		21.7	18.8	28.6	16.0	33.3	36.7	50.0	8	16	↑	45	GREEN	37.9	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		3.1	3.2	3.2	3.1	3.0	3.0	2.6	108	4,133	↑	2.8	GREEN	3.4	2.8	AMBER	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		7.4	7.3	7.2	7.2	7.6	7.0	6.7	135	2,008	↑	9	GREEN	7.5	9	GREEN	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		4	3	3	3	4	4	4	N/A	N/A	↔	N/A	N/A	4	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		11	10	9	8	10	10	9	N/A	N/A	↑	N/A	N/A	9	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		75.2	74.7	78.4	76.5	66.9	70.7	70.5	567	804	↓	90	RED	65.6	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		31.9	33.1	27.4	19.9	19.8	13.6	17.8	68	382	↑	95	RED	59.8	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		59.8	74.3	70.3	65.8	311	473	↑	69.0	RED

Education Annual Indicators - Maidstone		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	64.2	70.6	69.7	1,448	2,078	69.0	GREEN	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	23.9	14.8	20.5	N/A	N/A	22.0	GREEN	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	58.5	59.0	60.1	1,296	2,155	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	26.3	22.7	24.8	N/A	N/A	24.0	AMBER	↓	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	50.8	46.7	46.7	N/A	N/A	48.0	AMBER	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	19.0	19.0	19.0	N/A	N/A	17.5	AMBER	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	38.22	34.5	34.47	N/A	N/A	34.40	GREEN	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	29.94	25.9	25.94	N/A	N/A	29.20	RED	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	37.98	30.0	29.99	N/A	N/A	36.00	RED	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		4.5	5.0	5.5	6.0	1,824	30,250	4.8	RED	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		7.7	18.0	16.8	14.6	1,903	13,015	16.5	GREEN	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		8.0	25.1	24.5	21.8	2,550	11,711	27.0	GREEN	↑	23.0	26.5	26.5

Directorate Scorecard - Sevenoaks District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
											Measure	Numerator	Denominator								
					Sevenoaks North & Tonbridge and Malling CSWT					Feb-24	Mar-24	Apr-24	May-24								
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		25.1	26.6	26.8	27.0	25.7	24.8	25.0	424	1,693	↓	25.0	GREEN	26.6	25.0	AMBER	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		78.3	78.7	81.6	88.0	86.0	85.7	85.7	42	49	↔	90.0	AMBER	78.7	90.0	RED	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	22.6	20.0	19.3	19.1	18.0	18.2	16.7	23	138	↓	20.0	AMBER	20.0	20.0	GREEN	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	76.2	80.8	80.8	81.5	81.5	85.2	85.2	23	27	↔	85.0	GREEN	80.8	85.0	AMBER	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	71.4	71.4	60.7	60.7	63.0	57.8	57.8	15.6	27.0	↔	85.0	RED	71.4	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		20.2	22.4	24.0	25.2	23.5	25.3	25.0	465	18.6	↑	18.0	RED	22.4	18.0	RED	N/A	N/A
Sevenoaks South & Tunbridge Wells CSWT					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		28.9	30.1	30.3	30.5	30.5	30.6	30.5	469	1,538	↑	25.0	RED	30.1	25.0	RED	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		87.8	83.3	83.8	84.2	85.0	87.5	86.1	31	36	↓	90.0	AMBER	83.3	90.0	AMBER	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	15.4	25.8	23.4	21.9	22.0	29.5	34.4	21	61	↓	20.0	RED	25.8	20.0	AMBER	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	60.0	64.7	64.7	56.3	56.3	58.8	58.8	10	17	↔	85.0	RED	64.7	85.0	RED	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	71.4	71.4	71.4	71.4	71.4	76.2	76.2	16.0	21.0	↔	85.0	AMBER	71.4	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		21.5	21.7	20.3	24.1	23.3	17.9	17.5	297	17.0	↑	18.0	GREEN	21.7	18.0	AMBER	N/A	N/A

Directorate Scorecard - Sevenoaks District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2021-22	England 2021-22
					Measure	Numerator	Denominator	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24								
Sevenoaks North & Tonbridge and Malling EHU					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24									SN or SE	
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		29.5	29.8	29.6	29.0	28.7	29.2	29.2	310	1,060	↔	25.0	AMBER	29.8	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		98.2	98.1	98.2	98.2	97.8	98.0	98.1	606	618	↑	85.0	GREEN	98.1	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		100.0	100.0	100.0	100.0	100.0	100.0	100.0	11	11	↔	85.0	GREEN	100.0	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.3	15.0	15.0	16.6	16.0	14.5	14.2	69	485	↑	15.0	GREEN	15.0	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		17.6	16.2	14.7	14.4	14.4	13.8	11.8	200	17.0	↓	20.0	RED	16.2	15.0	AMBER	N/A	N/A
Sevenoaks South & Tunbridge Wells EHU					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		28.8	29.0	28.6	27.7	28.0	28.4	27.9	224	803	↑	25.0	AMBER	29.0	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		96.6	96.6	96.2	96.9	96.6	95.1	94.8	344	363	↓	85.0	GREEN	96.6	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		90.0	91.7	91.7	91.7	91.7	91.7	91.7	11	12	↔	85.0	GREEN	91.7	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		10.5	10.9	9.3	9.8	9.9	10.6	10.6	35	331	↔	15.0	GREEN	10.9	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		15.7	15.5	15.5	12.9	13.9	17.1	14.0	112	8.0	↓	20.0	AMBER	15.5	15.0	AMBER	N/A	N/A

Integrated Children's Services Quarterly Indicators - Sevenoaks		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		35.7	44.0	45.5	45.0	9	20	↓	28.7	RED	34.5	30.0	GREEN	31.2	28.5

Directorate Scorecard - Sevenoaks District

Education Monthly Indicators - Sevenoaks		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
											Measure	Numerator	Denominator								
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		4.5	7.1	21.4	8.7	27.8	42.9	66.7	2	3	↑	45	GREEN	39.7	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		2.8	2.8	2.8	3.0	2.8	2.8	2.8	58	2,100	↔	2.8	GREEN	2.6	2.8	GREEN	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		13.9	13.8	13.8	13.5	12.9	13.2	13.1	175	1,340	↑	9	RED	14.3	9	RED	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		2	2	2	2	2	3	3	N/A	N/A	↔	N/A	N/A	0	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		8	9	11	10	12	12	12	N/A	N/A	↔	N/A	N/A	1	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		82.9	79.6	81.1	70.4	61.1	64.4	65.3	141	216	↑	90	RED	68.1	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		32.9	36.8	34.0	25.3	24.1	19.5	21.2	55	260	↑	95	RED	51.5	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
								Measure	Numerator	Denominator			
					Summer 22-23	Autumn 23-24	Spring 23-24	Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		62.0	80.6	76.1	70.5	146	207	↑	69.0	GREEN

Education Annual Indicators - Sevenoaks		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
								Measure	Numerator	Denominator						
					2020-21	2021-22	2022-23	2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	68.8	72.4	69.0	892	1,292	69.0	GREEN	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	24.8	14.2	36.2	N/A	N/A	22.0	RED	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	63.9	63.5	65.7	927	1,410	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	34.2	39.8	25.9	N/A	N/A	24.0	AMBER	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	43.8	41.0	41.0	N/A	N/A	48.0	RED	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	13.6	12.3	12.3	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	34.91	33.8	33.75	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	33.76	31.2	31.16	N/A	N/A	29.20	GREEN	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	N/A	N/A	N/A	N/A	N/A	36.00	GREEN	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		5.4	5.8	6.0	6.3	824	13,083	4.8	RED	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		7.2	17.7	15.3	13.9	1,160	8,338	16.5	GREEN	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		15.7	37.6	31.6	27.8	771	2,775	27.0	AMBER	↑	23.0	26.5	26.5

Directorate Scorecard - Swale District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
											Measure	Numerator	Denominator								
					Swale Central CSWT					Feb-24	Mar-24	Apr-24	May-24								
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		29.8	29.2	28.1	26.9	26.6	26.9	27.8	377	1,356	↓	25.0	AMBER	29.2	25.0	AMBER	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		95.2	95.5	95.7	95.9	92.2	92.3	90.7	49	54	↓	90.0	GREEN	95.5	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	21.5	22.6	22.7	24.0	25.8	25.5	24.7	23	93	↑	20.0	AMBER	22.6	20.0	AMBER	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	75.0	71.4	71.4	75.0	75.0	70.6	70.6	12	17	↔	85.0	RED	71.4	85.0	RED	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	68.4	68.4	63.2	64.6	53.5	53.5	59.0	10.6	18.0	↑	85.0	RED	68.4	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		24.6	22.2	19.2	21.7	31.5	30.1	22.2	320	14.4	↑	18.0	RED	22.2	18.0	RED	N/A	N/A
Swale Island & Rural CSWT					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		25.1	25.2	25.0	23.7	22.3	21.8	22.4	221	985	↓	25.0	GREEN	25.2	25.0	AMBER	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		92.0	92.6	93.3	92.9	96.7	96.6	96.2	25	26	↓	90.0	GREEN	92.6	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	11.6	11.8	12.7	12.2	8.6	11.5	10.3	6	58	↓	20.0	RED	11.8	20.0	RED	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	92.9	94.1	94.1	100.0	100.0	100.0	100.0	18	18	↔	85.0	GREEN	94.1	85.0	GREEN	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	66.7	66.7	60.0	60.0	60.0	60.0	60.0	9.0	15.0	↔	85.0	RED	66.7	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		27.9	26.4	29.2	25.7	24.2	22.3	17.6	211	12.0	↑	18.0	GREEN	26.4	18.0	RED	N/A	N/A

Directorate Scorecard - Swale District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2021-22	England 2021-22
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
Swale EHU																				SN or SE	
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		29.7	30.3	30.3	30.6	30.6	30.6	30.5	375	1230	↑	25.0	RED	30.3	25.0	RED	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		93.6	93.8	93.0	93.7	90.2	85.1	82.1	395	481	↓	85.0	AMBER	93.8	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		92.9	93.8	93.8	93.3	93.3	93.3	93.3	14	15	↔	85.0	GREEN	93.8	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		13.3	15.0	15.0	15.5	15.2	15.7	15.1	52	344	↑	15.0	AMBER	15.0	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		13.2	16.2	14.9	15.6	16.3	13.0	11.5	178	15.5	↓	20.0	RED	16.2	15.0	AMBER	N/A	N/A

Integrated Children's Services Quarterly Indicators - Swale		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		59.1	50.0	38.9	41.7	15	36	↑	28.7	RED	50.0	30.0	RED	31.2	28.5

Directorate Scorecard - Swale District

Education Monthly Indicators - Swale		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		14.6	25.0	12.0	14.6	26.1	42.4	68.2	15	22	↑	45	GREEN	21.1	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		4.3	4.3	4.6	4.6	4.4	4.4	4.2	150	3,613	↑	2.8	RED	4.5	2.8	RED	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		11.6	11.6	11.5	11.6	10.3	10.9	12.5	366	2,932	↓	9	RED	11.9	9	RED	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		2	3	3	3	3	4	4	N/A	N/A	↔	N/A	N/A	2	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		3	4	4	4	3	3	3	N/A	N/A	↔	N/A	N/A	2	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		74.3	76.8	81.5	79.6	73.2	74.8	75.0	336	448	↑	90	RED	83.5	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		32.5	31.4	27.8	19.4	18.9	16.8	20.4	77	377	↑	95	RED	55.6	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		71.3	83.5	76.4	72.7	356	490	↑	69.0	GREEN

Education Annual Indicators - Swale		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	64.2	66.8	67.3	1,290	1,918	69.0	AMBER	↑	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	17.2	23.6	20.1	N/A	N/A	22.0	GREEN	↑	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	55.1	55.6	60.7	1,204	1,984	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	25.6	20.2	24.9	N/A	N/A	24.0	AMBER	↓	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	43.9	42.4	42.4	N/A	N/A	48.0	RED	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	16.6	16.8	16.8	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	34.50	31.9	31.93	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	31.42	28.7	28.74	N/A	N/A	29.20	AMBER	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	35.12	35.5	35.52	N/A	N/A	36.00	AMBER	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		4.4	5.4	5.8	6.1	1,491	24,482	4.8	RED	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		12.0	22.1	19.3	17.3	2,039	11,820	16.5	AMBER	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		24.2	36.8	33.1	30.4	2,699	8,878	27.0	RED	↑	23.0	26.5	26.5

Directorate Scorecard - Thanet District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
											Measure	Numerator	Denominator								
					Thanet Margate CSWT					Feb-24	Mar-24	Apr-24	May-24								
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		28.3	27.5	28.0	27.6	28.2	27.0	26.8	609	2,274	↑	25.0	AMBER	27.5	25.0	AMBER	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		94.6	94.4	94.4	94.7	100.0	100.0	100.0	39	39	↔	90.0	GREEN	94.4	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	27.5	28.7	28.2	24.7	19.0	15.5	18.5	12	65	↑	20.0	GREEN	28.7	20.0	RED	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	73.3	72.2	72.2	64.7	64.7	70.6	70.6	12	17	↔	85.0	RED	72.2	85.0	RED	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	87.7	87.7	80.2	74.0	74.0	72.8	72.8	11.6	16.0	↔	85.0	RED	87.7	85.0	GREEN	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		27.2	26.1	27.5	32.2	30.0	27.0	22.8	266	11.6	↑	18.0	RED	26.1	18.0	RED	N/A	N/A
Thanet Ramsgate CSWT					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		10.7	12.9	12.1	9.1	8.8	6.1	5.9	2	34	↑	25.0	GREEN	12.9	25.0	GREEN	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		96.7	93.1	92.9	96.6	96.7	93.1	93.8	30	32	↑	90.0	GREEN	93.1	90.0	GREEN	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	7.1	12.5	11.9	9.8	9.5	29.4	33.3	18	54	↓	20.0	RED	12.5	20.0	AMBER	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	38.5	46.7	46.7	46.7	46.7	50.0	50.0	8	16	↔	85.0	RED	46.7	85.0	RED	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	60.1	60.1	60.1	60.1	60.1	60.1	60.1	9.6	16.0	↔	85.0	RED	60.1	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		26.4	28.6	28.5	32.4	31.6	33.3	30.8	246	8.0	↑	18.0	RED	28.6	18.0	RED	N/A	N/A

Directorate Scorecard - Thanet District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2021-22	England 2021-22
					Measure	Numerator	Denominator	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24								
Thanet EHU					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24									SN or SE	
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		30.1	30.2	30.6	30.4	28.5	26.5	27.3	261	956	↓	25.0	AMBER	30.2	25.0	RED	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		93.3	92.7	92.5	93.2	93.8	92.9	90.6	453	500	↓	85.0	GREEN	92.7	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		89.5	90.5	90.5	89.5	89.5	89.5	89.5	17	19	↔	85.0	GREEN	90.5	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.4	14.8	14.9	15.3	16.5	17.3	17.9	78	435	↓	15.0	AMBER	14.8	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		12.0	12.3	12.2	12.7	13.8	13.4	11.5	201	17.4	↓	20.0	RED	12.3	15.0	GREEN	N/A	N/A

Integrated Children's Services Quarterly Indicators - Thanet		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		16.2	17.5	25.0	21.0	13	62	↓	28.7	GREEN	16.4	30.0	GREEN	31.2	28.5

Directorate Scorecard - Thanet District

Education Monthly Indicators - Thanet		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Measure	Numerator	Denominator											
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		3.2	8.3	25.0	9.1	45.5	50.0	42.9	3	7	↓	45	AMBER	53.8	60	AMBER	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		5.8	5.7	6.1	6.2	6.4	5.9	5.4	174	3,226	↑	2.8	RED	5.0	2.8	RED	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		12.5	12.5	12.4	12.4	11.7	12.4	11.6	255	2,191	↑	9	RED	12.8	9	RED	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		3	3	3	2	2	2	2	N/A	N/A	↔	N/A	N/A	2	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		2	3	3	3	2	2	2	N/A	N/A	↔	N/A	N/A	4	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		81.0	79.7	81.8	83.1	72.6	72.7	74.1	366	494	↑	90	RED	79.2	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		34.6	34.3	29.8	19.5	18.4	16.7	18.2	65	357	↑	95	RED	54.3	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Measure	Numerator	Denominator	Measure	Numerator	Denominator			
					Summer 22-23	Autumn 23-24	Spring 23-24	Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		73.8	86.5	78.3	72.9	365	501	↓	69.0	GREEN

Education Annual Indicators - Thanet		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Measure	Numerator	Denominator						
					2020-21	2021-22	2022-23	2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	60.1	61.2	60.1	869	1,447	69.0	RED	↓	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	23.7	21.0	24.6	N/A	N/A	22.0	AMBER	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	52.2	53.9	55.1	891	1,618	60.0	RED	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	22.6	22.8	19.5	N/A	N/A	24.0	GREEN	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	43.9	44.1	44.1	N/A	N/A	48.0	RED	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	15.3	15.8	15.8	N/A	N/A	17.5	GREEN	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	32.93	32.35	32.35	N/A	N/A	34.40	AMBER	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	34.24	30.49	30.49	N/A	N/A	29.20	GREEN	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	47.00	40.36	40.36	N/A	N/A	36.00	GREEN	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		5.1	5.9	6.3	6.6	1,329	20,137	4.8	RED	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		15.7	24.7	22.0	20.7	1,938	9,382	16.5	RED	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		17.2	31.3	32.2	29.2	2,312	7,908	27.0	RED	↑	23.0	26.5	26.5

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends							Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Measure	Numerator	Denominator	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24								
					Sevenoaks North & Tonbridge and Malling CSWT																	
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		25.1	26.6	26.8	27.0	25.7	24.8	25.0	424	1,693	↓	25.0	GREEN	26.6	25.0	AMBER	19.4	22.4	
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		78.3	78.7	81.6	88.0	86.0	85.7	85.7	42	49	↔	90.0	AMBER	78.7	90.0	RED	N/A	N/A	
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	22.6	20.0	19.3	19.1	18.0	18.2	16.7	23	138	↓	20.0	AMBER	20.0	20.0	GREEN	24.3	23.6	
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A							N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A							N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A							N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A							N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	76.2	80.8	80.8	81.5	81.5	85.2	85.2	23	27	↔	85.0	GREEN	80.8	85.0	AMBER	N/A	N/A	
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	71.4	71.4	60.7	60.7	63.0	57.8	57.8	15.6	27.0	↔	85.0	RED	71.4	85.0	RED	N/A	N/A	
SCS42	Average caseloads in the CIC Teams	L	MS		N/A							N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		20.2	22.4	24.0	25.2	23.5	25.3	25.0	465	18.6	↑	18.0	RED	22.4	18.0	RED	N/A	N/A	
Sevenoaks North & Tonbridge and Malling EHU					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24											
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		29.5	29.8	29.6	29.0	28.7	29.2	29.2	310	1,060	↔	25.0	AMBER	29.8	25.0	AMBER	28	N/A	
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		98.2	98.1	98.2	98.2	97.8	98.0	98.1	606	618	↑	85.0	GREEN	98.1	85.0	GREEN	N/A	N/A	
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		100.0	100.0	100.0	100.0	100.0	100.0	100.0	11	11	↔	85.0	GREEN	100.0	85.0	GREEN	N/A	N/A	
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		14.3	15.0	15.0	16.6	16.0	14.5	14.2	69	485	↑	15.0	GREEN	15.0	15.0	GREEN	N/A	N/A	
	Average Caseload within EH Units (Families)	L	MS		17.6	16.2	14.7	14.4	14.4	13.8	11.8	200	17.0	↓	20.0	RED	16.2	15.0	AMBER	N/A	N/A	

Integrated Children's Services Quarterly Indicators - Tonbridge and Malling		Polarity	Data Period	QPR	Quarterly Trends				Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator									
									Q1 24-25										
CYPE8	Rate of proven re-offending by CYP	L	Q		14.3	14.3	12.5	26.1	6	23	↓	28.7	GREEN	23.1	30.0	GREEN	31.2	28.5	

Directorate Scorecard - Tonbridge and Malling District

Education Monthly Indicators - Tonbridge and Malling		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		38.5	11.8	25.0	13.8	16.7	27.8	36.4	4	11	↑	45	AMBER	31.2	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		3.2	3.2	3.1	2.9	2.9	2.9	2.7	84	3,136	↑	2.8	GREEN	2.9	2.8	AMBER	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		7.8	7.8	7.7	7.6	7.1	7.2	7.2	110	1,525	↔	9	GREEN	8.1	9	GREEN	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		4	3	3	2	2	2	2	N/A	N/A	↔	N/A	N/A	2	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		9	11	10	10	10	10	11	N/A	N/A	↓	N/A	N/A	8	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		78.8	78.1	80.8	69.2	68.5	71.8	73.9	119	161	↑	90	RED	59.3	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		32.3	32.7	27.2	18.9	17.7	14.3	15.0	41	273	↑	95	RED	59.2	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		64.3	74.1	69.7	77.2	176	228	↑	69.0	GREEN

Education Annual Indicators - Tonbridge and Malling		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	70.6	69.8	72.0	1,098	1,525	69.0	GREEN	↑	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	23.1	33.3	29.8	N/A	N/A	22.0	RED	↑	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	59.1	60.5	63.7	1,114	1,750	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	33.5	32.7	31.7	N/A	N/A	24.0	RED	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	55.9	53.3	53.3	N/A	N/A	48.0	GREEN	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	23.0	22.1	22.1	N/A	N/A	17.5	RED	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	41.92	39.4	39.38	N/A	N/A	34.40	GREEN	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	32.48	30.7	30.71	N/A	N/A	29.20	GREEN	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	31.84	32.5	32.49	N/A	N/A	36.00	RED	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		3.9	4.3	4.5	4.7	1,103	23,677	4.8	GREEN	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		5.5	15.5	14.3	14.0	1,463	10,424	16.5	GREEN	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		10.6	28.7	26.8	23.4	2,415	10,309	27.0	GREEN	↑	23.0	26.5	26.5

Directorate Scorecard - Tunbridge Wells District

Integrated Children's Services Monthly Indicators		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	Kent Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
Sevenoaks South & Tunbridge Wells CSWT																				SN or SE	
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	L	R12M		28.9	30.1	30.3	30.5	30.5	30.6	30.5	469	1,538	↑	25.0	RED	30.1	25.0	RED	19.4	22.4
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	H	R12M		87.8	83.3	83.8	84.2	85.0	87.5	86.1	31	36	↓	90.0	AMBER	83.3	90.0	AMBER	N/A	N/A
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	T	R12M	✓	15.4	25.8	23.4	21.9	22.0	29.5	34.4	21	61	↓	20.0	RED	25.8	20.0	AMBER	24.3	23.6
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			68.7	69.0		
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	H	MS	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	L	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			442	480		
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	H	R12M	✓	N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS37	Percentage of Case File Audits graded good or outstanding	H	R12M	✓	60.0	64.7	64.7	56.3	56.3	58.8	58.8	10	17	↔	85.0	RED	64.7	85.0	RED	N/A	N/A
SCS40	Percentage of case holding posts filled by permanent qualified social workers	H	MS	✓	71.4	71.4	71.4	71.4	71.4	76.2	76.2	16.0	21.0	↔	85.0	AMBER	71.4	85.0	RED	N/A	N/A
SCS42	Average caseloads in the CIC Teams	L	MS		N/A						N/A	N/A	N/A	N/A	N/A			N/A	N/A		
SCS43	Average caseloads in the CSWT Teams	L	MS		21.5	21.7	20.3	24.1	23.3	17.9	17.5	297	17.0	↑	18.0	GREEN	21.7	18.0	AMBER	N/A	N/A
Sevenoaks South & Tunbridge Wells EHU																					
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	L	R12M		28.8	29.0	28.6	27.7	28.0	28.4	27.9	224	803	↑	25.0	AMBER	29.0	25.0	AMBER	28	N/A
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	H	MS		96.6	96.6	96.2	96.9	96.6	95.1	94.8	344	363	↓	85.0	GREEN	96.6	85.0	GREEN	N/A	N/A
	Percentage of EH Unit Case Audits rated good or outstanding	H	R12M		90.0	91.7	91.7	91.7	91.7	91.7	91.7	11	12	↔	85.0	GREEN	91.7	85.0	GREEN	N/A	N/A
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	L	R12M		10.5	10.9	9.3	9.8	9.9	10.6	10.6	35	331	↔	15.0	GREEN	10.9	15.0	GREEN	N/A	N/A
	Average Caseload within EH Units (Families)	L	MS		15.7	15.5	15.5	12.9	13.9	17.1	14.0	112	8.0	↓	20.0	AMBER	15.5	15.0	AMBER	N/A	N/A

Integrated Children's Services Quarterly Indicators - Tunbridge Wells		Polarity	Data Period	QPR	Quarterly Trends			Latest Quarter			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	South East as at Jan 2023	England & Wales as at Jan 2023
					Q2 23-24	Q3 23-24	Q4 23-24	Rate	Numerator	Denominator								
CYPE8	Rate of proven re-offending by CYP	L	Q		11.1	35.7	37.5	52.4	11	21	↓	28.7	RED	20.1	30.0	GREEN	31.2	28.5

Directorate Scorecard - Tunbridge Wells District

Education Monthly Indicators - Tunbridge Wells		Polarity	Data Period	QPR	Monthly Trends						Latest Month			DOT	Target 2023-24	RAG 2023-24	District Outturn 2022-23	Target 2022-23	RAG 2022-23	Benchmark Group 2022-23	England 2022-23
					Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Measure	Numerator	Denominator								
											Aug-24										
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	H	MS		16.7	29.4	10.0	6.3	26.7	43.8	50.0	3	6	↑	45	GREEN	24.4	60	RED	42.8	49.2
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET) [seasonally impacted indicator]	L	MS		2.4	2.4	2.6	2.6	2.6	2.5	2.3	68	2,975	↑	2.8	GREEN	2.3	2.8	GREEN	2.5	2.8
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	L	MS		9.9	9.9	10.5	10.4	10.8	9.5	9.2	89	967	↑	9	AMBER	10.1	9	AMBER	N/A	N/A
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	L	R12M		0	0	0	0	0	0	0	N/A	N/A	↔	N/A	N/A	0	N/A	N/A	N/A	N/A
EH44	Number of permanent exclusions from the secondary phase - all Year 7 to Year 14 pupils	L	R12M		9	9	9	9	8	9	9	N/A	N/A	↔	N/A	N/A	6	N/A	N/A	N/A	N/A
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	H	R12M		85.1	85.7	87.2	86.8	82.5	82.7	83.6	148	177	↑	90	RED	72.0	N/A	N/A	N/A	N/A
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	H	R12M		46.8	46.5	39.6	25.3	24.4	18.0	20.3	37	182	↑	95	RED	62.6	N/A	N/A	N/A	N/A

Education Termly Indicators		Polarity	Data Period	QPR	Termly Trends			Latest Term			DOT	Target Spring 2023-24	RAG 2023-24
					Summer 22-23	Autumn 23-24	Spring 23-24	Measure	Numerator	Denominator			
								Summer 23-24					
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place [seasonally impacted indicator]	H	T		62.3	78.8	71.4	68.8	132	192	↑	69.0	AMBER

Education Annual Indicators - Tunbridge Wells		Polarity	Data Period	QPR	Annual Trends			Latest Year			Target 2023-24	RAG 2023-24	DOT	Target 2024-25	Benchmark Group 2022-23	England 2022-23
					2020-21	2021-22	2022-23	Measure	Numerator	Denominator						
								2023-24								
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	H	A		N/A	66.6	69.2	71.9	878	1,221	69.0	GREEN	↑	69.0	69.6	67.2
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM gap	L	A		N/A	29.3	28.0	33.3	N/A	N/A	22.0	RED	↓	20.0	23.6	20.4
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	H	A		N/A	63.4	63.4	68.6	905	1,320	60.0	GREEN	↑	62.0	60	60
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	L	A		N/A	31.1	38.2	25.6	N/A	N/A	24.0	AMBER	↑	23.0	27	22
SISE12	Average score at KS4 in Attainment 8	H	A		N/A	56.6	53.5	53.5	N/A	N/A	48.0	GREEN	↔	47.0	47.4	46.3
SISE19	Average score at KS4 in Attainment 8 - FSM gap	L	A		N/A	18.2	22.3	22.3	N/A	N/A	17.5	RED	↔	17.0	18.4	14.9
CYPE23	Average point score per A Level entry at KS5 [School students only]	H	A		N/A	42.35	37.8	37.75	N/A	N/A	34.40	GREEN	↔	34.80	35.24	34.63
CYPE24	Average point score per Applied General entry at KS5 [School students only]	H	A		N/A	33.16	29.2	29.20	N/A	N/A	29.20	GREEN	↔	30.00	29.34	30.93
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	H	A		N/A	37.25	37.2	37.22	N/A	N/A	36.00	GREEN	↔	38.00	32.69	33.17
SEND10	Percentage of pupils with an Education, Health and Care Plan (EHCP)	L	A		3.7	3.9	4.2	4.3	847	19,774	4.8	GREEN	↓	4.8	4.6	4.2
CYPE2	Percentage of parents getting first preference of primary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					91.2	92.2
CYPE3	Percentage of parents getting first preference of secondary school	H	A		N/A	N/A	N/A	N/A	N/A	N/A					83.3	83.3
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	L	A		6.6	15.9	14.6	12.6	993	7,890	16.5	GREEN	↑	15.8	15.2	16.2
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	L	A		7.5	23.4	21.0	16.4	1,336	8,139	27.0	GREEN	↑	23.0	26.5	26.5

Data Sources for Current Report

Code	Indicator	Source Description	Latest Data Description	Latest Data release date
Activity-Volume Measures				
CYPE10	Number of Primary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE11	Number of Secondary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE12	Number of Special Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE13	Total pupils on roll in Primary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE14	Total pupils on roll in Secondary Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE15	Total pupils on roll in Special Schools	MI School Census Database	May 2024 School Census	July 2024
CYPE16	Percentage of Primary School pupils eligible for Free School Meals	MI School Census Database	May 2024 School Census	July 2024
CYPE17	Percentage of Secondary School pupils eligible for Free School Meals	MI School Census Database	May 2024 School Census	July 2024
CYPE18	Percentage of Special School pupils eligible for Free School Meals	MI School Census Database	May 2024 School Census	July 2024
EY8	Percentage of EY settings with Good or Outstanding Ofsted Judgements - Overall Effectiveness (non-domestic premises)	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
SISE35	Percentage of Primary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
SISE36	Percentage of Secondary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
SISE37	Percentage of Special Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	MI Ofsted Database	Inspections as at end of Aug 2024	Sept 2024
CYPE19	Number of requests for SEND statutory assessment	Synergy reporting	Snapshot data as at end of Aug 2024	Sept 2024
EH71-C	Rate of notifications received into Early Help per 10,000 of the 0-17 population (inclusive, rolling 12 months)	Early Help module	Rolling 12 months up to end of Aug 2024	Sept 2024
SCS02	Rate of referrals to Children's Social Work Services per 10,000 of the 0-17 population (inclusive, rolling 12 months)	Liberi	Rolling 12 months up to end of Aug 2024	Sept 2024
FD01-C	Number of contacts processed in the Front Door	Early Help module	Children referred during the month of Aug 2024	Sept 2024
FD14-C	Number of Information, Advice and Guidance contacts processed in the Front Door	Early Help module	Children referred during the month of Aug 2024	Sept 2024
FD02-C	Number of contacts processed in the Front Door which met the threshold for CSWS involvement	Early Help module	Children referred during the month of Aug 2024	Sept 2024
FD03-C	Number of contacts processed in the Front Door which proceeded to Early Help	Early Help module	Children referred during the month of Aug 2024	Sept 2024
EH05-F	Number of cases open to Early Help Units	Early Help module	Snapshot data as at end of Aug 2024	Sept 2024
SCS01	Number of open Social Work cases	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
	Number of Child Protection cases	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
	Number of Children in Care	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
	Number of Care Leavers	Liberi	Snapshot data as at end of Aug 2024	Sept 2024
EH35	Number of First Time Entrants into the Youth Justice system	MI monthly reporting (CareDirector Youth)	Rolling 12 months up to Aug 2024	Sept 2024
FS3	Number of Focused Support Requests started during the month	Core+	Snapshot data as at end of Aug 2024	Sept 2024
FS3a	Number of Focused Support Requests started during the month - by Children Centre	Core+	Snapshot data as at end of Aug 2024	Sept 2024
FS3b	Number of Focused Support Requests started during the month - by Youth Hub	Core+	Snapshot data as at end of Aug 2024	Sept 2024
FS8	Percentage of Focused Support Requests supported by Open Access after 3 months	Core+	Snapshot data as at end of Aug 2024	Sept 2024
TS3	Number of Clients supported (interventions and sessions)	Core+	Snapshot data as at end of Aug 2024	Sept 2024
SEND Indicators				
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP17-N	Total number of EHCPs issued within 20 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP17-D	Total number of EHCPs issued	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP17-A	Average duration in days from assessment request to EHCP completion	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
APP-EP	Percentage of assessment requests sent to Educational Psychology returned within 6 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
	Percentage of open Educational Psychology referrals waiting more than 6 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024
	Percentage of SEND statutory assessment requests waiting more than 20 weeks	Synergy - monthly reported data	Snapshot data as at end of Aug 2024	Sept 2024

Data Sources for Current Report

Code	Indicator	Source Description	Latest Data Description	Latest Data release date
Key Performance Indicators				
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	Liberi	Snapshot as at Aug 2024	Sept 2024
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	Liberi	Snapshot as at Aug 2024	Sept 2024
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS37	Percentage of Case File Audits graded good or outstanding	Liberi	Rolling 12 months up to Aug 2024	Sept 2024
SCS40	Percentage of case holding posts filled by permanent qualified social workers	Area Staffing Spreadsheets	Snapshot as at Aug 2024	Sept 2024
SCS42	Average caseloads in the CIC Teams	Liberi / Area Staffing Spreadsheets	Snapshot as at Aug 2024	Sept 2024
SCS43	Average caseloads in the CSWT Teams	Liberi / Area Staffing Spreadsheets	Snapshot as at Aug 2024	Sept 2024
EH72-F	Percentage of referrals to an Early Help Unit where a previous episode ended within 12 months	Early Help module	Snapshot as at Aug 2024	Sept 2024
EH52-F	Percentage of EH Assessments completed in the given month, within 6 weeks of allocation	Early Help module	Snapshot as at Aug 2024	Sept 2024
	Percentage of EH Unit Case Audits rated good or outstanding	Early Help module	Snapshot as at Aug 2024	Sept 2024
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	Early Help module	Snapshot as at Aug 2024	Sept 2024
	Average Caseload within EH Units (Families)	Early Help module	Snapshot as at Aug 2024	Sept 2024
CYPE8	Rate of proven re-offending by CYP	MOJ quarterly reporting	Quarter 1 reporting for 2024-25	July 2024
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET)	Monthly submission to DfE via NCCIS for KCC	Snapshot as at Aug 2024	Sept 2024
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	Synergy - monthly reported data	Snapshot as at Aug 2024	Sept 2024
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	Synergy - monthly reported data	Rolling 12 months up to Aug 2024	Sept 2024
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	Synergy - monthly reported data	Rolling 12 months up to Aug 2024	Sept 2024
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	Fair Access Team Synergy reporting	Rolling 12 months up to Aug 2024	Sept 2024
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	Fair Access Team Synergy reporting	Rolling 12 months up to Aug 2024	Sept 2024
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place	FF2 Team in Early Years & Childcare	Snapshot as at August 2024	Aug 2024
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	End of year assessments based on EYFSP framework	2023-24 School returns/MI Calcs (LA & District)	Aug 2024
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM Eligible achievement gap	End of year assessments based on EYFSP framework	2023-24 School returns/MI Calcs (LA & District)	Aug 2024
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	Test/TA results for end of academic year	2023-24 DfE dataset/MI Calcs (LA & District)	Sept 2024
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	Test/TA results for end of academic year	2023-24 DfE dataset/MI Calcs (LA & District)	Sept 2024
SISE12	Average score at KS4 in Attainment 8	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
SISE19	Average score at KS4 in Attainment 8 - FSM gap	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
CYPE23	Average point score per A Level entry at KS5 [School students only]	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
CYPE24	Average point score per Applied General entry at KS5 [School students only]	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	Test results for end of academic year	2022-23 DfE Published (LA) NPD (District)	Feb 2024
SEND10	Percentage of pupils with a Statement or Education, Health and Care Plan (EHCP)	DfE annual snapshot based on school census	Snapshot as at January 2024	June 2024
CYPE2	Percentage of parents getting first preference of primary school	Admissions school places offered for start of academic year	Offers data for academic year 2024-25	May 2024
CYPE3	Percentage of parents getting first preference of secondary school	Admissions school places offered for start of academic year	Offers data for academic year 2024-25	May 2024
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	Aut/Spr data for academic year 2022-23	Aut 2023 & Spring 2024 MI Calcs (LA & Distr)	July 2024
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	Aut/Spr data for academic year 2022-23	Aut 2023 & Spring 2024 MI Calcs (LA & Distr)	July 2024

Indicator Definitions

Code	Indicator	Definition
Activity-Volume Measures		
CYPE10	Number of Primary Schools	The number of Kent maintained Primary schools (excluding Nurseries) and Primary academies (including Free Schools). Total is as at the latest available termly school census.
CYPE11	Number of Secondary Schools	The number of Kent maintained Secondary schools and Secondary academies (including Free Schools). Total is as at the latest available termly school census.
CYPE12	Number of Special Schools	The number of Kent maintained Special schools and Special academies. Total is as at the latest available termly school census.
CYPE13	Total pupils on roll in Primary Schools	The number of pupils on roll in Kent maintained Primary schools (excluding Nurseries) and Primary academies (including Free Schools). Total excludes guest and subsidiary pupils and is as at the latest available termly school census.
CYPE14	Total pupils on roll in Secondary Schools	The number of pupils on roll in Kent maintained Secondary schools and Secondary academies (including Free Schools). Total excludes guest and subsidiary pupils and is as at the latest available termly school census.
CYPE15	Total pupils on roll in Special Schools	The number of pupils on roll in Kent maintained Special schools and Special academies. Total excludes guest and subsidiary pupils and is as at the latest available termly school census.
CYPE16	Percentage of Primary School pupils eligible for Free School Meals	The number of pupils eligible for Free School Meals in Kent maintained Primary schools (excluding Nurseries) and Primary academies (including Free Schools) as a proportion of all pupils on roll. Totals for both numerator and denominator are for statutory aged pupils only and excludes guest and subsidiary pupils. Data is as at the latest available termly school census.
CYPE17	Percentage of Secondary School pupils eligible for Free School Meals	The number of pupils eligible for Free School Meals in Kent maintained Secondary schools and Secondary academies (including Free Schools) as a proportion of all pupils on roll. Totals for both numerator and denominator are for statutory aged pupils only and excludes guest and subsidiary pupils. Data is as at the latest available termly school census.
CYPE18	Percentage of Special School pupils eligible for Free School Meals	The number of pupils eligible for Free School Meals in Kent maintained Special schools and Special academies as a proportion of all pupils on roll. Totals for both numerator and denominator are for statutory aged pupils only and excludes guest and subsidiary pupils. Data is as at the latest available termly school census.
EY8	Percentage of EY settings with Good or Outstanding Ofsted Judgements - Overall Effectiveness (non-domestic premises)	The percentage of Kent Early Years settings (non-domestic premises only), judged good or outstanding for overall effectiveness in their latest inspection, as a proportion of all inspected Kent Early Years settings (non domestic premises only).
SISE35	Percentage of Primary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	The percentage of Kent maintained Primary schools and Primary academies judged good or outstanding for Overall Effectiveness in their latest inspection, as a proportion of all inspected Kent maintained Primary schools and Primary academies.
SISE36	Percentage of Secondary Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	The percentage of Kent maintained Secondary schools and Secondary academies judged good or outstanding for Overall Effectiveness in their latest inspection, as a proportion of all inspected Kent maintained Secondary schools and Secondary academies.
SISE37	Percentage of Special Schools with Good or Outstanding Ofsted Judgements - Overall Effectiveness	The percentage of Kent maintained Special schools and Special academies judged good or outstanding for Overall Effectiveness in their latest inspection, as a proportion of all inspected Kent maintained Special schools and Special academies.
CYPE19	Number of requests for SEND statutory assessment	The number of initial requests for assessment for Education, Health and Care Plans (EHCPs) for 0-25 year olds in Kent LA.
EH71-C	Rate of notifications received into Early Help per 10,000 of the 0-17 population (inclusive, rolling 12 months)	The total number of referrals to an Early Help Unit completed during the corresponding reporting month per 10,000 (Population figures are updated upon receipt of the latest ONS Mid Year population estimates). This is a child level indicator.
SCS02	Rate of referrals to Children's Social Work Services per 10,000 of the 0-17 population (inclusive, rolling 12 months)	This indicator shows the rate of referrals received by Children's Social Work Services. Numerator: Number of referrals (rolling 12 month period). Denominator: child population figure divided by 10,000 (Population figures are updated upon receipt of the latest ONS Mid Year Estimates).
FD01-C	Number of contacts processed in the Front Door	The total number of notifications received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.
FD14-C	Number of Information, Advice and Guidance contacts processed in the Front Door	The total number of notifications with a contact outcome of "Information, Advice & Guidance" received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.

Indicator Definitions

Code	Indicator	Definition
Activity-Volume Measures (Continued)		
FD02-C	Number of contacts processed in the Front Door which met the threshold for CSWS involvement	The total number of notifications with a contact outcome of "Threshold met for CSWS" received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.
FD03-C	Number of contacts processed in the Front Door which proceeded to Early Help	The total number of notifications with a contact outcome of "Proceed to Early Help Unit" received during the corresponding reporting month that were processed by the Front Door. District and Area splits are not available for this indicator. The data includes all contact reasons processed by the Front Door. This is a child level indicator.
EH05-F	Number of cases open to Early Help Units	The number of open cases as at the end of the corresponding reporting month. The data includes all cases sent to units at Early Help Record stage prior to the end of the month. This is a family level indicator.
SCS01	Number of open Social Work cases	The total caseload figures for Children's Social Work Services.
	Number of Child Protection cases	The number of Children who have a Child Protection Plan as at the end of the corresponding reporting month.
	Number of Children in Care	The number of Children in Care as at the end of the corresponding reporting month.
	Number of Care Leavers	The number of Care Leavers as at the end of the corresponding reporting month.
PH35	Number of First Time Entrants into the Youth Justice system	First time entrants are defined as young people (aged 10 – 17 years) who receive their first substantive outcome (relating to a Youth Caution with or without an intervention, or a Conditional Caution or a Court disposal for those who go directly to Court without a Youth Caution or Conditional Caution).
FS3	Number of Focused Support Requests started during the month	The total number of focused support referrals started in the month. The total is the number of family referrals, not number of clients.
FS3a	Number of Focused Support Requests started during the month - by Children Centre	The total number of focused support referrals started in the month by Children Centre. The total is the number of family referrals, not number of clients.
FS3b	Number of Focused Support Requests started during the month - by Youth Hub	The total number of focused support referrals started in the month by Youth Hub. The total is the number of family referrals, not number of clients.
FS8	Percentage of Focused Support Requests supported by Open Access after 3 months	Percentage of referrals still supported by Open Access within 3 months of focus support closing (Further Engagement). Reported month is the date three months after focus support closed date. Further engagement is at least one member of the family to have attended any type of session or taken part in a client/family intervention. Interventions counted as successful are as follows: 'Direct Intervention outside of a group setting', 'Direct Intervention in group setting', 'Email/Telephone/Text', 'Meeting - Client(s) present', 'FF2 Contact', 'NEET Contact', 'Contact with Client'.
TS3	Number of Clients supported (interventions and sessions)	Number of distinct clients who have attended at least one session or client/family intervention (excluding focused support) within the month.

Indicator Definitions

Code	Indicator	Definition
SEND Indicators		
APP17	Percentage of Education, Health and Care Plans (EHCPs) issued within 20 weeks	The percentage of Education and Health Care Plans that are issued within 20 weeks as a proportion of all such plans. The data is a snapshot at the end of the month. An education, health and care plan (EHCP) replaced statements and are for children and young people aged up to 25 who need more support than is available through special educational needs support.
APP17-N	Total number of EHCPs issued within 20 weeks	The number of Education and Health Care Plans that are issued within 20 weeks. The data is a snapshot at the end of the month. An education, health and care plan (EHCP) replaced statements and are for children and young people aged up to 25 who need more support than is available through special educational needs support.
APP17-D	Total number of EHCPs issued	The total number of Education and Health Care Plans that are issued. The data is a snapshot at the end of the month. An education, health and care plan (EHCP) replaced statements and are for children and young people aged up to 25 who need more support than is available through special educational needs support.
APP17-A	Average duration in days from assessment request to EHCP completion	
APP-EP	Percentage of assessment requests sent to Educational Psychology returned within 6 weeks	The percentage of Educational Psychology assessments returned within a 6 week timeframe as a proportion of all such requests.
CYPE1	Percentage of pupils being placed in independent or out-of-county special schools - Kent responsible EHCPs	The number of pupils with an EHCP that are placed in independent Special schools or out-of-county Special schools as a percentage of the total number of pupils with an EHCP
Page 163	Percentage of open Educational Psychology referrals waiting more than 6 weeks	The percentage of open referrals to the educational psychology service that have been waiting more than 6 weeks as a proportion of all such cases. The data is a snapshot at the end of the month.
	Percentage of SEND statutory assessment requests waiting more than 20 weeks	The percentage of cases where a request for a statutory assessment has been made but no final EHCP has been issued that have been waiting more than 20 weeks as a proportion of all such cases. The data is a snapshot at the end of the month.
Key Performance Indicators		
SCS03	Percentage re-referrals to Children's Social Work Services within 12 months of a previous referral (R12M)	The percentage of referrals to SCS in the last 12 months where the previous referral date (if any) is within 12 months of the new referral date.
SCS08	Percentage of Returner Interviews completed for those with SCS Involvement	The percentage of returner interviews completed in the last 12 months where the case was open to SCS at the point the child went missing and the child was aged under 18 at the point of going missing.
SCS13	Percentage of children becoming subject to a child protection plan for the second or subsequent time	The percentage of children who become subject to a Child Protection Plan during the last 12 months who have been subject to a previous plan.
SCS18	Children in Care in same placement for the last two years (for those in care for two and a half years or more)	The percentage of Children in Care aged under 16 at the snapshot date who had been looked after continuously for at least 2.5 years who were living in the same placement for at least 2 years, or are placed for adoption and their adoptive placement together with their previous placement together last for at least 2 years.
SCS19	Percentage of CIC Foster Care in KCC Foster Care/Rel & Friends placements (exc UASC)	The percentage of Kent Children in Care at the snapshot date who are in Foster Care and are placed with KCC Foster Carers or with Relatives and Friends. UASC are excluded
SCS29	Average number of days between becoming a child in care and moving in with an adoptive family	The average number of days between becoming a Looked After Child and moving in with Adoptive Family (for children who have been Adopted in the last 12 months)
SCS34	Percentage of care leavers in education, employment or training (of those KCC is in touch with)	The percentage of relevant and former relevant care leavers who we were in contact with in a 4 month window around their birthday who were aged 17, 18, 19, 20 or 21 and were in education, employment or training.
SCS37	Percentage of Case File Audits graded good or outstanding	The percentage of all completed case audits in the last 12 months where the overall grading was good or outstanding

Indicator Definitions

Code	Indicator	Definition
Key Performance Indicators (Continued)		
SCS40	Percentage of case holding posts filled by permanent qualified social workers	The percentage of case holding posts (FTE) at the snapshot date which are held by qualified social workers employed by Kent County Council.
SCS42	Average caseloads in the CIC Teams	The average caseload of social workers within district based CIC Teams at the snapshot date.
SCS43	Average caseloads in the CSWT Teams	The average caseload of social workers within the district based Children's Social Work Teams (CSWTs) at the snapshot date.
EH72-F	Percentage of re-referrals to an Early Help Unit within 12 months of a previous Unit case (R12M)	The percentage of referrals into an EH Unit (R12M) that previously had an episode open to an Early Help Unit in the preceding 12 months. The data only looks at referrals allocated to a Unit. It is calculated using a comparison between the episode end date of the previous episode and the episode start date of the subsequent referral.
EH52-F	Percentage of Assessments completed in the given month, within 6 weeks of allocation	The percentage of assessments completed in the reporting month, where the assessment was completed within 30 working days of allocation.
	Percentage of EH Unit Case Audits rated good or outstanding	The percentage of all EH Unit completed case audits in the last 12 months where the overall grading was good or outstanding
EH16-F	Percentage of EH cases closed with outcomes achieved that come back to EH or CSWS in 3 mths	The percentage of EH cases that have been closed with an outcome of "outcomes achieved" and then came back into either EH or CSWS in the next 3 months. Please note that there is a 3 month time lag on this data so the result shown for May 2020 is actually looking at all EH Closures in the 12 months up to February 2020.
	Average Caseload within EH Units (Families)	Definition to be confirmed.
CYPE8	Rate of proven re-offending by CYP	An offender enters the cohort if they are released from custody, received a non-custodial conviction at court or received a reprimand or warning (caution) in a three month period. A proven reoffence is defined as any offence committed in a one year follow-up period that leads to a court conviction, caution, reprimand or warning in the one year follow-up or within a further six month waiting period to allow the offence to be proven in court. It is important to note that this is not comparable to previous proven reoffending publications which reported on a 12 month cohort.
SISE71	Percentage of Year 12-13 age-group (16-17 year olds) not in education, employment or training (NEET)	The percentage of young people who have left compulsory education, up until the end of National Curriculum Year 13, who have not achieved a positive education, employment or training destination.
EH43	Number of pupils permanently excluded from the primary phase - all Year R to Year 6 pupils	The total number of pupils in Year R to Year 6 that have been permanently excluded from a Kent maintained Primary school, Special school or Pupil Referral Unit (PRU) or Primary academy or Special academy during the last 12 months.
EH44	Number of pupils permanently excluded from the secondary phase - all Year 7 to Year 14 pupils	The total number of pupils in Year 7 to Year 14 that have been permanently excluded from a Kent maintained Secondary school, Special school or Pupil Referral Unit (PRU) or Secondary academy or Special academy during the last 12 months.
CYPE6	Percentage of Children Missing Education cases, closed within 30 school days	The number of closed cases within 30 school days of their referral to Kent County Council's CME Team, as a percentage of the total number of cases opened within the period.
CYPE22	Percentage of CYP registered to EHE who receive contact and additional information within 10 school days of them being brought to our attention	The number of CYP who register with the LA to Home Educate contacted to include information regarding a visit, within 10 days of receipt of the referral to Kent County Council's EHE Team, as a percentage of the total number of cases opened within the period.

Indicator Definitions

Code	Indicator	Definition
Key Performance Indicators (Continued)		
EY2	Percentage of DWP and other identified eligible 2 year olds taking up a free early education place	The number of two year old children accessing a free early education place at an early years provider as a proportion of the total number of families identified as potentially eligible for funding by the Department for Work and Pensions (DWP).
EY14	Percentage of pupils at EYFS achieving a Good Level of Development	Percentage of pupils assessed as achieving Expected or Exceeding in all Prime Learning Goals and all literacy and mathematics Early Learning Goals at the end of reception year, based on the Early Years Foundation Stage framework.
EY15	Percentage of pupils at EYFS achieving a Good Level of Development - FSM Eligible achievement gap	The difference between the achievement of non-FSM eligible pupils and FSM eligible pupils in terms of percentage assessed as achieving Expected or Exceeding in all Prime Learning Goals and all literacy and mathematics Early Learning Goals at the end of reception year, based on the Early Years Foundation Stage framework.
SISE4	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics	The percentage of pupils at the end of Key Stage 2 working at the Expected Standard in all of Reading, Writing & maths. Includes Kent maintained schools and academies.
SISE16	Percentage of pupils at KS2 achieving age-related expectations in Reading, writing & mathematics - FSM gap	The difference between the achievement of non-FSM eligible pupils and FSM eligible pupils in terms of percentage working at the Expected Standard in all of Reading, Writing & maths at KS2. Includes Kent maintained schools and academies.
SISE12	Average score at KS4 in Attainment 8	The average Attainment 8 score for pupils at end of Key Stage 4. Attainment 8 is a point score based on attainment across eight subjects which must include English; mathematics; three other English Baccalaureate (EBacc) subjects (sciences, computer science, geography, history and languages); and three further subjects, which can be from the range of EBacc subjects, or can be any other approved, high-value arts, academic, or vocational qualification.
SISE19	Average score at KS4 in Attainment 8 - FSM gap	The difference between the Attainment 8 score of non-FSM eligible pupils and FSM eligible pupils at the end of KS4 (see above definition for SISE12a). Includes Kent maintained schools and academies.
CYPE23	Average point score per A Level entry at KS5 [School students only]	The total number of points achieved in A-Level qualifications by pupils at the end of Key Stage 5 divided by the total number of entries made in all A-Level qualifications. Outcomes are for Kent maintained schools and academies only.
CYPE24	Average point score per Applied General entry at KS5 [School students only]	The total number of points achieved in Applied General qualifications by pupils at the end of Key Stage 5 divided by the total number of entries made in all Applied General qualifications. Outcomes are for Kent maintained schools and academies only.
CYPE25	Average point score per Tech Level entry at KS5 [School students only]	The total number of points achieved in Tech Level qualifications by pupils at the end of Key Stage 5 divided by the total number of entries made in all Tech Level qualifications. Outcomes are for Kent maintained schools and academies only.
SEND10	Percentage of pupils with a Statement or Education, Health and Care Plan (EHCP)	Percentage of pupils with an Education, Health and care Plan (EHCP) as a proportion of all pupils on roll in all schools as at January school census. Includes maintained schools and academies, Pupil Referral Units, Free schools and Independent schools (DfE published data).
CYPE2	Percentage of parents getting first preference of primary school	The percentage of parents who got their first preference of Primary school (out of their three ordered preferences) for their child.
CYPE3	Percentage of parents getting first preference of secondary school	The percentage of parents who got their first preference of Secondary school (out of their three ordered preferences) for their child.
EH46	Percentage of pupils who are persistently absent from primary schools - all pupils based on 10% threshold	The percentage of pupils that have been persistently absent from a Kent maintained Primary school or a Primary academy for 10% or more of their expected sessions over the reported time period.
EH47	Percentage of pupils who are persistently absent from secondary schools - all pupils based on 10% threshold	The percentage of pupils that have been persistently absent from a Kent maintained Secondary school or a Secondary academy for 10% or more of their expected sessions over the reported time period.

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From: Rory Love, Cabinet Member for Education and Skills
Sarah Hammond, Corporate Director Children, Young People and Education

To: Children's, Young People and Education Cabinet Committee – 21 November 2024

Subject: Services to Schools – 2025-26

Decision no: 24/00099

Key Decision: *Yes: It affects more than 2 Electoral Divisions, and it involves expenditure or savings of maximum £1m.*

Classification: *Unrestricted*

Past Pathway of report: None

Future Pathway of report: None

Electoral Division: *All*

Is the decision eligible for call-in? Yes

Summary: Changes in the national arrangements for funding schools and local authorities have seen a greater proportion of resources becoming incorporated into schools delegated budgets, with less resource retained by local authorities to deliver services for schools. The expectations of successive Governments have been that schools will increasingly choose and fund the services they wish to have. Maintained schools, and pupil referral units have been consulted on proposals to change how certain services provided to them by the Council are funded. This report sets out the outcomes of that consultation and makes recommendations for the Cabinet Member to consider. Adoption of the recommendations requires the approval of the Schools Funding Forum, therefore the Cabinet Member's decision will form the Council's recommendation to the Forum.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER** and **ENDORSE, or MAKE RECOMMENDATIONS** to the Cabinet Member for Education and Skills on the proposed decision:

That the Cabinet Member for Education and Skills:

- (a) Approve the proposal to the School Funding Forum that funding for the following services should be provided from the schools' budgets in line with the funding all schools receive under the National Funding Formula, as is currently the case for Academies, and that the Council no longer provides its own additional funding for these purposes:
- School improvement and intervention support for maintained schools and PRUs;
 - Moderation of national curriculum key stage assessments;
 - Support to governing bodies when recruiting their headteacher; and

- Redundancy and associated pension costs relating to school staff.
- (b) Delegate authority, subject to the agreement by the School Funding Forum to the proposals and the final outcome reflecting the Policy decision made above by the Cabinet Member, to the Corporate Director for Children, Young People and Education to take relevant actions including but not limited to entering into relevant contracts or other legal agreements as required, to implement the required changes to give effect to the decision.
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1. Introduction

- 1.1 The national funding arrangements for schools and local authorities has been shifting over the years as the Department for Education (DfE) seeks to move schools and academies to a consistent funding arrangement. Kent County Council (the Council) has long argued there should be parity of funding between maintained schools and academies, and between Kent schools and those in other parts of the England.
- 1.2 With the introduction of the School Funding Reforms in 2013-14 Local Authorities were directed to delegate a number of former centrally retained Dedicated Schools Grant (DSG) budgets to schools for the first time. At the time, a total of £8.7m of DSG funding was delegated to schools from 1 April 2013 and at the same time, local Schools Funding Forums were given the powers to de-delegate funding. This is where some of this funding is returned to the LA for certain categories of spend where better efficiency could be achieved through central delivery by the LA.
- 1.3 The Education Services Grant (ESG) allocated to local authorities by the Government for the provision of statutory services in relation to schools was withdrawn in 2016/17. The DfE introduced a provision within the School Funding Regulations for local authorities to agree a contribution from LA maintained schools budget shares towards the cost of statutory services. This principle reflects the charge that most Multi Academy Trusts (MATs) place on their schools for central services.
- 1.4 Between 2017 and 2023 the Local Authority School Improvement Monitoring and Brokering Grant was allocated to local authorities to support them in fulfilling their statutory school improvement functions. When this was withdrawn in 2022/23, local Schools Funding Forums were given the powers to de-delegate and return some of this funding to the LA. The DfE's withdrawal of grant reflects the fact that Academy Trusts are expected to fulfil the same functions for their schools, and that the funding to do so comes from the budgets of the schools in their trusts.
- 1.5 With the introduction of the National Funding Formula and the withdrawal of DfE funding to Local Authorities to support schools, we have seen funding shifting from Local Authorities to schools to pay for services. It is acknowledged that cost pressures and inflation will have reduced the purchasing power of these allocations for schools. However, the Council has been slow in transferring the costs of services from itself to schools in line with DfE changes described above, instead continuing to fund many school services from council tax.

- 1.6 Accordingly, it was important the Council reviewed whether it had kept up with funding changes and was not now inadvertently advantaging maintained schools over academies. In the County, c50% of schools are academies, educating c66% of Kent's children.
- 1.7 The Council provides a range of services to schools. These are delivered by teams across the Council. A review has been undertaken which sought to:
- identify all services KCC provides to schools – these range from road crossing patrols to school improvement;
 - determine the funding sources and recipient schools to ensure compliance with funding and grant conditions;
 - consider these services against a set of principles provided by Cabinet Members; and
 - identify potential changes and the possible timing of these.
- 1.8 The review was led by Education and Finance but involved representatives from all services identified as in scope. Some services, which are/were subject to separate reviews were removed from scope, for example the those relating to special educational needs and disabilities.
- 1.9 For services in scope, the review considered where funding came from, whether the activity discharged a statutory duty, and whether options of cease, reduce, continue or be funded differently may apply.
- 1.10 To support this work, Cabinet Members provided the following principles:
- The Council is not in a position to shield schools from the financial realities they face as our funding reflects the national direction of policy.
 - Council tax money or LA grants will not be used to provide services to schools which they are considered to have been allocated funding through their school budget to self-provide, unless it is in the interests of the Council and its taxpayers to do so.
 - Where council tax or LA grants support services to schools this should be provided to all state funded schools equally, regardless of category.
 - All schools should be funded equitably, therefore if one category has to self-fund an activity, all should, unless there are prescribed exemptions or an agreed subsidy.
 - Our policy framework should reflect the national direction of travel and guidance, with the LA discharging its more strategic roles and responsibilities, and all schools moving to be self-reliant (regardless of category). This will usually be within a family of schools (federation or MAT).
- 1.11 The outcome was reported to the Corporate Management Team in May 2024, with recommendations for potential change. Following further development of the proposals a consultation with maintained schools and pupil referral units was issued on 9 September 2024. This covered four areas of service, with proposals to change how these are funded from 1 April 2025. It also highlighted further areas of potential change from 1 April 2026 which are currently being developed further and would be subject to consultation at a later date.

1.12 This report provides details of the outcome of this consultation. The Cabinet Member for Education and Skills will be asked to decide on the final proposals on behalf of the Council. However, as three of the proposals involve de-delegated or top-sliced funding from maintained schools delegated budgets, the Schools Funding Forum will need to agree with the Council's final proposals for these. The Forum will be consulted in December 2024 once the Council's decision has been made.

2. Key Considerations

2.1 The consultation covered four areas of service delivery with proposals regarding how these are funded moving forward. In summary these are:

- **School improvement services (including delivery of the Council's responsibility in relation to schools causing concern)** – the proposal is maintained schools fund the associated costs through de-delegating fund from their delegated budgets.
- **Moderation of end of key stage assessments** – the proposal is maintained schools fund the associated costs through a top-slice of their delegated budgets.
- **Headteacher recruitment support** - the proposal is maintained schools either fund the associated costs through de-delegating fund from their delegated budgets or buy the support they need as and when required.
- **Redundancy and early retirement costs** – the proposal is maintained schools fund these costs through de-delegating fund from their delegated budgets. Schools were asked whether the fund should meet the costs of both redundancy and early retirement, or solely the redundancy lump sum. They were also asked if the eligibility criteria should be based on affordability.

2.2 For each area, the consultation document set out what schools would receive under the proposal, the costs, and any changes in service that might be contained within the proposal. It also set out the Council's options if the proposals were not supported.

2.3 The consultation document is attached as Appendix A.

2.4 The financial affect of the proposals on schools has been mitigated by seeking to refocus elements of existing de-delegation such that that funding covers delivery of these services moving forward. Currently the Council de-delegates £1.5m of funding from maintained schools to support targeted intervention (school standards), schools in financial difficulties, and personnel support for schools requiring leadership changes. The maximum total cost of delivering the four service areas would be £3.0m, thus the additional cost to schools would be £1.5m. This additional cost would be £16.69 and £10.96 per primary and secondary school pupil respectively. It is not possible to de-delegate funding from special schools and pupil referral units, but a buy-back scheme can be

offered providing access to these services. The additional cost to these schools would be £17.52 per pupil.

- 2.5 Proposals for de-delegating and top-slicing maintained schools' budgets requires the support of the maintained schools' representatives (primary and secondary) on the School Funding Forum. Similarly, the special school and PRU representatives vote in respect of buy-back.
- 2.6 In the event that the Schools Funding Forum does not agree, the Council would need to determine how to proceed. Options vary by proposal, and are included in the consultation document, but include continuing to provide the service in full or at a reduced level, amending the proposal and reconsulting, ceasing to provide the support, or referring the matter to the Secretary of State for determination.
- 2.7 The final decisions have implications for the Council's contracts and service level agreements with The Education People (TEP) and HR Connect, which provide the majority of these services. These implications include potential staff reductions.

3. Consultation outcome

- 3.1 The consultation ran from 9 September to 18 October 2024. It was presented by Assistant Directors Education in the governor briefings, headteacher briefings, and finance information groups, as well as being communicated via KELSI and published the Council's Let's Talk website. The audience was governors, headteacher and business managers of maintained schools and PRUs.
- 3.2 There were 798 visits to the consultation page, with 501 interactions (such as downloading the document). 39 responses were received from 33 schools. Kent has 294 maintained schools and PRUs, thus 11% of schools and PRUs responded. This comprised 24 primary schools (28 responses), five secondary schools (five responses), four special schools (six responses). A detailed consultation outcome report is attached as Appendix B. A summary is provided here.

School Improvement and Intervention Services

- 3.3 Until 2023 the Council received a Local Authority School Improvement Monitoring and Brokering Grant to support it in fulfilling its statutory school improvement functions, including those set out in the Schools Causing Concern (SCC) guidance. These are to monitor the performance of maintained schools, broker school improvement provision, and intervene as appropriate. The DfE's withdrawal of grant reflects the fact that academy trusts are expected to fulfil the same functions for their schools, and that the funding to do so comes from the budgets of the schools in their trusts.
- 3.4 To mitigate the adverse impact, the School and Early Years Finance (England) Regulations 2024 enables councils to de-delegate both core and additional school improvement activities and associated expenditure.

3.5 Our proposal for 2025-26 is that the full costs of the Council’s school improvement work, including both monitoring and intervention, is funded through a de-delegated fund entitled School Improvement and Intervention Fund. This would include the current activity commissioned from TEP - excluding headteacher recruitment support (see Appendix 1 of Appendix A), a proportion of the costs of the Area Education teams (approximately 5%) to account for their time related to school improvement and intervention, and the costs of HR Connect in supporting the Assistant Directors Education when they lead intervention in maintained schools. This fund would replace the current targeted intervention fund and relevant schools personnel service de-delegation. The definition given to this new pot would be:

School Improvement and Intervention

This funding is used by the Council to fulfil its statutory duties in respect of promoting high standards in schools, to monitor, categorise, support and challenge schools to ensure all pupils make adequate progress, and are inclusive environments; to discharge the Council’s duties of ensuring schools deliver the national curriculum and assessment requirements specified by regulations and statutory guidance; and enact its intervention duties in accordance with legislation and statutory guidance.

3.6 The proposal seeks to minimise the changes to schools’ budgets in 2025-26, whilst maintaining the essential work of the Council in supporting schools to all be good or better, and to remain so. It continues to provide additional support to vulnerable schools but stops short of being able to make financial contributions for specific interventions, which historically the Targeted Intervention Fund would have paid for. It is felt this is an appropriate compromise, with the Council and its maintained schools supporting all schools to improve, with extra help for those who need it at times of difficulty but retaining a sense of responsibility for self-improvement.

3.7 Please note, the Council is consulting on an Education Strategy in the autumn term 2024. This may have implications for the model of school improvement support for maintained schools in the future. The earliest any new model would be commenced is the new academic year September 2025. For the 2025-26 financial year, the funding for any school improvement and intervention support would be as above. The Council is required to consult schools annually on de-delegation, thus the funding for any future school improvement and intervention model is subject to annual support by maintained schools and the Schools Funding Forum.

3.8 67% of respondents disagreed or strongly disagreed with the proposals that the full costs of school improvement and intervention should be met from a de-delegated fund. The detailed breakdown is as per Table 1 below:

Table 1: To what extent do you agree or disagree with the proposal to create a de-delegated School Improvement and Intervention Fund

	School improvement and intervention					
	Primary		Secondary		Special	
	Number	%	Number	%	Number	%
Agree	7	25%	0	0%	0	0%

Strongly agree	0	0%	0	0%	0	0%
Neither agree/disagree	1	4%	0	0%	1	17%
Disagree	4	14%	3	60%	3	50%
Strongly disagree	13	46%	2	40%	1	17%
Not sure/blank	3	11%	0	0%	1	17%
Total	28	100%	5	100%	6	100%

- 3.9 The main reasons for opposing the proposal were, cost pressures on schools' budgets (6 responses), value for money of the service provided (8 responses), quality and level of service, and paying more for less support (2 responses). Some respondents felt the Council should adopt a statutory minimum style of service, with schools self-funding any support they need (4 responses), and greater use should be made of school-to-school support.
- 3.10 It is clear that some respondents have taken the view they should only pay for what they receive, rather than seeing de-delegation as a mutual form of support for maintained schools. They have also taken a narrow view of the support they receive, for example referring to two half day visits from their school improvement partner, rather than looking at the wider range of support that assists maintained schools at different times.
- 3.11 Others who disagreed commented more about the cost pressures on school, inferring the Council should continue funding this support, rather than their objection to the proposal being the perceived value for money or that a pay as you go model should be applied.
- 3.12 It is interesting to note that over time one of the most significant draws on the Targeted Intervention Fund has been support for the secondary school sector, due to the high costs of intervention in a number of maintained non-selective schools.

Moderation of end of key stage assessments

- 3.13 The Education Act 2002 requires the Council to monitor National Curriculum assessment arrangements required by Orders made under section 87(3) of the Act. The requirements can be summarised as, the Council must:
- make provision for moderating teacher assessments;
 - quality assure assessment data that is part of a school's submission and submit it to the DfE;
 - ensure schools have access to training and advice in all aspects of key stage 1 assessment and exam processes; and
 - must visit schools administering KS2 tests for monitoring purposes.
- 3.14 The Council commissions TEP to deliver these duties on its behalf (see Appendix 2 of Appendix A for full details). The Council receives a grant of £39,000 from the DfE to support this activity on behalf of maintained schools, however the current costs are £294,000. Academy and free schools are

required to arrange moderation but may chose the LA they commission to provide this service.

3.15 School funding rules enable the Council to consider whether it should seek funding from maintained schools to meet the costs.

3.16 The proposal is to introduce a new top-slice fund covering the costs of discharging the Council's responsibility to undertake moderation of national curriculum assessments. Schools would see no change in service.

3.17 41% of respondents agreed or strongly agreed with the proposal to top-slice funding to cover the costs of moderating end of key stage assessments. 33% disagreed or strongly disagreed with the proposal. The remainder were undecided or did not respond. However, it should be noted that the proposal does not affect secondary schools, as the moderation requirements relate to phonics and key stage 2 assessments. One of the responding secondary schools is an all-through school. It disagreed with the proposal. The detailed breakdown by sector is as at Table 2 below:

Table 2: To what extent do you agree or disagree with the proposal to top-slice school budget for the moderation of end of key stage assessments.

	Moderation of end of key stage assessments					
	Primary		Secondary		Special	
	Number	%	Number	%	Number	%
Agree	15	54%	0	0%	0	0%
Strongly agree	1	4%	0	0%	0	0%
Neither agree/disagree	4	14%	1	20%	2	33%
Disagree	3	11%	2	40%	1	17%
Strongly disagree	2	7%	2	40%	3	50%
Not sure/blank	3	11%	0	0%	0	0%
Total	28	100%	5	100%	6	100%

3.18 The primary sector was marginally in agreement with the proposal (58%). This remains the case when the all-through school is treated as a primary school for this purpose.

3.19 The special school respondents were not in support. Four identical comments were received on the lack of benefit to improving outcomes for their cohort from assessment and moderation. However, they recognised the process was mandatory.

3.20 10 comments including the four in 3.18 above were received on this proposal. Similarly to school improvement, those disagreeing or strongly disagreeing referred to the pressures on school budgets, paying for no additional service, or the value for money.

Headteacher recruitment support

3.21 The Council commissions TEP and HR Connect to provide school improvement and HR officers who work with governors and management committees throughout the headteacher recruitment process. The duty to appoint a headteacher rests with governing bodies of maintained schools and the management committees of PRUs. Funding for the costs of staff recruitment is in schools' delegated budgets. Further information as to what support is provided can be found at Appendix 3 of Appendix A.

3.22 The Council has made this investment because high quality school leadership is fundamental to delivering good or better education provision and thus good school places. The consequences of getting the decision wrong and making a poor appointment impact significantly on children, families and staff, as well as the governing body which has to manage the underperformance and associated issues. This can also necessitate further school improvement and intervention support, which itself carries a cost.

3.23 Whilst the Council's proposal is to stop funding this support, the consultation asked whether schools would want:

Option 1 – a de-delegated Headteacher Recruitment fund to be created. All maintained schools and PRUs to be able to access the current level of support provided for one full round of headteacher recruitment only. In the three years 2021-24, a candidate was successfully appointed in the first selection round on 73% of occasions. It is expected that if a governing body or management committee was not able to appoint in the first full round (i.e. having run any of its selection days), it will have developed the competence to run subsequent rounds unsupported, or will commission the support it needs. By limiting support to one full round, the Council would be able to reduce the funding rate per pupil required to create the fund.

Option 2 – schools commission directly the headteacher recruitment support they need.

3.24 Almost three quarters of respondents (74%) favoured the option that schools buy in the support they require when the governing body has to recruit a new headteacher. The detailed breakdown by sector is as Table 3 below:

Table 3: Do you favour Option 1 - de-delegation to provide support for headteacher recruitment or Option 2 - Schools commission the support the require?

Headteacher recruitment support					
Primary		Secondary		Special	
Number	%	Number	%	Number	%

Option 1	4	14%	0	0%	0	0%
Option 2	23	82%	5	100%	1	17%
Not sure	1	4%	0	0%	5	83%
Total	28	100%	5	100%	6	100%

3.25 In commenting why Option 2 was chosen, the responses included preferring to use their trusted HR provider, infrequency of needing to appoint, the responsibility being schools, and it being better financial management to buy in support when required.

Redundancy and early retirement costs

3.26 DfE guidance¹ summarises the position relating to the charging of voluntary early retirement and redundancy costs. In summary it says the default position is that premature retirement costs must be charged to the school's delegated budget, while redundancy costs must be charged to the local authority's budget.

3.27 The local authority can either top-slice maintained schools' budgets, or de-delegate funding from these, to cover these costs, but only where the relevant maintained school members of the Schools Funding Forum agree.

3.28 Currently, the Council pays the cost of redundancy and associated pension strain costs, provided the redundancy is necessary to address a potential budget deficit. These costs have been met from either the Targeted Intervention Fund, where there has been sufficient funding, or by the Council. However, academies must meet these costs from within their own budget.

3.29 The proposal is to treat redundancy costs separately in future and we are proposing to re-purpose the de-delegated Schools in Financial Difficulties Fund to create a new Redundancy Fund which maintained schools and PRUs can access. The fund will also cover the Council's costs of commissioning Schools Financial Services in TEP to manage the redundancy costs application process (Appendix 4 of Appendix A).

3.30 The current criteria for schools to access funding from the local authority for redundancy costs is set out below.

This funding is used to meet the costs of redundancy, including the Council's administration, where these are necessary due to budget constraints. Costs of any other redundancy must be met by the school. Budget constraints are defined as:

- *The school will go into deficit and remain in that position if there is no reduction in staffing costs.*
- *Reserves are reduced to a level which would result in the school not being sustainable in financial terms. An in-year deficit is not necessarily assessed as being a financial reason if this is caused by one off expenditure or if there is not a continuous trend of in year deficits.*

¹ [Schemes for financing local authority maintained schools 2024 to 2025 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/schemes-for-financing-local-authority-maintained-schools-2024-to-2025) - section 17 (Annex B)

The following exceptions are applied:

- Where the school is making staffing reductions which the LA does not believe are necessary to either set a balanced budget or meet the conditions of a licensed deficit.*
- If a school has decided to offer more generous terms than the authority's policy, then it would be reasonable to charge the excess to the school.*
- If a school is otherwise acting outside the LA's policy.*
- Where the school has excess surplus balances and no agreed plan to use these.*
- Where the school has failed to make reasonable attempts to redeploy 'at risk' staff within the school.*
- If the only cause of the revenue deficit is due to the school making a revenue contribution to capital. The only circumstances that this would be agreed would be if there was an outstanding capital loan and the amount contributed was equal to or less than the shortfall in the loan repayments.*
- Where staffing reductions arise from a deficit caused by factors within the school's control. This could be demonstrated by a school that has previously submitted a Three-Year Budget Plan or monitoring which indicates management action is required in the next two years but makes decisions which contribute to the deficit. For example, appointing permanent staff or authorising a building project.*

Any criteria listed above is in addition to and not contradictory to Personnel requirements or the guidance given by HR Connect. Personnel Service providers other than HR Connect must also adhere to the criteria.

Recovery of Funds:

For the two financial years after the effective date of the redundancy, the LA will consider whether the financial circumstances of the school have improved or if staffing costs increased post redundancies. If it is shown that the cost could have been borne by the school, the funding will be reclaimed and returned to the LA's centrally held budget to allow other schools to access this funding.

- 3.31 Under these criteria, no assessment is made as to whether the school could "afford" the cost of the redundancy payment or whether by paying the redundancy costs it would make the school unsustainable in financial terms.

Simplified Example: A school was forecasting an ongoing in-year deficit of £10,000 per year (and they had no reserves). It makes a staff member redundant who cost £20,000 per year, with an associated redundancy cost of £4,000. This means the school will now have a £10,000 surplus each year. Under the current policy this school would be eligible for their redundancy cost of £4,000 to be paid by the LA, even though the school could have afforded to pay the associated redundancy cost themselves.

- 3.32 Views were sought on:

- a. if the existing eligibility criteria is used, whether we should add a further exception based on whether the school could “afford” to pay the redundancy cost without risking their financial sustainability in the medium term (within 3 years); and
- b. whether both the redundancy lump sum payment and any associated pension strain costs relating to an early retirement is met by the LA (current the Council meets both costs).

3.33 The consequence of the proposal is that schools in financial difficulty will not be able to access additional funding to help manage an unexpected event. In the current climate this is a fair compromise. The Council currently commissions a significant amount of support from TEP’s Schools Financial Services to ensure schools do not get into deficit, and if, exceptionally they do, that a budget recovery plan is implemented which brings the school’s budget back in to balance within the three-year term of a licenced deficit. In 2023-24 two maintained primary schools had year end deficits (0.7% of maintained schools) with an average debt of approximately £37,000. Nationally in 2022-23, 13.1% of maintained schools were in deficit. This favourable national comparison suggests the Council’s investment in supporting schools to not get into deficit in the first place is worthwhile and mitigates the need for a fund to support schools in financial difficulty.

3.34 The detailed breakdown of responses by sector is as at Table 4 below. This shows 43% of primary respondents agreed or strongly agreed with the proposal to de-delegate funding for redundancy purposes, compared with 32% who disagreed/strongly disagreed. In the secondary sector 20% agreed, while 40% disagreed/strongly disagreed, albeit that is one and two respondents respectively. 83% of the special school respondents disagreed/strongly disagreed.

Table 4: To what extent do you agree or disagree with the proposal to create a de-delegated Redundancy Fund.

	Redundancy Fund					
	Primary		Secondary		Special	
	Number	%	Number	%	Number	%
Agree	10	36%	1	20%	0	0%
Strongly agree	2	7%	0	0%	0	0%
Neither agree/disagree	4	14%	2	40%	0	0%
Disagree	6	21%	1	20%	1	17%
Strongly disagree	3	11%	1	20%	4	67%
Not sure/blank	3	11%	0	0%	1	17%
Total	28	100%	5	100%	6	100%

3.35 62% felt the fund should cover both redundancy lump sum and pension strain costs. It is clear from Table 5 below that both primary and secondary respondents firmly supported the fund covering both costs, while secondary respondents supported the fund meeting only the cost of the redundancy lump sum.

Table 5: Should the redundancy fund cover redundancy lump sum only, or redundancy and pension strain?

	Redundancy or redundancy and pension strain					
	Primary		Secondary		Special	
	Number	%	Number	%	Number	%
Redundancy lump sum only	6	21%	4	80%	1	17%
Both redundancy lump sum and pension strain	21	75%	1	20%	4	67%
Not sure/Blank	1	4%	0	0%	1	17%
Total	28	100%	5	100%	6	100%

- 3.36 62% felt the eligibility criteria should not be amended to include affordability. The majority of primary and special school respondents did not favour including an affordability criterion, while secondary schools did (see Table 6 below).

Table 6: Should the redundancy fund eligibility criteria include affordability as a criterion?

	Affordability criterion					
	Primary		Secondary		Special	
	Number	%	Number	%	Number	%
Yes, include affordability criterion	10	36%	4	80%	1	17%
No	18	64%	1	20%	5	83%
Not sure/Blank	0	0%	0	0%	0	0%
Total	28	100%	5	100%	6	100%

- 3.37 In general responses from those that disagreed/strongly disagreed suggests there were two positions. One being they disagree because schools in financial difficulty need the support (7 responses) and thus it should be available to them (inferring the Council should pay). The other suggesting individual schools should meet the costs (2 responses), they should see the issue coming and manage it properly.
- 3.38 One concern was raised regarding special schools that have a service level agreement (SLA) with the Council to deliver a specialist teaching and learning services (STLS). In a separate consultation one option is that the SLAs are not renewed when these expire in August 2025. If this proposal on redundancy costs, and that to end the SLAs, are both approved, the concern is special schools get unfairly impacted. Reassurance can be given to these schools. The SLA is clear that the Council will meet redundancy costs related to the ending of the STLS SLA.

Alternative suggestions and comments on impact

- 3.39 Respondents were invited to suggest alternatives. There were no specific alternatives proposed, most comments were more general:

- Schools may be able to source services more cost effectively.

- Money is tight, cut your cloth accordingly.
- Encourage schools into the MAT system, this would encourage schools to have greater oversight of their spending.
- School to school support should be at the fore.
- Quality assurance needs to be in place for LA delivered services.
- Increasingly difficult to balance budgets, particularly with unilateral KCC staff pay decisions.
- Schools should take on the costs themselves.

3.40 They were also invited to explain the impact on their schools if the proposals are implemented. The responses focus on having less resources in school to support pupils, potential staff reductions and less resilience to meet any unexpected costs. A point was raised that primary schools will be paying more than secondary schools.

4. Options considered and dismissed, and associated risk

- 4.1 The review considered a wider range of services to schools. These were narrowed down to the four areas set out above for change in 2025-26. Consideration was given to ceasing, reducing, continuing or changing the services delivered. Of the proposals above, three relate to statutory duties of the Council and cannot be ceased. Change, in respect of how these are funded were the preferred options. The consultation also explains for each proposal what Council's options are if these are not supported. In respect of the fourth area, headteacher recruitment support, the proposal is to cease funding this, but the alternative of schools agreeing de-delegation has been consulted on.
- 4.2 The principal risk to the Council is that the Schools Funding Forum do not support the proposals. While the Council can refer the matter to the Secretary of State for a decision, the delay could mean the proposals cannot be implemented in 2025-26. In the short term the savings identified by the proposals would need to be identified from other service areas. If not supported by the Secretary of State, alternative proposals would need to be developed for the medium term. This is likely to necessitate a reduction in the level of service provided, possibly to statutory minimums, to reduce costs as part of a wider proposal to top-sliced maintained schools budgets to fund discharging the Council's statutory duties to these schools.

5. Financial Implications

- 5.1 The financial impact on maintained schools and the Council are summarised in the Table 7:

Table 7: Existing and proposed de-delegation rates

De-delegation/buyback rates (£ per pupil) of <u>existing</u>	Primary (64,323 pupils)	Secondary (15,906 pupils)	Special & PRU (5,295 & 532 pupils)	Total pot
Schools in Financial Difficulty (DFFG)	£1.12	£1.12	£0	£100,625
Schools in Financial Difficulty (Targeted Intervention)	£18.74	£8.85	£17.90	£1,346,826
Schools Personnel Service	£0.86	£0.86	£0.86	£74,521
Total	£20.72	£10.83	£18.76	£1,512,972
-	-	-	-	-
De-delegation/top-slice/buyback rates (£ per pupils) of <u>proposals</u>	-	-	-	-
School Improvement and Intervention Fund	£24.97	£12.53	£23.84	£1,944,149
Moderation Fund	£3.18	-	£3.18	£255,128
Headteacher Recruitment	£3.22	£3.22	£3.22	£277,100
Redundancy Fund (including pension strain)	£6.04	£6.04	£6.04	£519,788
Total	£37.41	£21.79	£36.28	£2,996,165
Increase per pupil/budget	£16.69	£10.96	£17.52	£1,484,193

5.2 Table 7 demonstrate the Council currently de-delegates c£1.5m from maintained schools. The maximum costs of delivering these services in 2025-26 would be c£3m (subject to final pupil numbers). Thus, the proposal represents a reduction in the additional funding the Council provides to maintained schools of £1.48m, and a cost of the same to maintained schools' delegated budgets, which have within them the funding for these costs.

5.3 These savings to the Council form part of the MTFP. In the event these are not secured, alternatives would need to be found.

5.4 The proposed de-delegation rates are an estimate. Final de-delegation rates are subject to both the number of pupils (supported by maintained primary & secondary schools) and the estimated cost of delivery. Schools Funding Forum agreement is required to action this decision. If the Schools Funding Forum disagrees with the Councils recommendations, the Council has an option to

pursue agreement from the Secretary of State for Education. Alternative actions and wider implications to deliver savings are outlined in section 4.2.

6. Legal implications

- 6.1 Legal advice was sought prior to consultation. Regard was had to the advice received to ensure Council's statutory duties would continue to be discharged under the proposals and that the funding changes met the requirements of the school funding regulations. Details of relevant legislation, DfE guidance, and funding regulations are contained in the consultation document, so are not replicated here, and details are below in Section 12 - Background Documents.
- 6.2 Advice was sought in respect of the proposals related to redundancy and early retirement costs (known as pension strain), specifically whether it was possible to separate the costs of redundancy lump sums from the pension strain costs which arise from contractual obligations. The advice received is that the pension strain was an associated redundancy cost, arising from a contractual obligation and should not be considered as "early retirement" in the sense meant by the DfE's funding guidance.

7. Equalities implications

- 7.1 An Equality Impact Assessment (EqIA) has been completed and was subject to consultation alongside the proposals. The assessment did not identify any equalities implications of the proposals. The proposals themselves relate to services provided to school leaders and staff. Any equalities impacts are likely to arise as a consequence of the decisions made by individual maintained schools in response to the changing financial situations they face as a result of the proposals.
- 7.2 Two comments regarding equalities were received. One was more general about the impact of these and other changes on the provision of education for SEND. The other, by a special school, was that the proposals will unreasonably impact on students with protected characteristics in their school because these remove funding from them for services they do not use to give to students in other schools without these protected characteristics, and thus these proposals would breach legislation. The proposals do not take funding from one group of pupils to give to another, they relate to the delivery of services the Council provides to schools. Special schools receive school improvement support in the same way as mainstream schools, intervention and crisis management happens in this sector, last year a number initially set deficit budgets requiring support and challenge from the Council, at least one will be accessing the redundancy fund, they have key stage assessments, and their headteachers do change.

8. Data Protection Implications

- 8.1 The proposals do not have data protection implications.

9. Other corporate implications

- 9.1 The final decision has implications for The Education People and HR Connect as it directly affects their delivery models. In the event the Council ceases funding headteacher recruitment support these costs will be removed from the respective contracts, and the companies will need to secure that funding from direct commissions from schools. Similarly, the final decision on school improvement and intervention may impact. Colleagues from these business units have been involved in the formation of the proposals and consultation and are aware of the implications for their services.
- 9.2 It also has implications for Corporate Finance through Schools Budget Team which will manage the process of de-delegating and top-slicing funding and accounting to schools on how this has been spent.

10. Governance

- 10.1 The Corporate Director Children, Young People and Education will be delegated authority in line with the final decision. In turn the Director of Education and SEN will be delegated authority to implement the decision, in line with existing schemes of delegation.

11. Conclusions

- 11.1 39 consultation responses from 33 schools out of 294 schools and PRUs that could have responded is disappointing and makes drawing firm conclusions challenging. The simple conclusion might be the 89% that have not responded were sufficiently comfortable with the proposals, responding was not a priority.
- 11.2 The responses as to why respondents disagreed or strongly disagreed with individual proposals consistently indicate two opposing positions – do not de-delegate because schools should meet these costs themselves and should buy what they need, verses, schools cannot afford this delegation and (inferred) the Council should continue to provide these services. Neither position is entirely tenable. The Council has statutory duties to promote high standards in maintained schools and PRUs and to intervene when these standards are threatened. Whilst it can adopt a light touch school improvement system which relies upon monitoring available data and issuing warning notices to schools to address any concerns, there remains a cost to the Council. It may be possible to further streamline our moderation of end of key stage assessment processes or to create a completely different model with schools providing suitably trained and qualified staff to undertake the activity under the co-ordination of the Council, but this does not make for a cost-free solution. Redundancy costs have to be met. Whilst it is accepted school budgets are under pressure, the fact remains the funding for these costs has transfer to them and the Council is no longer in a position to provide additional funding to maintained schools beyond the national funding formula.
- 11.3 In light of the responses received, it is recommended that:

School Improvement and Intervention – the Schools Funding Forum be asked to agree to create the School Improvement and Intervention Fund as defined in in 3.5 above.

Moderation of end of key stage assessments – the Council seek agreement from the Schools Funding Forum to proceed and top-slice funding to cover these costs.

Headteacher recruitment support – the Council cease funding this support and agree option 2 - schools and PRUs buy in the support they require.

Redundancy and early retirement fund – the Council seek the approval of the Schools Funding Forum to create a de-delegated contingency to meet the costs of both redundancy and associated pension strain costs, with access continuing as per current policy.

These recommendations would adjust the financial implications to be as per Table 8 below.

Table 8: Proposed de-delegation/top-slice costs.

De-delegation/buyback rates (£ per pupil) of existing	Primary (64,323 pupils)	Secondary (15,906 pupils)	Special & PRU (5,295 & 532 pupils)	Total pot
School Improvement and Intervention Fund	£24.97	£12.53	£23.84	£1,944,149
Moderation of end of key stage assessments fund	£3.18	-	£3.18	£255,128
Headteacher Recruitment	-	-	-	-
Redundancy Fund (including pension strain)	£6.04	£6.04	£6.04	£519,788
Total	£34.19	£18.57	£33.06	£2,719,065

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER** and **ENDORSE**, or **MAKE RECOMMENDATIONS** to the Cabinet Member for Education and Skills on the proposed decision:

That the Cabinet Member for Education and Skills:

- (a) approve the proposal to the School Funding Forum to cease funding the following Council paid services and to repatriate the costs of these services to the schools' budgets in line with the funding all schools receive under the National Funding Formula, as is currently the case for Academies, and that the Council no longer provides its own additional funding for these purposes:
- School improvement and intervention support for maintained schools and PRUs;
 - Moderation of national curriculum key stage assessments;
 - Support to governing bodies when recruiting their headteacher; and

- Redundancy and associated pension costs relating to school staff.
- (b) delegate authority, subject to the agreement by the School Funding Forum to the proposals and the final outcome reflecting the Policy decision made above by the Cabinet Member, to the Corporate Director for Children, Young People and Education to take relevant actions including but not limited to entering into relevant contracts or other legal agreements as required, to implement the required changes to give effect to the decision.

12. Background Documents

- Equality Impact Assessment
- Data Protection Impact Assessment
- Education Act 2002
- Education Act 2005
- Education and Inspections Act 2006
- [The Education \(National Curriculum\) \(Key Stage 2 Assessment Arrangements\) \(England\) Order 2003 \(legislation.gov.uk\)](#)
- [2024 key stage 2 assessment and reporting arrangements - GOV.UK \(www.gov.uk\)](#)
- [The Education \(National Curriculum\) \(Key Stages 1 and 2 Assessment Arrangements\) \(England\) \(Amendment\) Order 2013 \(legislation.gov.uk\)](#)
- [The Education \(National Curriculum\) \(Key Stage 1 Assessment Arrangements\) \(England\) Order 2004 \(legislation.gov.uk\)](#)
- [2024 assessment and reporting arrangements \(phonics screening check\) - GOV.UK \(www.gov.uk\)](#)
- [The School and Early Years Finance and Childcare \(Provision of Information About Young Children\) \(Amendment\) \(England\) Regulations 2024 \(legislation.gov.uk\)](#)
- [Schools operational guide: 2024 to 2025 - GOV.UK \(www.gov.uk\)](#)
- [Schemes for financing local authority maintained schools 2024 to 2025 - GOV.UK \(www.gov.uk\)](#)
- [Schools causing concern \(publishing.service.gov.uk\)](#)

13. Appendices

Appendix A - Funding Services to Schools Consultation Document 2025-26
Appendix B – Services to Schools 2025/26 -Consultation outcome report

14. Contact details

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Change proposals related to local authority funded services to maintained schools and pupil referral units

A. Review of services to schools – context and background

The national funding arrangements for schools and local authorities has been shifting over the years as the Department for Education (DfE) seeks to move schools and academies to a consistent funding arrangement. Kent County Council (the Council) has long argued there should be parity of funding between maintained schools and academies, and between Kent schools and those in other parts of the England.

With the introduction of the School Funding Reforms in 2013-14 Local Authorities were directed to delegate a number of former centrally retained Dedicated Schools Grant (DSG) budgets to schools for the first time. At the time, a total of £8.7m of DSG funding was delegated to schools from 1 April 2013 and at the same time, local Schools Funding Forums were given the powers to de-delegate funding. This is where some of this funding is returned to the LA for certain categories of spend where better efficiency could be achieved through central delivery by the LA.

The Education Services Grant (ESG) allocated to local authorities by the Government for the provision of statutory services in relation to schools was withdrawn in 2016/17. The DfE introduced a provision within the School Funding Regulations for local authorities to agree a contribution from LA maintained schools budget shares towards the cost of statutory services. This principle reflects the charge that most Multi Academy Trusts (MATs) place on their schools for central services.

Between 2017 and 2023 the Local Authority School Improvement Monitoring and Brokering Grant was allocated to local authorities to support them in fulfilling their statutory school improvement functions. When this was withdrawn in 2022/23, local Schools Funding Forums were given the powers to de-delegate and return some of this funding to the LA. The DfE's withdrawal of grant reflects the fact that Academy Trusts are expected to fulfil the same functions for their schools, and that the funding to do so comes from the budgets of the schools in their trusts.

With the introduction of the National Funding Formula and the withdrawal of DfE funding to Local Authorities to support schools, we have seen funding shifting from Local Authorities to schools to pay for services. It is acknowledged that cost pressures and inflation will have reduced the purchasing power of these allocations for schools. However, the Council has been slow in transferring the costs of services from itself to schools in line with DfE changes described above, instead continuing to fund many school services from council tax.

It was important, therefore, that we looked closely at how the Council funds its maintained schools and the services it provides to these, and in some cases

academies, to ensure there is greater equity in funding. This work was termed the Review of Services to Schools.

To support this work, Cabinet Members provided us the following principles:

- The Council is not in a position to shield schools from the financial realities they face as our funding reflects the national direction of policy.
- Council tax money or LA grants will not be used to provide services to schools which they are considered to have been allocated funding through their school budget to self-provide, unless it is in the interests of the Council and its taxpayers to do so.
- Where council tax or LA grants support services to schools this should be provided to all state funded schools equally, regardless of category.
- All schools should be funded equitably, therefore if one category has to self-fund an activity, all should, unless there are prescribed exemptions or an agreed subsidy.
- Our policy framework should reflect the national direction of travel and guidance, with the LA discharging its more strategic roles and responsibilities, and all schools moving to be self-reliant (regardless of category). This will usually be within a family of schools (federation or MAT).

Our review sought to:

- identify all services KCC provides to schools – these range from road crossing patrols to school improvement;
- determine the funding sources and recipient schools to ensure compliance with funding and grant conditions;
- consider these services against the principles above; and
- identify potential changes and the possible timing of these.

In coming forward with its proposals the Council has carefully considered the options available to it. These included whether the service should cease, reduce, continue or be funded differently.

The Council recognises that school budgets are also under pressure, thus we have considered how we minimise the impact of any changes. We have also determined that changes should be made over two budget years in order to give more time for schools to plan for these. The proposals for 2025-26 will affect all maintained schools (community, community special, foundation, foundation special, voluntary controlled, and voluntary aided schools) and pupil referral units (PRUs).

This consultation focuses on the proposed changes for the 2025-26 financial year but provides details of possible areas of changes in 2026-27. The details and proposals for the latter are still being developed before the Council determines whether or not to proceed with these.

This consultation provides details of the funding mechanisms applicable to primary and secondary maintained schools only. In these proposals we will mention “de-delegation” and “top-slicing”. In summary these mean:

De-delegation: Proposals for de-delegation of services applicable are only to mainstream schools. These are services where schools retain the statutory duties, but better efficiency could be achieved through central delivery by the LA. Funding forms part of the school's delegated budget but is removed at source and retained by the Council (de-delegated) on a per-pupil rate with the agreement of the Schools Funding Forum to fund the agreed service.

Central retention – also known as top-slicing. Proposals for the central retention of funding for services where the LA retains a statutory duty to undertake activity to support maintained schools only.

In both cases, should the Schools Funding Forum not agree, the Secretary of State can be asked to adjudicate¹.

Separate arrangements have been in place since 2014 to enable special schools and PRUs to “buy back” and contribute to LA pooled arrangements and benefit from these. For simplicity, we use the term de-delegation in this document. Where it is appropriate to include special schools and PRUs we have. In such cases de-delegation should be taken to mean buy-back by special schools and PRUs.

We appreciate that whether we look to de-delegate or top-slice funding from maintained schools, the effect is the same on schools' budgets, therefore we have not gone into more detail on the technicalities of these in this consultation document. However, in order to help minimise the impact of our proposals on maintained schools' budgets, we are looking to refocus the funding we currently de-delegate from schools in respect of schools in difficulty. Other de-delegations in respect of supply cover for trade union activities and free school meal eligibility are expected to remain unchanged and are not part of this consultation paper. Relevant to the proposals, we currently de-delegate:

Schools in Financial Difficulty (DFFG)

This funding is used to support individual maintained schools experiencing financial difficulty. Applications for support are considered by the Delegated Funding Formula Group, a sub-group of the Schools Funding Forum. Where this is not spent it contributes towards costs under targeted intervention as set out below.

Schools Personnel Services (Targeted Intervention):

It is used to fund HR Connect (formerly Schools Personnel Service) time where personnel support is needed in difficult cases to negotiate compromise agreements or work with Governing Bodies of maintained schools where action is needed in respect of the senior leadership team in the school.

Schools in Financial Difficulty (Targeted Intervention)

¹ [Schools forum powers and responsibilities, Stat guidance template \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/414222/schools_forum_powers_and_responsibilities_stat_guidance_template.pdf)

The Forum have agreed for the money to be used to support schools in category, to prevent schools from going into category, to move Kent schools from requiring improvement to good and to retain an Ofsted rating of good.

In recent years the Targeted Intervention fund has funded:

- commissioned support for some secondary schools that have subsequently academised.
- additional school improvement support linked to bids made by Senior School Improvement Advisers for vulnerable schools where these have not had the resources to fund this.
- from 2023-24 (and partly in 22-23), the costs of the additional support provided by The Education People (TEP) to maintained schools RAG rated red and amber were charged to this fund, as were.
- the costs of TEP's Schools Deficits Budgets Team, as it solely provides support to maintained schools with, or at risk of having, a deficit budget.
- costs associated with the prevention of deficits through essential restructures and the funding of deficits when schools academise.

The value of these de-delegated pots in 2024-25, and the spend in 2023-24 is set out in table 1 below.

Table 1: De-delegation rates in 2024-25 for relevant funds

Current De-delegation rates (£ per pupil)	Primary	Secondary	Special/ PRU	Total pot 2023-24	Spend in 2023-24
Schools in Financial Difficulty (DFFG)	£1.12	£1.12	£0	£100,625	£100,625
Schools in Financial Difficulty (Targeted Intervention)	£18.74	£8.85	£17.90	£1,346,826	£1,278,199
Schools Personnel Service	£0.86	£0.86	£0.86	£74,521	£112,178
Previous years shortfall in fund*	-	-	-	-	£131,595
Total	-	-	-	£1,512,972	£1,512,972

*The de-delegation fund has been treated as a rolling fund and underspends have been used to fund overspends incurred in the fund in previous years.

We are also very conscious that any service the Council provides to schools, regardless of how this is funded, must represent good value for money. De-delegating/top-slicing shines a spotlight on what is being provided and the cost. Any request to de-delegate/top-slice is subject to annual consultation and agreement, which provides an ongoing opportunity for the Council to report back to schools on the services provides and to receive feedback on how these might need to change moving forward. This is helpful and increases the transparency for all.

Whilst developing the proposals we set out in section C below, we considered the question “What if this proposal is not supported?”. The Council could of course decide not to continue with a particular proposal and look elsewhere for savings. It should be taken as read that we are not discounting this option. However, against each proposal we have set out the answer(s) we came to assuming the Council determined it should proceed in some shape or form. We do so to be open and honest. We would stress this is a consultation, no decisions have been made, and the views received through this consultation will be considered through our democratic process as set out in section F – What happens next?

B. Area of potential change for 2025-26 – why have these been considered?

1. School Improvement Services (including delivery of the Council's responsibilities in relation to Schools Causing Concern)

Between 2017 and 2023 the Local Authority School Improvement Monitoring and Brokering Grant was allocated to local authorities to support them in fulfilling their statutory school improvement functions, including those set out in the Schools Causing Concern (SCC) guidance. These require councils to monitor the performance of maintained schools, broker school improvement provision, and intervene as appropriate. The DfE reduced the grant by 50% for the financial year 2022/23, the final year the grant was given. The DfE's withdrawal of grant reflects the fact that academy trusts are expected to fulfil the same functions for their schools, and that the funding to do so comes from the budgets of the schools in their trusts.

To mitigate the adverse impact on the provision of school improvement services to maintained schools, Part 7 of Schedule 2 to the School and Early Years Finance (England) Regulations 2024 enables councils to de-delegate both core and additional school improvement activities and associated expenditure.

Until 2022-23 the Council continued to fund the school improvement work it commissions from The Education People (TEP), which supports maintained primary, secondary and special schools and PRUs (details of the services commissioned from TEP are at Appendix 1), using the DfE funding. With a reduction in the DfE funding in 2022-23 (and funding ceasing completely in 2023-24), and a proportion of the de-delegated Schools in Financial Difficulties (Targeted Intervention) Fund has been used to fund the work of the budget deficits team in School Financial Services, and to pay for the additional work the school improvement service delivers in maintained schools/PRUs RAG rated amber and red by the LA. However, in line with the principles above, it is necessary to further adjust this position to reflect all costs of school improvement as set out in section C.

2. Moderation of end of key stage assessments

The Education Act 2002 requires the Council to monitor National Curriculum assessment arrangements required by Orders made under section 87(3) of the Act. The requirements can be summarised as, the Council must:

- make provision for moderating teacher assessments;
- quality assure assessment data that is part of a school's submission and submit it to the DfE;
- ensure schools have access to training and advice in all aspects of key stage 1 assessment and exam processes; and
- must visit schools administering KS2 tests for monitoring purposes.

The Council commissions TEP to deliver these duties on its behalf (see Appendix 2 for full details). We receive a grant of £39,000 from the DfE to support this activity on

behalf of maintained schools, however the current costs are £294,000. Academy and free schools are required to arrange moderation but may choose the LA they commission to provide this service. Accordingly, TEP offer this chargeable service to academies and free schools on our behalf. Academy Trusts receive a grant to help enable their school(s) to buy in external moderation.

Similarly to above, the school funding rules enable the Council to consider whether it should seek funding from maintained schools to meet the “76. *Expenditure on monitoring National Curriculum assessment arrangements required by orders made under section 87(3) of the 2002 Act.*”²

The funding gap between the grant received and the costs of provision is not sustainable for the Council, therefore change is required.

3. Headteacher recruitment support

The Council invests in supporting governing bodies of maintained schools and the management committees of PRUs to discharge their duties to appoint a headteacher. We commission TEP and HR Connect to provide school improvement and HR officers who work with governors throughout the process, including the initial meeting in which governors agree their person specification, job description and process, through shortlisting including contacting candidates, requesting references and preparing candidate packs, and the selection days. Further information as to what is provided can be found at Appendix 3.

The Council has made this investment because high quality school leadership is fundamental to delivering good or better education provision and thus good school places. The consequences of getting the decision wrong and making a poor appointment impact significantly on children, families and staff, as well as the governing body which has to manage the underperformance and associated issues. This can also necessitate further school improvement and intervention support, which itself carries a cost.

The Council has carefully considered its position on continuing to support governing bodies in recruiting their headteachers. Funding for the costs of staff recruitment is in schools’ delegated budgets, so the Council considers it should not continue to fund headteacher recruitment support. However, the Council acknowledges that headteacher recruitment decisions are amongst the most significant governing bodies might make, therefore they should ensure they are appropriately advised to make this key decision.

Whilst the Council’s proposal is to stop funding this support, it would welcome schools’ views on alternative funding models for this, which are set out in the proposals (section C) later in the paper.

² The School and Early Years Finance and Childcare (Provision of Information About Young Children) (Amendment) (England) Regulation 2024 – Schedule 2, Paragraph 76.

4. Redundancy and early retirement costs

In light of the principles above and statutory guidance, a further area the Council has to reconsider is where the costs of school-based redundancy and early retirement are charged.

DfE guidance³ summarises the position relating to the charging of voluntary early retirement and redundancy costs. It sets out what is specified in legislation and provides examples of when it might be appropriate to charge an individual school's budget, the central schools budget or the local authority's non-schools budget. In summary it says:

The default position, therefore, is that premature retirement costs must be charged to the school's delegated budget, while redundancy costs must be charged to the local authority's budget.

In the former case, the local authority has to agree otherwise for costs to be centrally funded, while in the latter case, there has to be a good reason for it not to be centrally funded, and that cannot include having a no redundancy policy.

The local authority can retain a central budget within the schools budget to fund the costs of new early retirements or redundancies by a deduction from maintained school budgets, excluding nursery schools, only where the relevant maintained school members of the schools forum agree.

A de-delegated contingency could be provided, if schools forum agree, to support individual schools where a governing body has incurred expenditure which it would be unreasonable to expect them to meet from the school's budget share.

Currently, the cost of redundancy and associated pension strain costs has paid by the Council, provided the redundancy is necessary to address a potential budget deficit. These costs have been met from either the Schools in Financial Difficulties Targeted Intervention Fund, where there has been sufficient funding, or by the Council. However, academies must meet these costs from within their own budget.

The Council believes that if one category of school has to bear a cost, all should do so, or none. It is not feasible for the Council to pick up redundancy costs for academies, which now educate over two thirds of the County's children, and therefore maintained schools should meet the full costs of redundancy moving forward.

³ [Schemes for financing local authority maintained schools 2024 to 2025 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/100000/schemes_for_financing_local_authority_maintained_schools_2024_to_2025_-_gov.uk) - section 17 (Annex B)

C. The proposals for 2025-26

1. *School Improvement Services (including delivery of the Council's responsibilities in relation to Schools Causing Concern)*

Our proposal for 2025-26 is that the full costs the Council's school improvement work, including both monitoring and intervention, is funded through a de-delegated fund entitled School Improvement and Intervention. This would include the current activity commissioned from TEP at Appendix 1 (excluding headteacher recruitment support), a proportion of the costs of the Area Education teams (approximately 5%) to account for their time related to school improvement and intervention, and the costs of HR Connect in supporting the Assistant Directors Education when they lead intervention in maintained schools. This fund would replace the current targeted intervention fund and relevant schools personnel service de-delegation. The definition given to this new pot would be:

School Improvement and Intervention

This funding is used by the Council to fulfil its statutory duties in respect of promoting high standards in schools, to monitor, categorise, support and challenge schools to ensure all pupils make adequate progress, and are inclusive environments; to discharge the Council's duties of ensuring schools deliver the national curriculum and assessment requirements specified by regulations and statutory guidance; and enact its intervention duties in accordance with legislation and statutory guidance.

We believe the proposal represents the best way forward. It fits with the principles set out above:

- it recognises the government policy and national direction of travel (for schools to fund their own improvement);
- that government believe schools have already been funded for this activity; and
- that if one category of schools is expected to fund the activity, all should do so.

It seeks to minimise the changes to schools' budgets in 2025-26, whilst maintaining the essential work of the Council in supporting schools to all be good or better, and to remain so. It continues to provide additional support to vulnerable schools but stops short of being able to make financial contributions for specific interventions, which historically the Intervention Fund would have paid for. We feel this is an appropriate compromise, with the Council and its maintained schools supporting all schools to improve, with extra help for those who need it at times of difficulty but retaining a sense of responsibility for self-improvement.

We are proposing the following de-delegation rate set out in Table 2:

Table 2: Proposed de-delegation rates for school improvement and intervention

School Improvement	Rate (Cost per Pupil)	Estimated size of pot
Primary	£24.97	£1,605,868
Secondary	£12.53	£199,352
Special and PRU (Buyback)	£23.84	£138,929
Total	-	£1,944,149

What will schools receive under this proposal?

Schools will continue to receive the same school improvement and intervention support from the Council as now, with the exception of headteacher recruitment (see below) and there would not be the opportunity for schools RAG rated amber and red to secure funds to support specific interventions or brokered school to school support. Schools will have to fund these direct interventions themselves.

Please note, the Council will be consulting on an Education Strategy in the autumn term 2024. This may have implications for the model of school improvement support for maintained schools in the future. The earliest any new model would be commenced is the new academic year September 2025. For the 2025-26 financial year, the funding for any school improvement and intervention support would be as above. The Council is required to consult schools annually on de-delegation, thus the funding for any future school improvement and intervention model is subject to annual support by maintained schools and the Schools Funding Forum.

What if the proposal is not supported?

The Council's options would be:

- i) To reduce the level of support and reconsult schools on a revised offer and cost of de-delegation.
- ii) To reduce support levels to the statutory minimum. This might mirror the DfE's model in respect of academies – e.g. monitor school performance via published data, information such as complaints, failure to comply with regulations, etc, and to rely upon the Schools Causing Concern process to issue warning notices to schools to bring about improvement. In the event formal intervention is required, adopt a policy of school pays. If the Council's finances dictate, reconsult schools on a top-slice model to meet these costs and if rejected by the Schools Funding Forum, refer the matter to the Secretary of State for determination.

2. Moderation of end of key stage assessments

We propose to introduce a new top-slice fund covering the costs of discharging the Council's responsibility to undertake moderation of national curriculum assessments (as per Appendix 2). The financial effect on maintained schools would be as set out in table 3 below.

Table 3: Proposed top-slice rates for moderation of end of key stage assessments

Moderation	Rate (Cost per Pupil)	Estimated size of pot
Primary	£3.18	£204,547
Special	£3.18	£50,581
Primary/Special Total	-	£255,128
DfE Grant	-	£39,000
Total	-	£294,128

What will schools receive under this proposal?

The current processes and support for moderation would continue. Schools would see no change.

What if the proposal is not supported?

The Council's options would be:

- i) To work with schools and TEP on a different model based around school staff undertaking the role of moderators as part of their CPD and without reward/charge, co-ordinated by TEP on the Council's behalf. Please note to be a moderator the individual has to be trained and to pass the Standards and Testing Agency's moderators' assessment. Schools would need to commit to releasing staff for training and duty. This model could not be put in place for 2025-26.
- ii) To refer the matter to the Secretary of State for determination.

3. Headteacher recruitment support

The Council proposes to cease funding its support for governing bodies and management committees in their headteacher recruitment process. However, it believes it is important governing bodies and management committees access appropriate support in this important decision-making process. Therefore, we welcome the views of schools and PRUs on:

Option 1 – a de-delegated Headteacher Recruitment fund is created, under the school improvement de-delegation financial regulation. All maintained schools and PRUs are able to access the current level of support provided (see Appendix 3) for one full round of headteacher recruitment only. In the three years 2021-24, a candidate was successfully appointed in the first selection round on 73% of occasions. It is expected that if a governing body or management committee was not able to appoint in the first full round (i.e. having run any of its selection days), it will have developed the competence to run subsequent rounds unsupported, or will commission the support it needs. By limiting support to one full round, the Council will be able to reduce the funding rate per pupil required to create the fund, which we propose would be as per table 4.

Table 4: Proposed de-delegation rates for headteacher recruitment support

Headteacher Recruitment Fund	Rate (Cost per Pupil)	Estimated size of pot
Primary	£3.22	£207,120
Secondary	£3.22	£51,217
Special/PRU (Buyback)	£3.22	£18,763
Total	-	£277,100

Option 2 – schools commission directly the headteacher recruitment support they need. TEP and HR Connect, both companies in the Commercial Service Group, provide the Council funded support currently. This Group, or other providers, will be able to offer schools a comprehensive package to aid governors.

What will schools receive under this proposal?

This depends on the option chosen. Option one would see governing bodies/management committees continuing to receive the same support for headteacher recruitment as now, except for one round only. Under option two schools and PRUs would not receive any funded support from the Council.

What if the proposal is not supported?

Option 2 would be selected.

4. Redundancy and early retirement costs

The proposal is to treat redundancy costs separately in future and we are proposing to re-purpose the Schools in Financial Difficulties de-delegated fund to create a new Redundancy Fund which maintained schools and PRUs can access. The fund will also cover the Council's costs of commissioning Schools Financial Services in TEP to manage the redundancy costs application process (Appendix 4). The current criteria for schools to access funding from the local authority for redundancy costs is set out below.

This funding is used to meet the costs of redundancy, including the Council's administration, where these are necessary due to budget constraints. Costs of any other redundancy must be met by the school. Budget constraints are defined as:

- *The school will go into deficit and remain in that position if there is no reduction in staffing costs.*
- *Reserves are reduced to a level which would result in the school not being sustainable in financial terms. An in-year deficit is not necessarily assessed as being a financial reason if this is caused by one off expenditure or if there is not a continuous trend of in year deficits.*

The following exceptions are applied:

- *Where the school is making staffing reductions which the LA does not believe are necessary to either set a balanced budget or meet the conditions of a licensed deficit.*

- *If a school has decided to offer more generous terms than the authority's policy, then it would be reasonable to charge the excess to the school.*
- *If a school is otherwise acting outside the LA's policy.*
- *Where the school has excess surplus balances and no agreed plan to use these.*
- *Where the school has failed to make reasonable attempts to redeploy 'at risk' staff within the school.*
- *If the only cause of the revenue deficit is due to the school making a revenue contribution to capital. The only circumstances that this would be agreed would be if there was an outstanding capital loan and the amount contributed was equal to or less than the shortfall in the loan repayments.*
- *Where staffing reductions arise from a deficit caused by factors within the school's control. This could be demonstrated by a school that has previously submitted a Three-Year Budget Plan or monitoring which indicates management action is required in the next two years but makes decisions which contribute to the deficit. For example, appointing permanent staff or authorising a building project.*

Any criteria listed above is in addition to and not contradictory to Personnel requirements or the guidance given by HR Connect. Personnel Service providers other than HR Connect must also adhere to the criteria.

Recovery of Funds:

For the two financial years after the effective date of the redundancy, the LA will consider whether the financial circumstances of the school have improved or if staffing costs increased post redundancies. If it is shown that the cost could have been borne by the school, the funding will be reclaimed and returned to the LA's centrally held budget to allow other schools to access this funding.

Under this criteria, there is no assessment made as to whether the school could "afford" the cost of the redundancy or whether by paying the redundancy costs it would make the school unsustainable in financial terms.

Simplified Example: A school was forecasting an ongoing in-year deficit of £10,000 per year (and they had no reserves). They make a staff member redundant who cost £20,000 per year, with an associated redundancy cost of £4,000. This means the school will now have a £10,000 surplus each year. Under the current policy this school would be eligible for their redundancy cost of £4,000 to be paid by the LA, even though the school could have afforded to pay the associated redundancy cost themselves.

We are seeking schools' views on continuing to use the current criteria and specifically whether we should add a further exception based on whether the school could "afford" to pay the redundancy cost without risking their financial sustainability in the medium term (within 3 years).

Eligible Redundancy Costs: Early Retirement Pension Costs

Currently, if the Application for Approval of Payment of Redundancy Costs is successful, both the redundancy lump sum payment and any associated pension strain costs relating to an early retirement is also met by the LA.

In this consultation we are seeking school views as to whether, where a school meets the financial criteria for support, redundancy costs and related early retirement costs should continue to be met by the LA through the proposed central fund, or whether the funding of early retirements should be treated separately to redundancy costs. If both costs are covered this will mean the total funding required for de-delegation will be higher per pupil.

Table 5 below shows the current and forecast costs of redundancy and related early retirement costs in previous years, not including administration costs.

Table 5: Current and forecast costs of redundancy and related early retirement

-	Primary		Special		-
Financial Year	Redundancy	Early retirement	Redundancy	Early Retirement	Total
2024-25	£302,328	£250,025	£229,261	£93,000	£884,614
2023-24	£10,689	£89,209	£40,524	£60,736	£201,158
2022-23	£38,380	£263,973	-	-	£302,353
2021-22	£195,830	-	-	-	£195,830

Unfortunately, the current rate of de-delegation for schools in financial difficulty does not provide a suitably sized fund to meet all of the anticipated costs of redundancy and related early retirement. We are proposing the following size fund if all redundancy and related early retirement costs, including administration costs are met (table 6). Recently the secondary sector has not experienced redundancy costs, but we wish to explore in the consultation whether secondary schools would want to create a pot that would provide financial support should they meet the criteria.

Table 6: Proposed de-delegation rate for a redundancy and related early retirement costs fund

Redundancy Fund	Rate (Cost per Pupil)	Estimated size of pot
Primary	£6.04	£388,511
Secondary	£6.04	£96,072
Special & PRU	£6.04	£35,195
Total	-	£519,788

If we were to create a fund where only the redundancy lump sum payment was funded and a school was expected to fund any associated early retirement costs, we would look to create a smaller de-delegated fund (table 7).

Table 7: Proposed de-delegation rate for a redundancy cost only fund

Redundancy Fund	Rate (Cost per Pupil)	Estimated size of pot
Primary	£2.91	£187,180
Secondary	£2.91	£46,287
Special & PRU	£2.91	£16,957
Total	-	£250,424

We plan to administer the redundancy and related early retirement fund as a year-on-year rolling de-delegated fund, so if the fund underspent, we would roll this funding into the next financial year. However, if the fund overspent, we would expect this to be the first call on the following year's budget.

The consequence of all of the above proposals is that schools in financial difficulty will not be able to access additional funding to help manage an unexpected event. We believe, in the current climate, this is a fair compromise. The Council currently commissions a significant amount of support from TEP's Schools Financial Services to ensure schools do not get into deficit, and if, exceptionally they do, that a budget recovery plan is implemented which brings the school's budget back in to balance within the three-year term of a licenced deficit. In 2023-24 two maintained primary schools had year end deficits (0.7% of maintained schools) with an average debt of approximately £37,000. Nationally in 2022-23, 13.1% of maintained schools were in deficit. This favourable national comparison suggests the Council's investment in supporting schools to not get into deficit in the first place is worthwhile and mitigates the need for a fund to support schools in financial difficulty.

What will schools receive under this proposal?

The outcomes of these proposals will depend on feedback from this consultation and the Schools Funding Forum. However, in summary schools in financial difficulty will continue to be able to access financial support to cover redundancy and/or related early retirement costs. The criteria for accessing this fund may remain unchanged or may tighten so that only schools which meet the current criteria and who cannot "afford" the redundancy costs in the medium term will be eligible. The current process for applying will remain unchanged.

Schools in financial difficulty would not be able to access additional funds to help manage any exceptional event.

What if the proposal is not supported?

The Council's options would be:

- i) To work with the Schools Funding Forum to review and amend the criteria and exceptions.
- ii) To refer the matter to the Secretary of State for determination.

D. Overall impact of the proposals

Table 8 below summarises the current costs de-delegation related to schools in financial difficulty and targeted intervention, and the costs of de-delegation/top-slicing contained in the proposals. All of the pupil numbers and figures contained in this are indicative, actual figures will be based on 2025/26 financial data. Please note the pupil numbers related to maintained schools only

Table 8: Existing and proposed de-delegation rates

De-delegation/buyback rates (£ per pupil) of existing	Primary (64,323 pupils)	Secondary (15,906 pupils)	Special & PRU (5,295 & 532 pupils)	Total pot
Schools in Financial Difficulty (DFFG)	£1.12	£1.12	£0	£100,625
Schools in Financial Difficulty (Targeted Intervention)	£18.74	£8.85	£17.90	£1,346,826
Schools Personnel Service	£0.86	£0.86	£0.86	£74,521
Total	£20.72	£10.83	£18.76	£1,512,972
-	-	-	-	-
De-delegation/top-slice/buyback rates (£ per pupils) of proposals	-	-	-	-
School Improvement and intervention	£24.97	£12.53	£23.84	£1,944,149
Moderation	£3.18	-	£3.18	£255,128
Headteacher Recruitment	£3.22	£3.22	£3.22	£277,100
Redundancy Fund (this includes the early retirement option)	£6.04	£6.04	£6.04	£519,788
Total	£37.41	£21.79	£36.28	£2,996,165
Increase per pupil/budget	£16.69	£10.96	£17.52	£1,484,193

It can be seen from the above that the difference between the current de-delegated amount and the amount if all the proposals for de-delegation/top-slicing is £16.69 per pupil for primary schools, £10.96 for secondary schools and £17.52 for special schools and PRU's.

E. Overview of the areas for change being considered for 2026-27

We committed to provide an overview of possible future changes which affect maintained schools budget. Following the review of services to schools, it has been agreed that we will undertake further work to develop proposal for change in 2026-27 related to the following areas (table 9):

Table 9: Potential areas for change in financing in 2026-27

Area	Service	Activity	Maximum Financial implication
Premises issues - revenue items and health and safety advice (maintained schools)	TFM	Statutory compliance testing & surveys	£2,350,000
	TFM	Tree surveys	£171,600
	Health and Safety	Advice, training, policy, and audit, plus support following an incident/intervention	£552,000
HR services (maintained schools)	Education / HR	Employment Tribunal awards	£50,000
	Education / HR	Staff care	£235,000
	Education / HR	Administration of the Teachers Pensions	£140,000
			£3,486,286

We are currently looking at the legal, contractual and practical aspects of these to determine whether all or any should progress to consultation with schools. The underlying direction of travel is to explore moving to a clear top-slicing regime covering these areas, and potentially those set out in the 2025-26 section above. To provide schools with an idea of the financial impact of the 2026-27 areas being consider, if we simply calculate a cost per pupil it would be £40.76. Please note this is simply to provide an indication as further work is needed on the costs, whether activity can be reduced, and whether cost differentials for primary, secondary and special schools and PRUs need to be applied.

F. What happens next?

Headteachers, bursars and governors of local authority-maintained schools and PRUs are invited to submit their responses **via.....**. This consultation runs from 9 September for 6 weeks, closing at 5pm on Friday 18 October 2024.

The outcome of the consultation will be presented to the Children's, Young People and Education Cabinet Committee on 21 November 2024. The Committee will be asked to make a recommendation to the Cabinet Member for Education and Skills in respect of the proposals.

The Cabinet Member for Education and Skills will be asked to make a decision on behalf of the Council following the Cabinet Committee meeting.

The Cabinet Member's decisions becomes the Council's proposal to the Schools Funding Forum. This proposal will be considered by the Forum in December 2024 (date to be confirmed). The respective representatives for maintained primary and secondary schools will vote on whether to agree or reject the Council's proposals.

In the event the Schools Funding Forum rejects the Council's proposals, the Council has the right to refer the matter to the Secretary of State for determination.

Appendix 1

TEP School Improvement Support

TEP is commissioned by the Council to fulfil its statutory duties and responsibilities for school improvement. The Council has a duty to:

- exercise functions with a view to securing (and validating that a head teacher ensures):
 - ✓ that the curriculum provided is broad and balanced;
 - ✓ that the curriculum comprises the National Curriculum, including implementing key stage test arrangements (SATs) and examination preparation (GCSE etc);
 - ✓ the curriculum includes provision for religious education and for relationships, sex and health education as appropriate in primary and secondary schools;
 - ✓ there is due regard to statutory guidance issued by the Secretary of State.
- produce an action plan if a maintained school goes into special measures following an OFSTED inspection;
- comply with statutory requirements if it decides to use its powers to intervene in underperforming local-authority-maintained schools; and
- to comply with a direction of the Secretary of State to give a school a warning notice.

Accordingly, TEP is currently commissioned to:

- support in production and implementation of the Council's School Improvement Strategy;
- monitor, categorise and report on the quality of education across the schools in Kent;
- use high quality analysis of performance data from MI and local intelligence at school, district and county levels to sharply focus improvement, identify trends and inform support;
- provide advice, support and challenge to schools to improve leadership capacity, teaching and learning and effective action to improve pupil progress and achievement;
- focus on improvement and innovation in teaching and learning, to ensure that teaching improves rapidly to become at least Good;
- promote the use of Kent, National and system leaders and all available support for KALE /KSENT, facilitating and brokering appropriate school to school support in order to secure the leadership of schools in need;
- promote rapid gains in performance across the school system through the leadership and influence of the best performing schools working in collaboration with others;
- work in partnership with the Assistant Directors Education and KCC colleagues to promote effective partnerships with all stakeholders including academy sponsors, academy trusts, employers, SEND providers and other key stakeholders, to build capacity for system-wide improvements;

- represent the Council in school Ofsted meetings, attend feedback and draft statements of action when necessary;
- identify solutions for schools in difficulties;
- support governing bodies with headteacher recruitment;
- work alongside the Assistant Directors Education to intervene in underperformance; and
- work in partnership with the Assistant Directors Education and KCC colleagues to support district-based working and more coordinated and integrated work between schools, early years settings, KCC education and Early Help services, health, social care and other partners.

Including intervention activity by Governor Services:

- Make recommendations to KCC for the appointment of additional governors and to establish IEBs, in line with the Statutory Schools Causing Concern Guidance.
- Support School Improvement and interventions for schools causing concern, in line with the intervention action plan created by School Improvement and approved by KCC; including supporting Boards when issued with a pre-warning notice, a directive academy order and supporting coasting double RI's.
- To provide additional support for governing bodies of schools in challenging circumstances; in line with the School Improvement specification, typically appointing Governors to act on IEBs or appointing additional Governors when schools have failed to comply with a Formal Warning Notice.

Including intervention activity by Schools Financial Services:

SFS provide support to LA maintained schools in financial difficulty, including schools taken out of delegation. They:

- Work with schools to achieve a deficit recovery plan agreed by governors and approved by KCC's Director of Education and SEN.
- Provide written guidance.
- Provide KCC with reports including summary details of deficits and agreed recovery plans, and produce an annual report summarising year-end figures and budget forecasts on 3-year budget plans submitted by schools in financial difficulty.
- Provide KCC with financial support when intervention is required in Kent LA maintained schools including schools out of delegation, amalgamating, closing and new schools.

Appendix 2

Moderation of end of key stage assessments

The Council commissions TEP to deliver its statutory duties under The Education Act 2002, which requires the Council to monitor National Curriculum assessment arrangements required by Orders made under section 87(30 of the Act). The requirements can be summarised as, the Council must:

- make provision for moderating teacher assessments;
- quality assure assessment data that is part of a school's submission and submit it to the DfE;
- ensure schools have access to training and advice in all aspects of key stage 1 assessment and exam processes; and
- must visit schools administering KS2 tests for monitoring purposes.

TEP provide the required moderation manager, who must pass the moderation exercise for the current year, and discharge the following requirements:

Key stage 1 assessment:

- Undertake monitoring visits to 10% of maintained schools annually.
- Discuss the outcome of the moderation visit with the headteacher.
- If as a result of the visit it appears that an assessment has not been administered in accordance with the provisions, it must (a) bring the matter to the attention of the head teacher; and (b) report the matter to the Secretary of State.

Key stage 2 assessment:

- Undertake monitoring visits to 10% of maintained schools annually.
- Discuss the outcome of the moderation visit with the headteacher.
- If as a result of the visit it appears that an assessment has not been administered in accordance with the provisions, inform the head teacher and the Authority.
- Investigate any concern which relates to the accuracy or correctness of any results of any pupil in respect of the NC tests administered.
- Where, following an investigation the Authority determines that the accuracy or correctness of a pupil's results is in doubt, substitute the results determined by the Authority.

Moderation of teacher assessment in writing:

- Moderate teacher assessments of 25% of maintained schools, including having a professional dialogue with the year 6 teacher.
- Notify the headteachers of the results of moderation.
- Review any disputed downgraded assessments.

Appendix 3

Headteacher Recruitment

The Council currently commissions TEP and HR Connect to provide the following support to governing bodies of maintained schools when recruiting a new headteacher:

Pre interview:

- All Lead Officers (LO) to complete HT recruitment training and safer recruitment training in line with KCSE (2 days annually).
- Senior Improvement Advisor to source interim leadership if required.
- Discussion with COG around process and sharing of HT recruitment guidance documentation.
- SIA/ Lead officer to liaise with HR connect to draft timeline and HR advisor is assigned.
- Lead Officer is appointed. Diary liaison to try and secure dates and timelines are prepared and distributed.

Initial meeting:

- LO and HR attend initial meeting.
- LO and HR support in advising on person specification and job description.
- HR advise regarding Headteacher Salary and pay scales.
- HR advise on Keeping Children Safe in Education requirements – safer recruitment requirements including online searches.
- Agree process with recruitment panel including scoring mechanism and recruitment timeline.
- LO to complete full shortlisting activity for all candidates including scoring and online searches.
- Make arrangements for printing, organisation of day, observations etc along with JD and Person Spec, Leadership Scale and any other documents as part of selection day.
- Review references and self-disclosure forms.

Shortlisting (Approximately 1 day depending on number of candidates to review)

- Agree process for feedback to unsuccessful candidates.
- Panel complete applications scores collated using scoring matrix to agree shortlist candidates.
- Discuss and agree selection day programme.
- HR contact successful candidates.
- HR send unsuccessful emails.
- HR request references.
- HR send self disclosure forms to successful candidates.
- HR share online search guidance with nominated governor.

- Prepare candidate programme and send to LO for review, distribute and share with candidates.

Selection Days (2-3 days, depending on number shortlisted)

- Attend selection days tasks and interviews.
- LO liaise with HR Connect of Selection Outcome.
- HR Connect send Chair of Selection Panel offer letter and post recruitment guidance.
- Support COG with feedback.
- Arrange mentoring.

Appendix 4

Redundancy Administration

Schools Financial Services (SFS) in TEP are commissioned by the Council to evaluate claims from maintained schools for payment of redundancies. This includes:

- Informing maintained schools of the process to apply for redundancy payments, via published financial controls;
- setting strict financial criteria ensuring parity amongst all maintained schools as laid out in the financial controls;
- analysing applications;
- providing recommendations for agreement to KCC's Director of Education and SEN; and
- informing KCC's Director of Education and SEN if a school's financial position allows for repayment of all/part of redundancy payment.

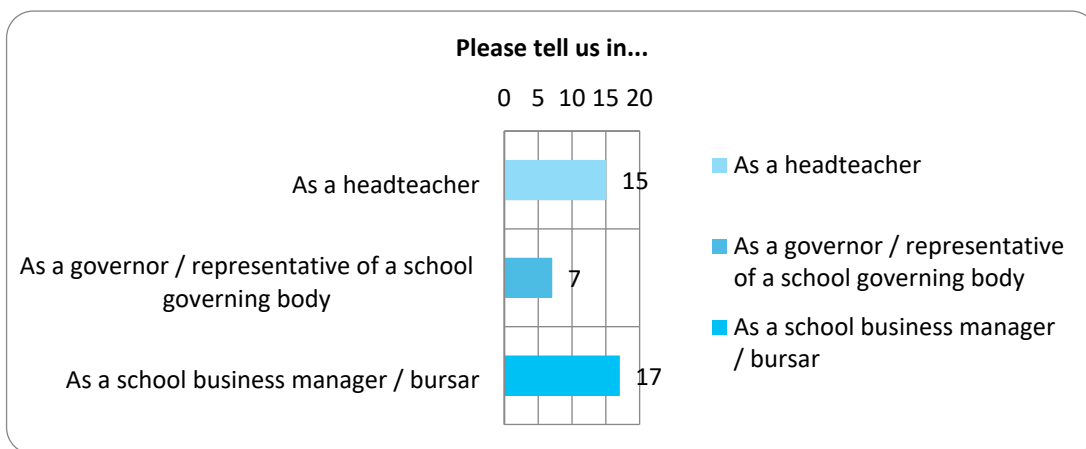
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The Findings

The formal consultation generated 39 responses, all of which were received by completion of the online questionnaire at <https://letstalk.kent.gov.uk/servicestoschools> There were no postal responses received.

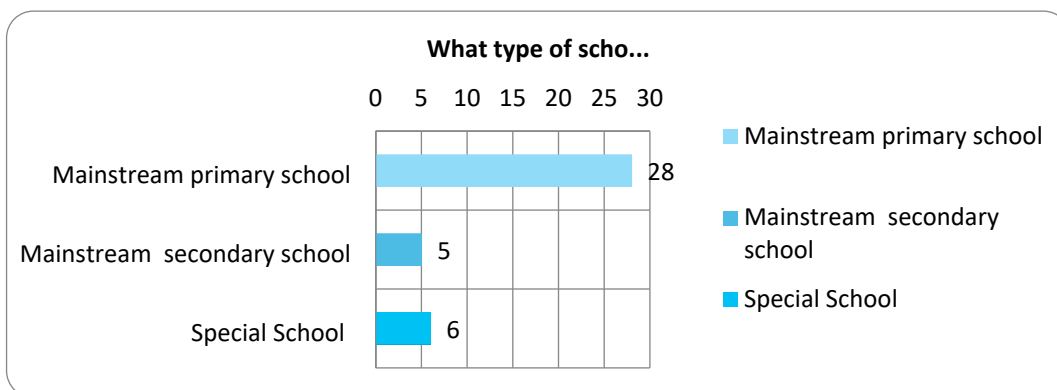
There were 798 visits to the consultation page with 501 participants interacting with the page (such as downloading a document or clicking on links), and the consultation document generated 39 responses.

Chart 1: Stakeholder Groups:



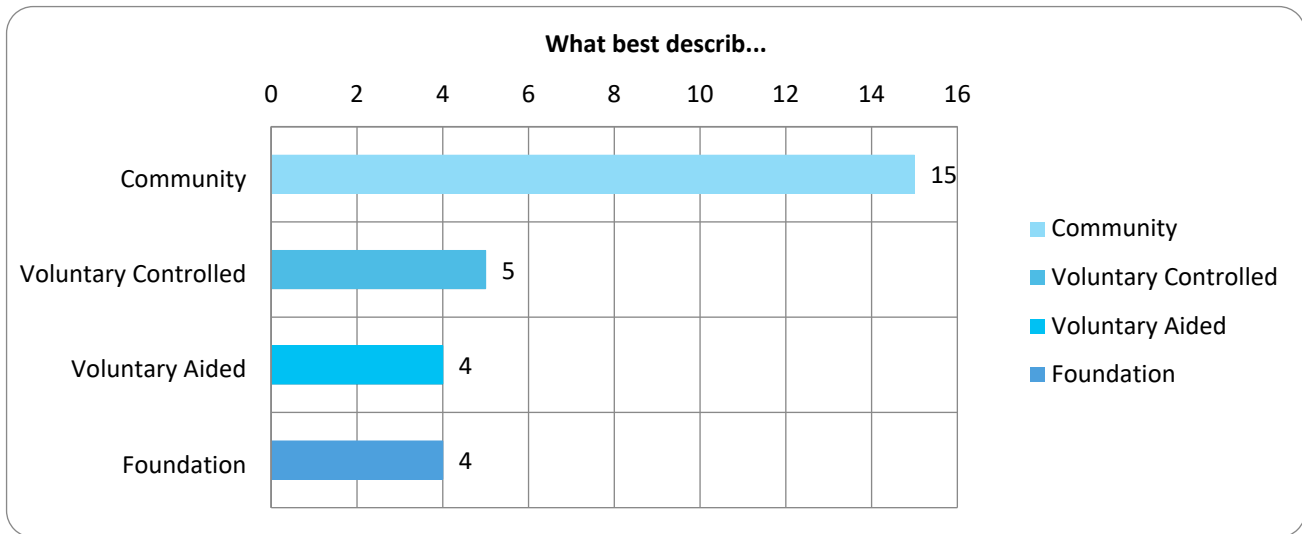
15 headteachers, 17 business managers/ bursars and 7 governor/ representatives of a school governing body responded to the consultation.

Chart 2: Type of school:



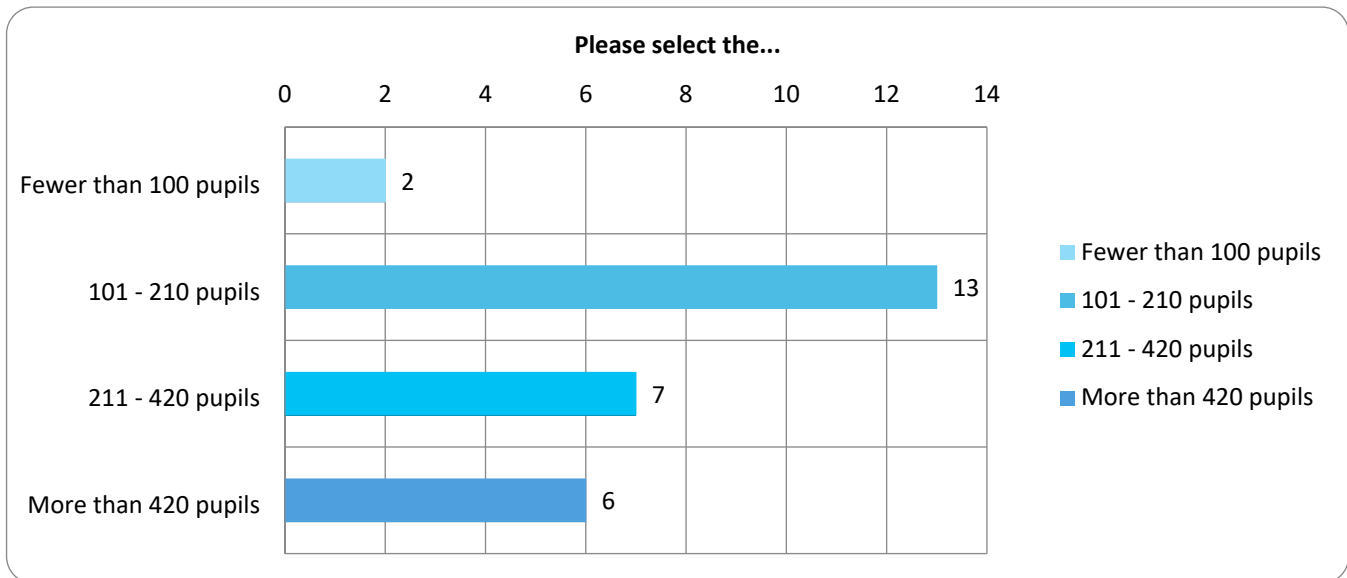
The majority of respondents 28/39 (71.8%) were mainstream primary schools. 5/39 (12.8%) were secondary schools and 6/39 (15.4%) were special schools.

Chart 3: Category of school:



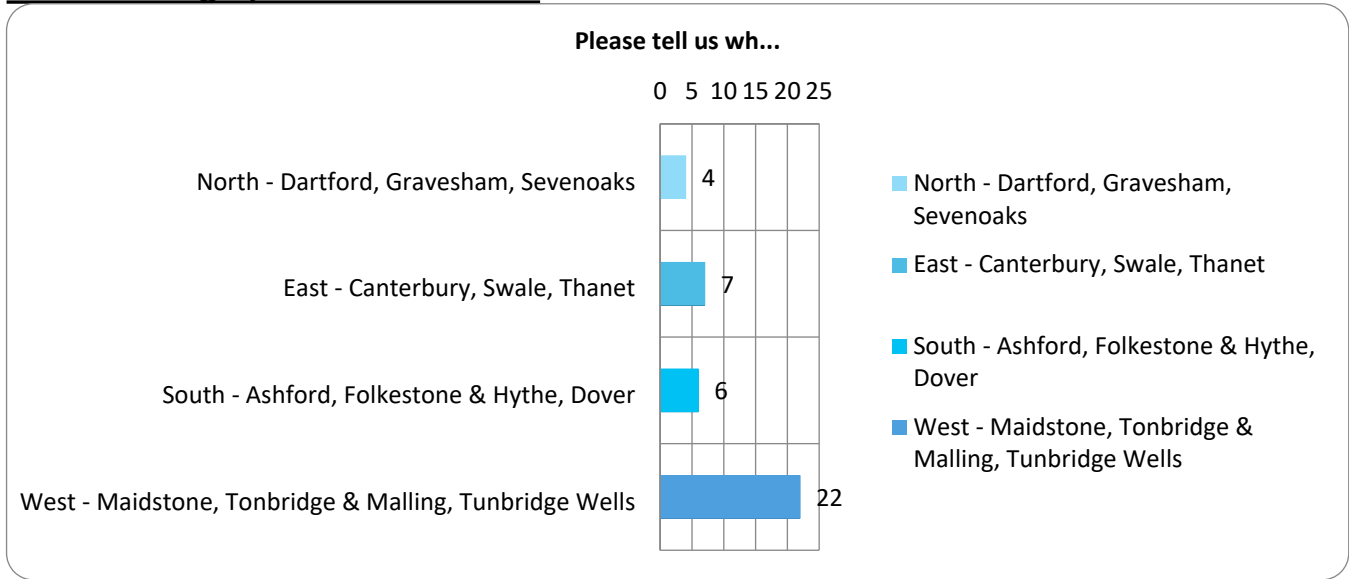
The majority 15/39 (38.5%) responses came from community schools, 5/39 (12.8%) came from voluntary controlled schools, 4/39 (10.3%) from voluntary aided schools and 4/39 (10.3%) came from foundation schools. There were no responses from Academies as they received funding directly from the DfE and this consultation does not affect them.

Chart 4 :School size



The majority of responses 13/39 (33.3%) came from schools with 101-210 pupils, the fewest number of responses 2/39 (5.1%) from schools with fewer than 100 pupils. It is unclear whether the size of the school has affected their response, due to the relatively low respondent rate. Themes have been identified from the responses given which may give more insight. However, the extent to which these can be validated and seen to reflect the views of all Kent stakeholders is limited.

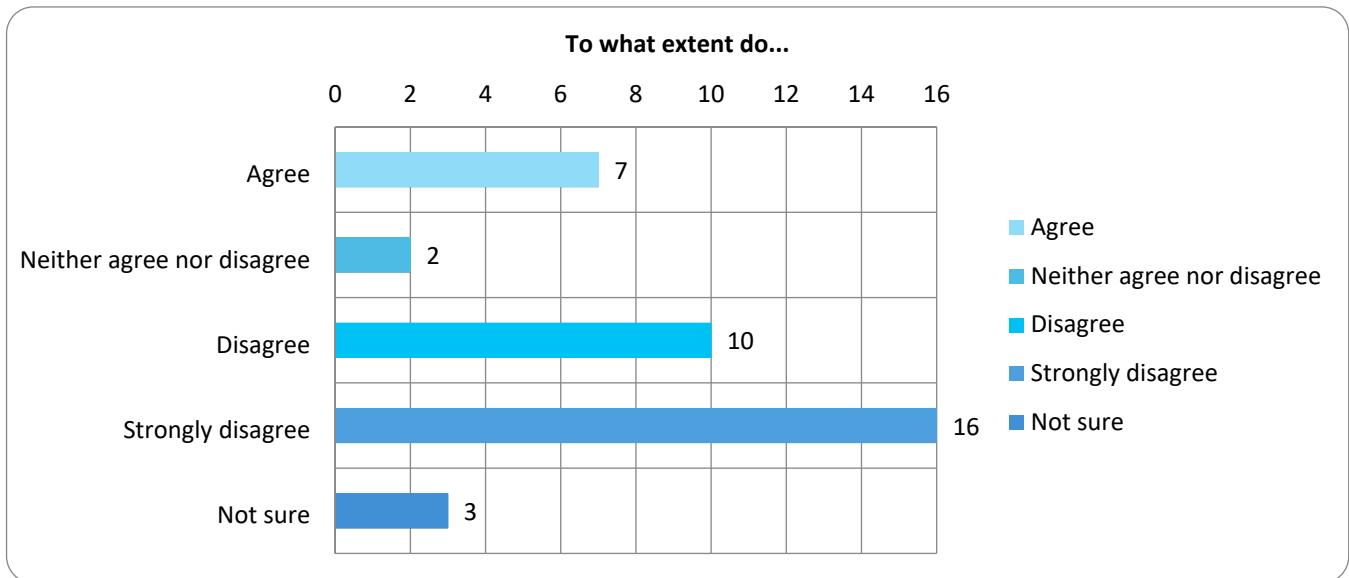
Chart 5: Geographical Distribution:



The highest percentage of respondents came from West Kent- Maidstone, Tonbridge and Malling and Tunbridge Wells with 22/39 (56.4%) of respondents.

Consultation Findings

Chart 6: To what extent do you agreed/ disagreed with the proposal to create a school improvement and intervention fund?



The majority 26/39 (66.6%) disagreed/ strongly disagreed with the proposal to fully fund the School Improvement and Intervention Services via de-delegates funds. It is worth noting that all 5 secondary schools which responded disagreed/ strongly disagreed.

6 responses were received from 4 special schools. 4/6 (66.6%) disagreed/ strongly disagreed, 1/6 (16.6%) was unsure and 1/6 (16.6%) neither agreed nor disagreed.

Respondents were asked to express why they had selected disagree or strongly disagree to the proposal. We have identified four themes:

- cost pressure on schools budget and cuts
- value for money
- quality/level of services
- paying more for less service

Respondent 1 - “The pressures on schools budgets are already great as you are aware, putting this expectation on school budgets means that leaders will potential have to reduce support as essential costs e.g. energy bills or bare bones staffing mean there is not enough to seek the support needed for the most vulnerable schools.”

Respondent 2 - “More and more demands on school budgets.’

Respondent 6 - “Yet more cuts for schools, try cutting members expenses.”

Respondent 7 - “On an individual school basis it does not represent value for money; a school could procure independent advice on school improvement at considerable reduced cost than the £25 per pupil being proposed. Especially if the school is not currently experiencing problems.”

Respondent 8 - “The cost to the school would be £10,487 for this. For 2 SI 1/2 day visits this does not represent good value for money. Whilst we understand that this also covers your statutory duties we do not think it fair that this element is passed to schools. LA must be funded on some level for this core duty.”

Respondent 9 - “£25 per pupil in primary is too much for what we receive. That equates to £9000 per year for our school. I could buy in 18 days of a consultant at £500 a day for that cost.”

Respondent 12 - “The costing is heavily weighted towards primary / special schools. The cost per pupil far exceeds the actual cost of proving the service.”

Respondent 14 - “Whilst we understand the reason for these proposals this is not value for money. We could use the additional cost to buy targeted support where needed and accept LA support would be reduced to a statutory minimum.”

Respondent 15 - “Paying more for no additional services.”

Respondent 19 - “We would be paying double compared to the 2023/24 budget and will be receiving a lesser service and access to services that we do not regularly use such as Headteacher recruitment (in the last 30 years we have only had 3 headteachers).”

Respondent 20 - “The cost to the service would significantly increase by 93% in comparison to 2023 – 2024 budget. Schools would receive in reduction in services.”

Respondent 22 - “I believe that the model should be based, where needed, on school-to-school support, using the expertise already within local authority schools. Whilst some money

would be required for the it would be less, and in many cases (I can only speak for myself) would be something that we would offer as part of our own staff's CPD. It is something we already are establishing in Canterbury (across LA and academy schools) and a model that makes more sense. Creating silos - in the LA or MATs - can only be negative. Education is about collaboration and not competition."

Respondent 23 - "Schools are already poorly funded and more money needs to go directly to schools. In addition, for my context and school, a reduction in direct income would limit the already limited improvement work we can do. Allow schools to commission the work relevant to them."

Respondent 24 - "The school would be paying double compared to 2023 - 24 budget and will be receiving a lesser service and access to services that we do not regularly use such as HT recruitment (in the last 20 years the school has had 3 HTs). You are trying to make a funding formula fit all schools. Special schools are special for a reason, we support those with the greatest need and are very successful at it. one size does not fit all."

Respondent 29 - "£8000 would be significant if we only had two morning visits per year and had to pay for training."

Respondent 30 - "School Improvement has no impact with two visits a year."

Respondent 31 - "Whilst KCC want to reduce their financial liabilities, Schools are under significant pressure already with their budgets and cant afford to take on additional financial responsibility. Schools should be able to choose which costs they want to be de-delegated."

Respondent 32 - "The previous services was not satisfactory and this has financial implications for our school. Improvement and Intervention is also not anticipated to be a problem for the school."

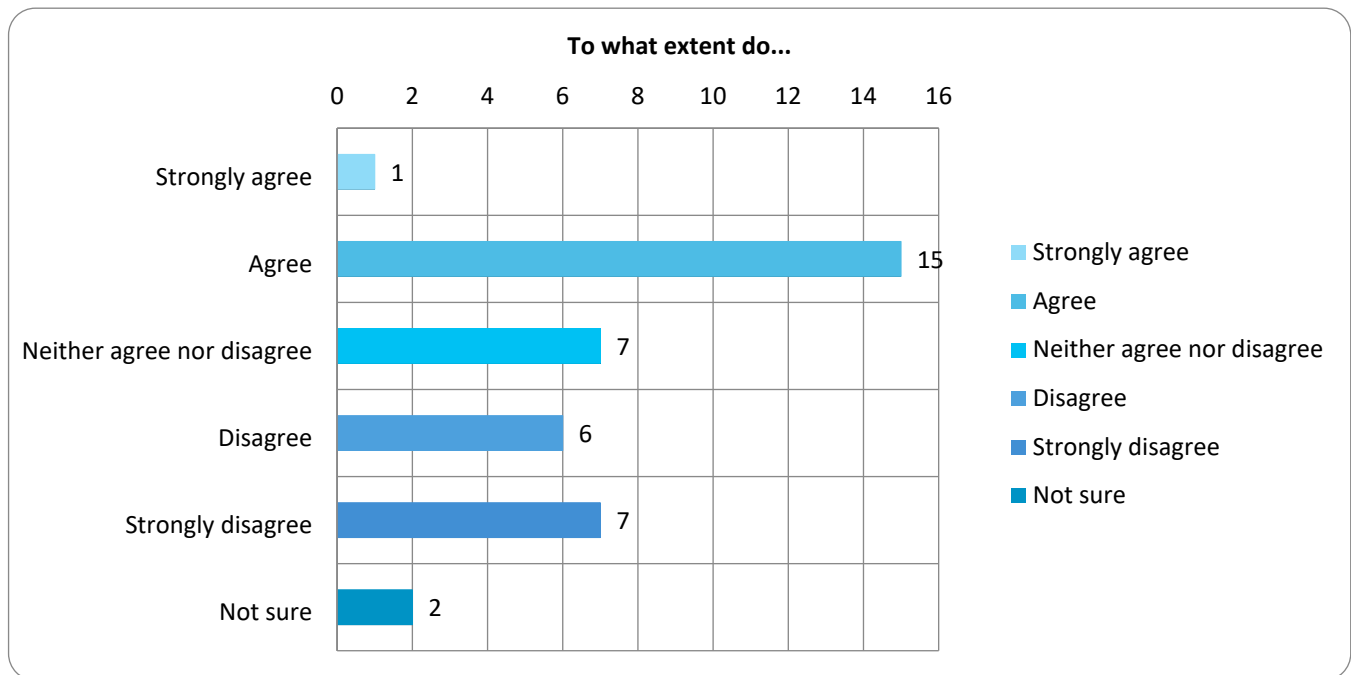
Respondent 34 - "If you hold on to £25 a pupil for school improvement, that suggests that we get £5250 worth of support from our SIP each year. I would argue this, as I do not believe that 2 visits per year, and the occasional telephone conversation/email is the best use of £5250, and I do not believe that the impact of these visits warrant that amount of money."

Respondent 35 - "A sum of £1,944,149 is proposed, £24.97 per pupil. £1,944,149 is a significant amount of money, but there is no attempt to clarify how this sum is determined, e.g. on past experience in providing these services, nor is it clear what categories of costs this sum would cover e.g. inhouse labour, outsourced services etc. Such information would have provided confidence to schools that the costs are justified and credible."

Respondent 36 - "As an outstanding school we receive minimal support but under the proposals we would have to pay significantly more than the average primary school due to our size. We would prefer to buy in our own school improvement services including statutory moderation. Thereby paying only for what we need rather than paying for what other schools need."

Respondent 39 - "Can schools not be charged as and when the School Improvement and Intervention Services are used. If we all have to contribute towards this what happens to the funding if it is not used in any one year."

Chart 7: To what extent agree/ disagree with proposals for funding of the moderation of end of key stage assessments:



16/39 (41%) respondent agreed/ strongly agreed with the funding proposal for moderation at the end of key stage assessment. 13/39 (33.3%) disagreed/ strongly disagreed.

Respondents were asked why they have selected disagree/ strongly disagree with our proposals for the funding of moderation of end of key stage assessments. There were few comments, but the themes are common with school improvement - pressure on school budgets, value for money, and no additional services for the cost.

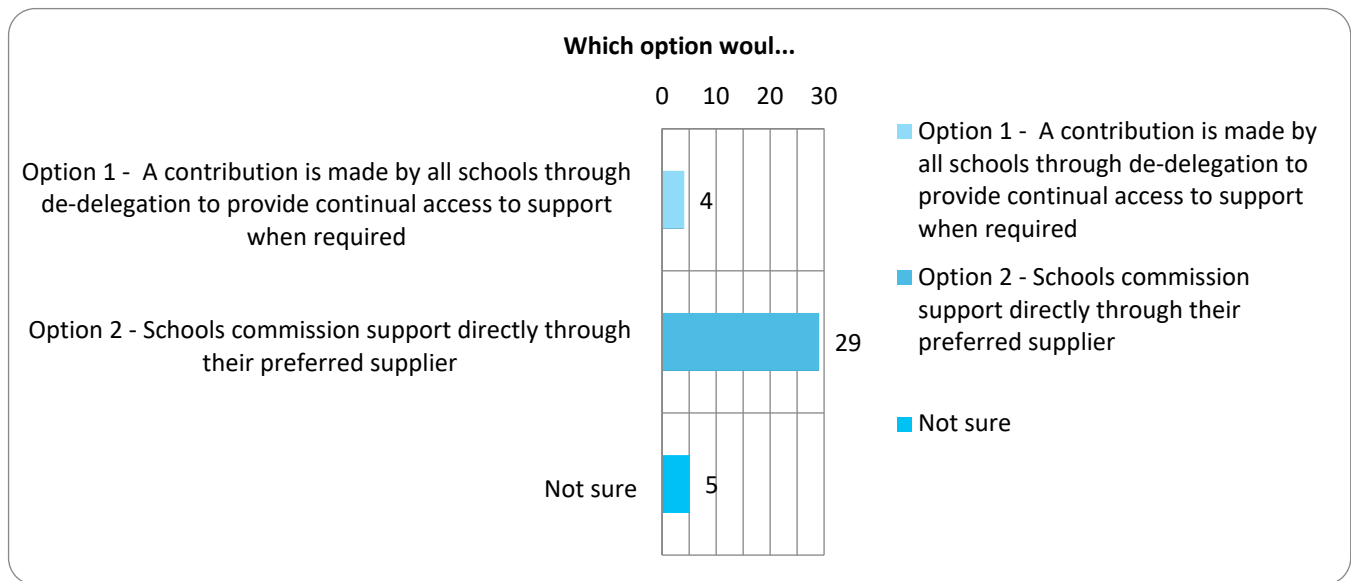
Respondent 2 - “More and more demands on school budgets.”

Respondent 9 - “£3 a pupil seems a small amount but it still equates to £1000 a year for the school to have KS2 sats monitored. I do not see how this is value for money for us.”

Respondent 15 - “Paying more for no additional services.”

Respondent 21 - “We currently complete the end of key stage statutory assessments as this is a mandatory process. However, the impact on improving outcomes for pupils does not equate to what the school pays for this service. All of our pupils are working at significantly lower levels than mainstream and therefore the process of assessment does not provide any additional findings. Therefore the proposed additional £3.18 per pupil has no cost benefit for us as a school.”

Chart 8: Headteacher recruitment support – preferred option:



The majority, 29/39 (74.4%) of respondents selected option 2, Schools to commission support directly through their preferred supplier.

Respondents were asked to explain why they had selected option 2. Four themes were identified:

- selection of providers - choice for schools
- cost effectiveness/ good financial management
- schools’ responsibility for recruitment
- infrequency of expenditure

“If schools already have an existing HR contract they can work with a trusted provider.”

“ May not have the best people in current HR provision.”

“Continual access to a service a school should only expect to have to use once every 5-10 years seems unnecessary. If headteacher turnover was higher than this then no doubt the Governing Body would become quite adept at recruitment. Therefore recruiting independent consultants when required would seem a more cost effective measure.”

“Hopefully HT recruitment happens only every 5 - 10 years, it would therefore make better financial sense for schools to commission the type and level of support they need, when they need it. The annual cost of option 1 to our school would be £1,352 pa. If we didn't need to re recruit for a HT over 10 years we would have contributed £13.5k to the fund. At a time when money is extremely tight for schools this is not good financial management.”

“Schools are responsible for their own recruitment.”

“As it does not happen regularly we are paying into de delegation and not getting the benefit. It would be cheaper to buy in when needed.”

“We think that the appointment of a HT in our experience is infrequent and so the service that is needed can be purchased as required.”

“Option 1 is the equivalent of an insurance policy taken out in case of the need to recruit a headteacher. It is a bit of a catch 22 but I would prefer to fund as we go.”

“This make scene.”

“It would seem better value to have a level of support required at the time rather than pay an annual fee during years when the service is not required.”

“Schools should commission support when needed not pay every year for something they do not need.”

“Having just replaced a Headteacher we are hoping not to have to use this service again in the near future. Governors felt the process would have operated more seamlessly if the whole process was managed through one supplier.”

“Headteacher recruitment does not have a high turnover of need. Therefore, I would prefer to keep the savings from this de-delegation cost and only use the funds when actually needed.”

“Governing bodies have the time to prepare for this and it should be something that happened infrequently. They should be free to explore the options for supplier and choose the one that best meets their needs.”

“Other, possibly “free”, sources of support and advice. Allow schools to commission their own work as and when it is needed.”

“Schools can shop around for good value, take recommendations from other schools”

“The hope is that this wouldn't be accessed too regularly and the governors are volunteers so would need support when they needed.”

“Headteacher recruitment is not often.”

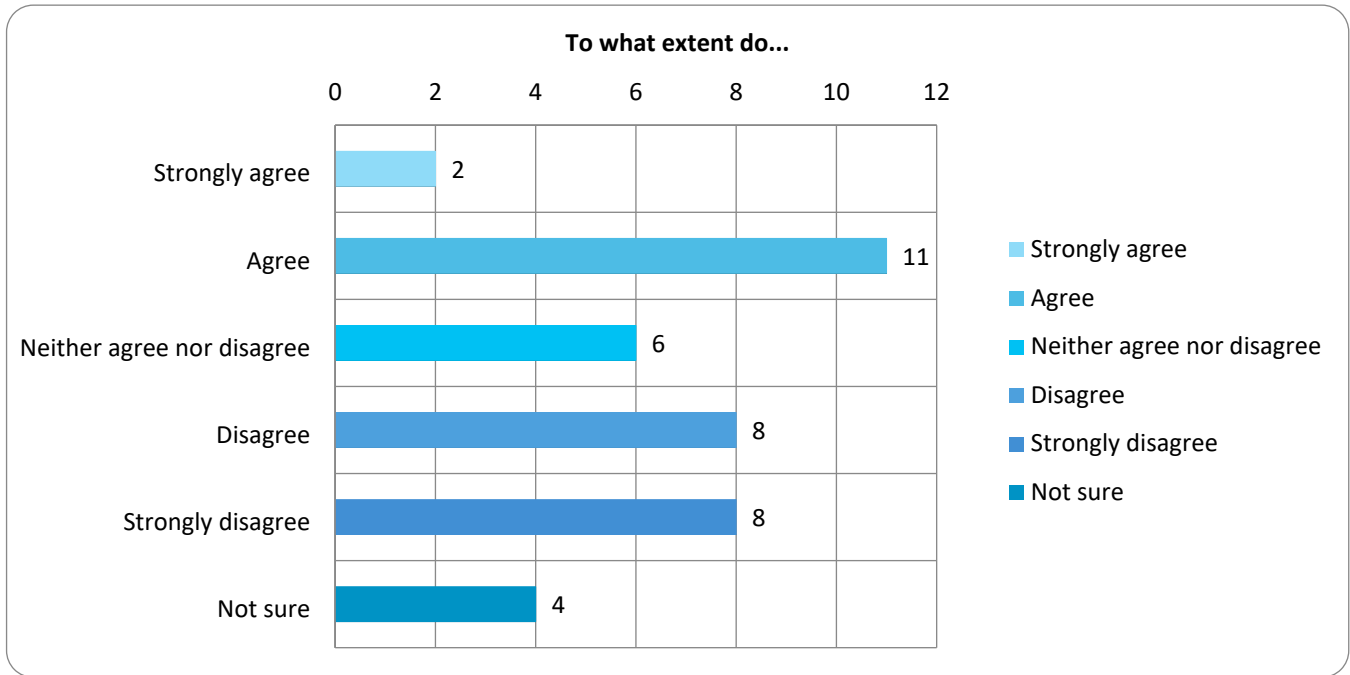
“This should be a one off cost in the main over a period of time. Schools should have flexibility over the support selected especially if it is not compulsory to include HR support. It looks like the costs of the de-delegation is high in comparison to the actual costs needed.”

“Headteacher recruitment, in most schools, is infrequent. Within the context of crippled budgets, escalating needs and ineffective local SEND, I feel it unreasonable to expect schools to pay £600 per year towards HT recruitment in other schools. It will be more cost effective to pay for support individually every 4-15 years.”

“We pay for what we need and can manage our budget accordingly.”

As a large secondary school with various contacts we would prefer to commission our support directly.

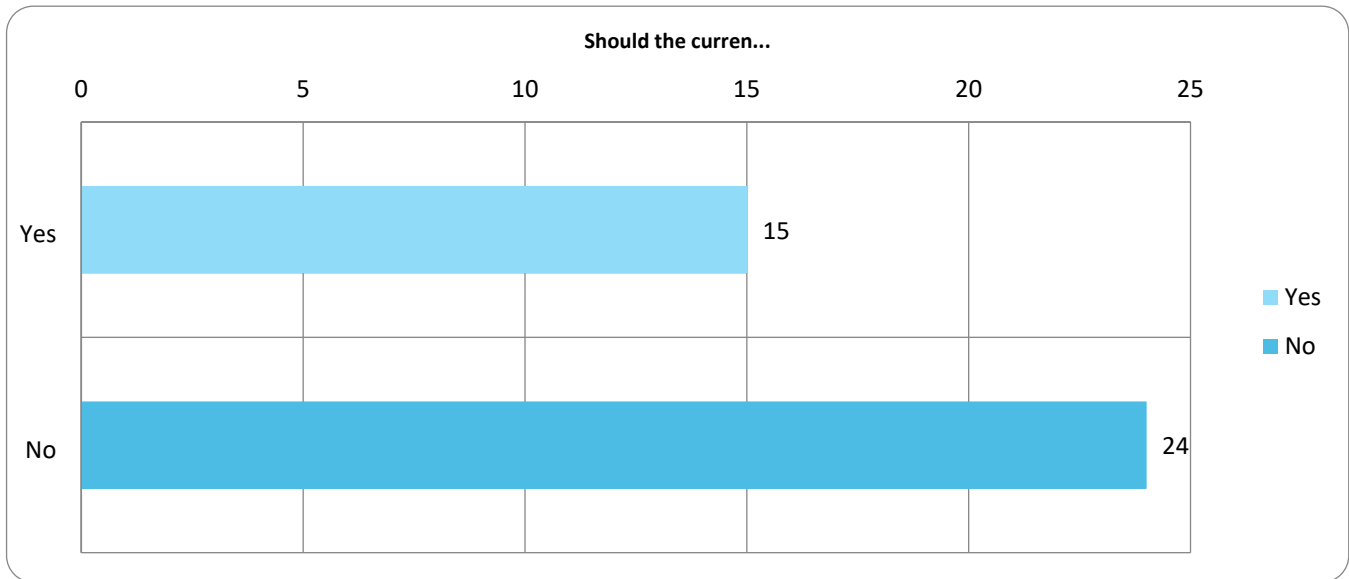
Chart 9: To what extent do you agree / disagree with the proposal to create a de-delegated Redundancy Fund?:



13/39 (33.3%) selected agree/ strongly agree to the proposal to de-delegate Redundancy Fund and 16/39 (41%) selected that they disagree/ strongly disagree with the proposal. There were also 10/39 (25.6%) respondents who selected not sure or neither agree nor disagree.

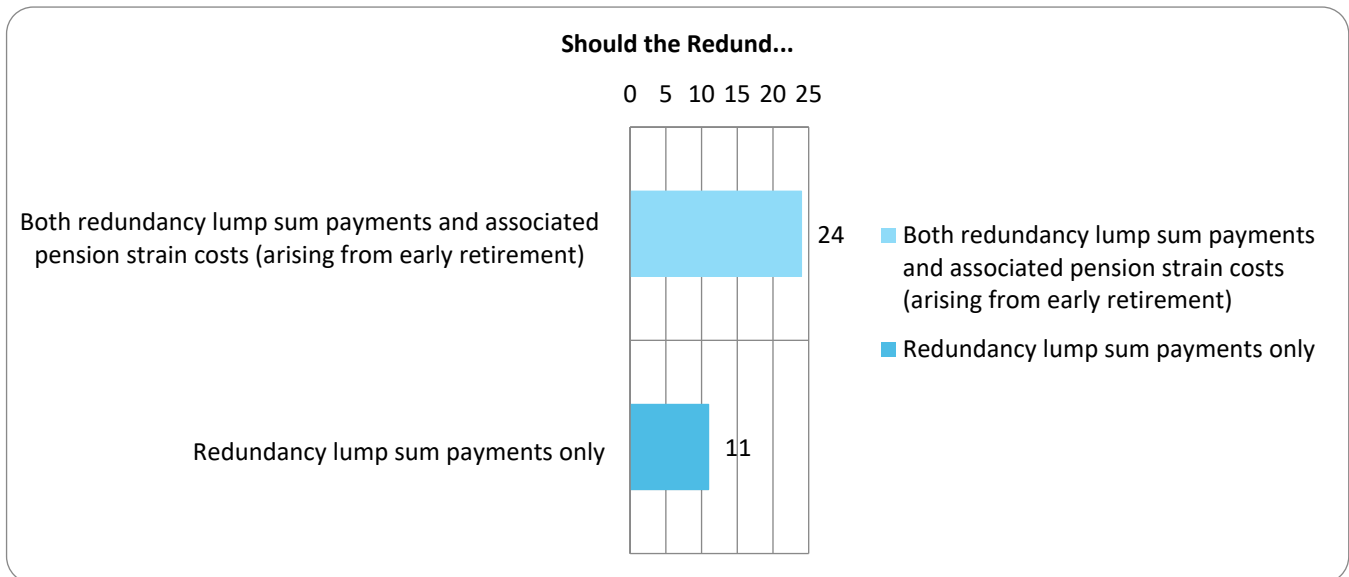
Respondents were also asked if the current criteria for schools to access funding from the local authority for redundancy costs should be amended to include a further exception, such that only schools that cannot afford the redundancy costs can access the fund.

Chart 10: Should the current criteria for schools to access funding from the local authority for redundancy costs be amended to include a further exception, such that only schools that cannot afford the redundancy costs can access the fund?:



The majority, 24/39 (61.5%) of responses did not support including an affordability criterion to the existing eligibility criteria for accessing the redundancy fund.

Chart 11: Should the Redundancy Fund support both redundancy lump sum and pension strain costs?:



The majority 24/39 (61.5%) of respondents said that both redundancy lump sum payments and associated pension strain costs should be covered by the Redundancy Fund. It is worth noting that 4 respondents didn't answer this question.

Respondents were then asked to add any other comments they had about the Redundancy Fund proposals, including the eligibility criteria. Four themes have been identified:

- STLS employers (Special schools)
- Financial necessity – for schools in financial difficulty
- Schools should bear the costs themselves, as only they have oversight of their management decisions
- Further information, consideration and consultation required.

Respondent 3 - “Page 9 on the consultation, it states that this is an all or nothing approach. My understanding is that this would be effective from 1/4/25. The STLS SLA ends on the 31/8/25. Will this mean that the STLS employers (special schools) will be responsible for all the redundancy costs of all STLS staff? The current STLS consultation has as option 1, the end of the STLS. If this is not made an exception this may place SLA holding special schools at financial risk.”

Respondent 8 - “At a financially hard for schools redundancy could regrettably very well be a financial necessity.”

Respondent 9 - “I do not understand why schools share responsibility for paying other schools' redundancy or early retirement costs. We have no oversight of the management that has caused these to occur or the circumstances where redundancy or early retirement has been granted. In either scenario it is £2000 or £1000 a year to cover someone else's decisions.”

Respondent 12 - “ I feel this need further consideration as the LA is the employer for maintained schools and cannot pass the responsibility and associated costs without further consideration and consultation.”

Respondent 19 - “How can we answer the above question (14) when we do not agree with the additional funding for this support. We believe all schools should be offered this support, particularly as it is the schools in financial difficulties that would be leaning on this service in terms of redundancy impacts.”

Respondent 21 - All maintained schools that should be offered this support especially as it will be schools requiring the schools in financial difficulty that will require the service most.

Respondent 22 - “I'm not sure about this area as I question the extent to which the issue arises from schools remaining in the LA and having funding issues; funding issues being exacerbated by top slicing and poor management of funds. I think more data and explanation is required of how often and why schools access the funding before I would feel happy making a decision”

Respondent 23 -“ In principle the idea is good, especially considering this area of need could increase in maintained schools.”

Respondent 24 -“How can we answer this question (second Q13), when we do not agree with the additional funding for this support.. We believe that all schools should be offered this support, particularly as it's the schools in financial difficulties that would be leaning on this service in terms of redundancy impacts. Again, you are asking closed questions - this makes this an unreasonable questionnaire.”

Respondent 27 - “Schools should see this coming and so should accept responsibility for associated costs.”

Respondent 31 - “Redundancies should only occur if school budgets are under pressure and in that case, schools couldn't afford the redundancy costs.”

Respondent 35 - “A sum of £519,788 is proposed, £6.04 per pupil. It is not clear how this sum is determined: it is higher than the cost identified in Table 5 for each of the three years from 2021 to 2024, but lower than the £884,614 forecast for 2024/25. More information setting out the logic would have provided confidence to schools that the costs are justified and credible.”

Respondent 39 - As long as the redundancy costs are genuine for those schools in financial difficulties and not because of mismanagement of their budget. Personally, I think all schools should pay this and those in financial difficulty.

Alternative suggestions and comments:

Respondents were asked if they had any alternative suggestions to the proposals in the consultation document. No specific proposals were received, rather general comments were made. The following themes were identified:

- Schools can commission independent providers more cost effectively. Cut your cloth according to the budget.
- Budget – schools can't afford the proposals
- MAT system – encourage schools to academise so they have greater control and oversight of their budgets
- School-to-school support should be at the fore of LA thinking
- Quality assurance is needed of LA provided services

Here are the responses:

Respondent 7 - “School should be given the option to see whether these service could be sourced more cost effectively through independent providers.”

Respondent 9 - “If money is tight we need to cut our cloth accordingly. If the government funds moderation to the tune of £39000 we should spend this much on moderation. Not £290000. Why should schools fund a pot of £270000 for head teacher recruitment? It simply cannot cost that much each year - that is between £500 to a £1000 per year for a typical school. The sums just do not add up.”

Respondent 19 - “Encourage schools and support towards a MAT system to ensure schools receive and allocate their funding direct from the DfE. This would encourage schools to have a better oversight of their spending.”

Respondent 20 - “Support schools towards a MAT system to ensure provisions receive and allocate the funding direct from DfE. This would encourage schools to have greater oversight of their expenditure.”

Respondent 22 - "School-to-school support should be at the fore - I'm confused why it isn't. The LA has very many excellent schools still as part of it, why does it not make more use of this? I strongly believe that support and best practice should come from current teaching staff and leaders. I also believe that the reviewing of a school should be the same in KCC as it is with the DfE and an academy. This is the time for the LA to show that a vibrant authority is the match - or better than - the move to MATs. To do this it needs to be agile and foster independence in it's school - some of this feels like an exercise in securing money to ensure that KCC jobs are maintained. The biggest issue I have with MATs is the paying of vast amounts of money to people with little/no accountability who go from school to school to spread/share/enforce ideas - when schools already have teachers, middle and senior leaders (not to mention incredible non-teaching staff) who could do this better and relate to the day-to-day lives of the people they support. Please, as an LA, celebrate and advertise the success of your schools, use those that are doing well to support those that need it and make collaboration the thing that the LA is known for - not a MAT-lite model that takes more than it gives and has little impact/no impact on the improvements of very many schools."

Respondent 23 - "Allow schools to commission their own work."

Respondent 24 - "Encourage schools and support towards a MAT system to ensure schools receive and allocate the funding direct from DfE. This would encourage schools to have better oversight of their spending."

Respondent 29 - "We understand that there is a challenging financial landscape but there should be some quality assurance about bought in and LA services to ensure school standards don't slip. Is there going to be a culture of an inconsistent level of high standards for pupils and staff development. Are we benching against National?"

Respondent 32 - "There are many cost savings that can be made in relation to buildings maintenance that KCC oversee. We have experienced plenty of times where short cuts are taken to save money but in the long term, they have cost more because its been a short term fix. Contractors only quote for the minimum request and then gain the contract but not for the actual work that is needed. Schools should be funded for the number of classes, not the pupil numbers. A class of 28 has the same costs as a class of 30. Based on the way pupil funding is currently calculated which is on one day per year gives an unrealistic picture. Pupil numbers are updated online every day and funding could be adjusted more regularly."

Respondent 35 - "The Governing Board recognises the financial challenges facing Kent CC, but also note that all schools face an ever increasing challenge of balancing budgets. This is against a background of ever-increasing costs across a range of services, for example energy, at the same time as the needs of the most vulnerable children become more complex and challenging, in addition to the proportion of these children increasing. The past two years have been particularly difficult and the Governing Board notes that schools have been called upon the absorb unfunded additional costs directly as a result of unilateral decisions by Kent CC. The most notable example is to raise remuneration for non-teaching staff by above inflation increase for the past two years, most recently by 9% plus. Whilst understanding the rationale put forward by Kent CC to de-delegate school funds, which seems to be driven by inconsistent and variable national policies, as well as issues at Kent CC, Kent CC needs to clearly demonstrate that the current proposals are justified and represent value for money. Unfortunately, the case made by Kent CC in the Consultations Paper is not wholly clear and in parts lacks sufficient substantiation. In the absence of more information regarding the costs

proposed by the Consultation Paper we are not in position to determine what could be done to meet these costs in the future. As noted certain elements of the proposal make sense, but others clearly show little added value for a school such as ours.”

Respondent 39 - “I think that schools should take on the costs themselves. For this consultation we are expected to pay into the overall pot but may hardly every use the funds. I would also like some clarification on what happens to the pots of money if they are not used especially since we don’t yet know the budget position for schools now that labour is in power.”

Impact on schools of the proposals

Respondents were also asked to tell us about how the proposals laid out in the consultation document may impact their school / unit. Unsurprisingly, the responses highlight the choices schools would need to make – reduce staff, fewer resources, difficulty balancing their budgets, but support in less expensive ways, and increased workloads.

Respondent 2 - “We are already struggling to set a manageable budget and this will further impact on this.”

Respondent 3 - “Page 9 on the consultation, it states that this is an all or nothing approach. My understanding is that this would be effective from 1/4/25. The STLS SLA ends on the 31/8/25. Will this mean that the STLS employers (special schools) will be responsible for all the redundancy costs of all STLS staff? The current STLS consultation has as option 1, the end of the STLS. If this is not made an exception this may place SLA holding special schools at financial risk.”

Respondent 8 - “Put is in a precarious financial situation. We are forecast a 0.5% increase in income next financial year with support staff salaries increasing by nearly 10%, contracts and goods costs have and continue to increase by 5 - 10% (despite the drop in inflation). This is not a tenable position for a school. The proposals here would mean we get a lessor service which costs us an additional £7k+.pa If the further proposals for the following year are followed that would be an additional £17.5k on top of this. Not sustainable.”

Respondent 9- “If government funding to education increases then schools can afford money to be top-sliced to the LA. If money decreases and rolls fall, then we have to be really efficient with our financial resources - and schools can buy in support in less expensive ways than through the LA.”

Respondent 10- “School budgets are already tight so if having to spend more money on delegation, it will impact on teaching and staff resources for the children.”

Respondent 11 - “There is clearly a funding impact - in particular the proposals for phase 2 - 2026/2027. We are unsure why the cost for primary schools seems to be disproportionate to that of secondary schools. With the proposed changes to SEN funding there is huge pressure on school budgets, the impact of this we feel will be especially felt in primary schools and perhaps especially with increasing SEND within our school.”

Respondent 12 - “It would detrimentally affect classroom teaching and learning as less resources would be available. This could, in turn, affect results and achievement.”

Respondent 13 - “Keeps it local and funds managed locally.”

Respondent 14 - “This would increase our de-delegation costs by 80% in 2025/26 when our school budgets are already severely stretched. This proposal stems from the council having been slow in transferring the costs of services from itself to schools but we are not being offered any additional funding to meet these costs.”

Respondent 17 - “Already depleted funds and resources, following third round of redundancies in the last 4 years. Falling rolls, less support staff, greater work load for staff in post, all mean a negative impact on children.”

Respondent 19 - “Our de-delegation costs would be double under this proposal which will mean we will have less money to spend elsewhere. Our three year budget (April 2024 onwards) was very limiting and had no cushion for unexpected increases in costs.”

Respondent 20 - “The de-delegation costings will double under these proposals which will result in less money to spend elsewhere. The school's three year budget from April 2024 onwards is limiting and has no capacity for any unexpected increase in costs.”

Respondent 22 - “The suggestions (looking forwards) of an increase to £40 (or similar) would be significant and is unjustified. Any move towards paying for HR is not required in schools that do their own, and I feel strongly that it is for us to decide on provision for this. We already have issues with being an LA school and not being kept up-to-date with policies that we should be given - so I have no interest in closer working with HR Connect”.

Respondent 23 - “A further reduction in income. c£7000 that could be used elsewhere.”

Respondent 24 - “Our de-delegation costs will be double under this proposal which will mean we will have less money to spend on the students in this special. You are effectively giving us no choice (as the alternatives are closed questions with additional funding requirements from the school no matter what) for services we don't use to fill the gap in provisions for other schools. This is simply unacceptable and is very similar to the long abandoned government policy of negative revenue support grant (because it would never work and would not be tolerated) where Local Authorities would effectively be penalised for doing a good job by funding moving across the sector to those in financial trouble.”

Respondent 25 - “As a small school our budget is already extremely tight. Charging separately for each of these services would add pressure of around £5K in the first year, and I feel that there would be significant drift towards adding charges for more and more services. Ultimately this would lead to a poorer experience for the children in school as the curriculum spend would need to be cut in order to meet costs.”

Respondent 26 - “This is an increased cost that our school will find hard to pay.”

Respondent 27 - “If the SEN High Needs up is cut completely, we will have to make cuts in staffing.”

Respondent 29 - “Concerns schools may have less school improvement and intervention support.”

Respondent 30- “Impact on budget”

Respondent 31 - “It would have significant financial implications.”

Respondent 32 - “We would have to find an extra approx. £10K in our budget - and you are proposing further changes that would add another £14K. This will increase as we move to 7FE.”

Respondent 33 - “Whatever is chosen / decided, more of the costs will be covered by the schools.”

Respondent 34 - “Further reduce funding with little impact.”

Respondent 35 - “Imposing these cost on the school at a time of extreme financial challenge will only make that challenge more difficult. As a school we have sought over the past few year it protect our core asset, the teaching, and non-teaching and support staff which are critical to delivering the quality of education that our community rightly expects, as we believe does the national Government.”

Respondent 36 - “These additional proposed costs will push the school budget into a deficit position which will ultimately cost the LA more.”

Respondent 39 - “Obviously this will be more funding being taken away so any reduction in funding is not good. “

Respondent were asked if they had any other comments:

“Can some consideration be given to affordability when creating these proposals.”

“I need to know that the LA is taking steps for the good of schools, and not the good of the LA. I'm not convinced from these proposals that this is always the case. It also read, despite assurances, as if the LA will simply go to the SoS if the forum doesn't give them what they want. The council should also be more proud of the schools it still has as part of it, and work with them for the benefit of all, not view them as something that it needs to treat as equal to academies. Why do you not shout more about the successes of LA schools and put the question out there of whether it is a better system than the fragmentation we currently see? Countless trust teams are removing vast sums from schools, it is not a system to be followed.”

“Many schools made their own decision on whether to academise or not. If they have chosen to step outside and don't benefit from something that those still part of the LA do, then that was their choice”

“This questionnaire is not balanced or open and will lead to skewed results based on closed questions”

“Contributing to scenarios that we will probably not be using - not a good use of our money.”

“Complicated read at times and 28 pages takes some focus.”

We welcomed views on our equality analysis and whether there was anything we should consider relating to equality and diversity.

“These proposals will unreasonably impact on students with protected characteristics in our special school if you remove funding from us for services we do not use to give to students in other schools without these protected characteristics. I suggest these proposals would put you in breach of the legislation”.

“One of the greatest concerns that we have as Governing Board is the impact of these and other changes on the provision of education for SEND and other similar children. These proposals, if enacted, may adversely affect the school's ability to meet this provision.”

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KENT COUNTY COUNCIL – PROPOSED RECORD OF DECISION

DECISION TO BE TAKEN BY:

Rory Love, Cabinet Member for Education and Skills

DECISION NUMBER:

24/00099

For publication *[Do not include information which is exempt from publication under schedule 12a of the Local Government Act 1972]*

Key decision: YES

The decision will:

- a) *result in savings or expenditure which is significant having regard to the budget for the service or function (currently defined by the Council as in excess of £1,000,000); and*
- b) *be significant in terms of its effects on a significant proportion of the community living or working within two or more electoral divisions – which will include those decisions that involve:*
 - *the adoption or significant amendment of major strategies or frameworks;*
 - *significant service developments, significant service reductions, or significant changes in the way that services are delivered, whether County-wide or in a particular locality.*

Subject Matter / Title of Decision – Funding of Services to Schools – 2025-26

Proposed decision:

As Cabinet Member for Education and Skills, I agree to:

- (a) Approve the proposal to the School Funding Forum that funding for the following services should be provided from the schools' budgets in line with the funding all schools receive under the National Funding Formula, as is currently the case for Academies, and that the Council no longer provides its own additional funding for these purposes:
 - School improvement and intervention support for maintained schools and PRUs;
 - Moderation of national curriculum key stage assessments;
 - Support to governing bodies when recruiting their headteacher; and
 - Redundancy and associated pension costs relating to school staff.
- (b) Delegate authority, subject to the agreement by the School Funding Forum to the proposals and the final outcome reflecting the Policy decision made above by the Cabinet Member, to the Corporate Director for Children, Young People and Education to take relevant actions including but not limited to entering into relevant contracts or other legal agreements as required, to implement the required changes to give effect to the decision.

Reason(s) for decision:

1. Changes to national funding regime
 - 1.1 The national funding arrangements for schools and local authorities has been shifting over the years as the Department for Education (DfE) seeks to move schools and academies to a consistent funding arrangement.
 - 1.2 With the introduction of the School Funding Reforms in 2013-14 Local Authorities were directed to delegate a number of former centrally retained Dedicated Schools Grant (DSG) budgets to schools for the first time. At the time, a total of £8.7m of DSG funding was delegated to schools from 1 April 2013 and at the same time, local Schools Funding Forums were given the powers to de-delegate funding. This is Page 26

certain categories of spend where better efficiency could be achieved through central delivery by the LA.

- 1.3 The Education Services Grant (ESG) allocated to local authorities by the Government for the provision of statutory services in relation to schools was withdrawn in 2016/17. The DfE introduced a provision within the School Funding Regulations for local authorities to agree a contribution from LA maintained schools budget shares towards the cost of statutory services. This principle reflects the charge that most Multi Academy Trusts (MATs) place on their schools for central services.
- 1.4 Between 2017 and 2023 the Local Authority School Improvement Monitoring and Brokering Grant was allocated to local authorities to support them in fulfilling their statutory school improvement functions. When this was withdrawn in 2022/23, local Schools Funding Forums were given the powers to de-delegate and return some of this funding to the LA. The DfE's withdrawal of grant reflects the fact that Academy Trusts are expected to fulfil the same functions for their schools, and that the funding to do so comes from the budgets of the schools in their trusts.
- 1.5 With the introduction of the National Funding Formula and the withdrawal of DfE funding to Local Authorities to support schools, we have seen funding shifting from Local Authorities to schools to pay for services. It is acknowledged that cost pressures and inflation will have reduced the purchasing power of these allocations for schools. However, the Council has been slow in transferring the costs of services from itself to schools in line with DfE changes described above, instead continuing to fund many school services from council tax.
- 1.6 Accordingly, it was important the Council reviewed whether it had kept up with funding changes and was not now inadvertently advantaging maintained schools over academies. In the County, c50% of schools are academies, educating c66% of Kent's children.
- 1.7 The Council provides a range of services to schools. These are delivered by teams across the Council. A review has been undertaken which sought to:
 - identify all services KCC provides to schools – these range from road crossing patrols to school improvement;
 - determine the funding sources and recipient schools to ensure compliance with funding and grant conditions;
 - consider these services against a set of principles provided by Cabinet Members; and
 - identify potential changes and the possible timing of these.
- 1.8 To support this work, Cabinet Members provided the following principles:
 - The Council is not in a position to shield schools from the financial realities they face as our funding reflects the national direction of policy.
 - Council tax money or LA grants will not be used to provide services to schools which they are considered to have been allocated funding through their school budget to self-provide, unless it is in the interests of the Council and its taxpayers to do so.
 - Where council tax or LA grants support services to schools this should be provided to all state funded schools equally, regardless of category.
 - All schools should be funded equitably, therefore if one category has to self-fund an activity, all should, unless there are prescribed exemptions or an agreed subsidy.
 - Our policy framework should reflect the national direction of travel and guidance, with the LA discharging its more strategic roles and responsibilities, and all schools moving to be self-reliant (regardless of category). This will usually be within a family of schools (federation or MAT).

2. Consultation

2.1 The outcome of the review was reported to the Corporate Management Team in May 2024, with recommendations for potential change. Following further development of the proposals a consultation with maintained schools and pupil referral units was issued on 9 September 2024. This covered four areas of service, with proposals to change how these are funded from 1 April 2025. It also highlighted further areas of potential change from 1 April 2026 which are currently being developed further and would be subject to consultation at a later date.

2.2 The four proposals were:

- **School improvement services (including delivery of the Council's responsibility in relation to schools causing concern)** – the proposal was that maintained schools fund the associated costs through de-delegating fund from their delegated budgets.
- **Moderation of end of key stage assessments** – the proposal was that maintained schools fund the associated costs through a top-slice of their delegated budgets.
- **Headteacher recruitment support** - the proposal was that maintained schools either fund the associated costs through de-delegating fund from their delegated budgets or buy the support they need as and when required.
- **Redundancy and early retirement costs** – the proposal was that maintained schools fund these costs through de-delegating fund from their delegated budgets. Schools were asked whether the fund should meet the costs of both redundancy and early retirement, or solely the redundancy lump sum. They were also asked if the eligibility criteria should be based on affordability.

2.3 Despite 798 visits to the consultation page, only 39 responses (from 33 schools) were received. This represents 11% of the eligible maintained schools and pupil referral units that might have responded. This response rate is disappointing and makes drawing firm conclusions challenging. The simple conclusion might be the 89% that have not responded were sufficiently comfortable with the proposals, responding was not a priority.

2.4 The consultation responses indicated:

- the majority (67%) did not support the proposal to de-delegate sufficient funding to create a School Improvement and Intervention Fund which delivered the current level of service provided to schools;
- more (41%) agreed/strongly agreed with the proposal to top-slice schools' budgets to fully fund the costs of moderating end of key stage assessments than disagree/strongly disagreed (33%);
- 74% preferred the option that schools buy in the support for headteacher recruitment as and when they need it, rather than de-delegating funding for this; and
- more (43%) agreed/strongly agreed with the proposal to de-delegate funding from schools' budgets to fully fund redundancy and associated pension strain than disagree/strongly disagreed (32%), with 62% supporting that the Redundancy Fund should meet both redundancy and pension strain costs; and 62% not wishing the eligibility criteria to be tightened to include affordability.

2.5 The responses as to why respondents disagreed or strongly disagreed with individual proposals consistently indicate two opposing positions – the Council should not de-delegate funding because schools should meet these costs themselves and should buy what they need, verses, schools cannot afford this delegation and (inferred) the Council should continue to provide these services. Neither position is entirely tenable. The Council has statutory duties to

promote high standards in maintained schools and PRUs and to intervene when these standards are threatened. Whilst it can adopt a light touch school improvement system which relies upon monitoring available data and issuing warning notices to schools to address any concerns, there remains a cost to the Council. It may be possible to further streamline our moderation of end of key stage assessment processes or to create a completely different model with schools providing suitably trained and qualified staff to undertake the activity under the co-ordination of the Council, but this does not make for a cost-free solution. Redundancy costs have to be met. Whilst it is accepted school budgets are under pressure, the fact remains the funding for these costs has transfer to them and the Council is no longer in a position to provide additional funding to maintained schools beyond the national funding formula.

2.6 In order to minimise the financial impact on maintained schools, the Council proposed to re-define existing de-delegated budgets to contribute this funding to the proposed School Improvement and Intervention Fund and the Redundancy Fund. Currently this represents £1.5m of school funding.

3. Proposed Recommendation to the Schools Funding Forum

3.1 The funding regulations require proposals for de-delegation and/or top-slicing of maintained schools' budgets to be supported by the relevant representatives of the Schools Funding Forum (i.e. the primary maintained schools representatives on the matters affecting this sector). Accordingly, the Council's decision will be presented as a recommendation to the Schools Funding Forum. The Forum will be consulted in December 2024 once the Council's decision has been made.

3.2 In light of the responses received, I propose that:

School Improvement and Intervention – the Schools Funding Forum be asked to agree to create the School Improvement and Intervention Fund as defined in paragraph 3.5 of the Decision Maker's Report.

Moderation of end of key stage assessments – the Council seek agreement from the Schools Funding Forum to proceed and top-slice funding to cover these costs.

Headteacher recruitment support – the Council cease funding this support and agree option 2 - schools and PRUs buy in the support they require.

Redundancy and early retirement fund – the Council seek the approval of the Schools Funding Forum to create a de-delegated contingency to meet the costs of both redundancy and associated pension strain costs, with access continuing as per current policy.

3.3 The financial implications of this decision for maintained schools and Pupil Referral units would be (subject to final costs and pupil numbers):

De-delegation/buyback rates (£ per pupil) of existing	Primary (64,323 pupils)	Secondary (15,906 pupils)	Special & PRU (5,295 & 532 pupils)	Total pot
School Improvement and Intervention Fund	£24.97	£12.53	£23.84	£1,944,149
Moderation of end of key stage assessments fund	£3.18	-	£3.18	£255,128

Headteacher Recruitment	-	-	-	-
Redundancy Fund (including pension strain)	£6.04	£6.04	£6.04	£519,788
Total	£34.19	£18.57	£33.06	£2,719,065

3.4 In reaching this decision I have considered the Decision Maker’s Report and associated documents including but not limited to the full consultation outcome report, equalities, data protection, legal and financial implications.

Cabinet Committee recommendations and other consultation:

Any alternatives considered and rejected:

The review considered a wider range of services to schools. These were narrowed down to the four areas set out above for change in 2025-26. Consideration was given to ceasing, reducing, continuing or changing the services delivered. Of the proposals above, three relate to statutory duties of the Council and cannot be ceased. Change, in respect of how these are funded were the preferred options. The consultation also explains for each proposal what Council’s options are if these are not supported. In respect of the fourth area, headteacher recruitment support, the proposal is to cease funding this, but the alternative of schools agreeing de-delegation has been consulted on.

In the event that the Schools Funding Forum do not support the proposals the Council can refer the matter to the Secretary of State for a decision. In the short term the savings identified by the proposals would need to be identified from other service areas. If not supported by the Secretary of State, alternative proposals would need to be developed for the medium term. This is likely to necessitate a reduction in the level of service provided, possibly to statutory minimums, to reduce costs as part of a wider proposal to top-sliced maintained schools budgets to fund discharging the Council’s statutory duties to these schools.

Any interest declared when the decision was taken and any dispensation granted by the Proper Officer:

.....
signed

.....
date

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EQIA

Section A

1. Name of Activity (EQIA Title):

Services to Schools (2025-26)

2. Directorate

Children Young People and Education (CYPE)

3. Responsible Service/Division

Education Planning and Access

Accountability and Responsibility

4. Officer completing EQIA

Note: This should be the name of the officer who will be submitting the EQIA onto the App.

Laura Murphy – CY EPA

5. Head of Service

Note: This should be the Head of Service who will be approving your submitted EQIA.

David Adams – CY EPA

6. Director of Service

Note: This should be the name of your responsible director.

Christine McInnes - CY EPA

The type of Activity you are undertaking

7. What type of activity are you undertaking?

Service Change – *operational changes in the way we deliver the service to people.* Answer Yes/No

Yes

Service Redesign – *restructure, new operating model or changes to ways of working.* Answer Yes/No

No

Project/Programme – *includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.* Answer Yes/No

No

Commissioning/Procurement – *means commissioning activity which requires commercial judgement.* Answer Yes/No

No

Strategy /Policy – *includes review, refresh or creating a new document.* Answer Yes/No

No

Other – Please add details of any other activity type here.

Not Applicable

8. Aims and Objectives and Equality Recommendations – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

The national funding arrangements for schools and local authorities has been shifting over the years as the Department for Education (DfE) seeks to move schools and academies to a consistent funding arrangement. Kent

County Council (the Council) has long argued there should be parity of funding between maintained schools and academies, and between Kent schools and those in other parts of the Country.

With the introduction of the School Funding Reforms in 2013-14 Local Authorities were directed to delegate a number of former centrally retained DSG budgets to schools for the first time. A total of £8.7m of DSG funding was delegated to schools from 1 April 2013. At the same time, local Schools Funding Forums were given the powers to de-delegate and return some of this funding to the LA for certain categories of spend where better efficiency could be achieved through central delivery by the LA.

The Education Services Grant (ESG) allocated to local authorities by the Government for the provision of statutory services in relation to schools was withdrawn in 2016/17. The DfE introduced a provision within the School Funding Regulations for local authorities to agree a contribution from LA maintained schools budget shares towards the cost of statutory services. This principle reflects the charge that most Multi Academy Trusts (MATs) place on their schools for central services.

Between 2017 and 2023 the Local Authority School Improvement Monitoring and Brokering Grant was allocated to local authorities to support them in fulfilling their statutory school improvement functions. When this was withdrawn in 2022/23, local Schools Funding Forums were given the powers to de-delegate and return some of this funding to the LA. The DfE's withdrawal of grant reflects the fact that Academy Trusts are expected to fulfil the same functions for their schools, and that the funding to do so comes from the budgets of the schools in their trusts. With the introduction of the National Funding Formula and the withdrawal of DfE funding to Local Authorities to support schools, we have seen funding shifting from Local Authorities to schools to pay for services.

The Council provides a range of services and support to schools. Some services and support are provided to all state funded schools in line with our statutory duties. Others are provided solely to the schools we maintain as a local authority. The Council has looked at all the services it provides to schools to ensure it is treating schools fairly and delivering services and support in accordance with any requirements of the grant funding we receive.

The review has led the Council to consider how some services and support to its maintained schools (mainstream and special) and pupil referral units (PRUs) should be funded moving forward. It is therefore proposing the following changes (from 1 April 2025), and is consulting maintained schools and PRUs on these.

Proposed changes are as follow:

- 1. School Improvement Services (including delivery of the Council's responsibilities in relation to Schools Causing Concern) -** Our proposal for 2025-26 is that the full costs the Council's school improvement work, including both monitoring and intervention, is funded through a de-delegated fund entitled School Improvement and Intervention.
- 2. Moderation of end of key stage assessments -** The Education Act 2002 requires the Council to monitor National Curriculum assessment arrangements required by Orders made under s87(3) of the Act. We propose to introduce a new top-slice fund covering the costs of discharging the Council's responsibility to undertake moderation of national curriculum assessments.
- 3. Headteacher recruitment support -** The Council proposes to cease funding its support for governing bodies/management committees in their headteacher recruitment process. However, it believes it is important governing bodies and management committees access appropriate support in this important decision-making process. Therefore, we are seeking views of schools and PRUs on two options:

Option 1 – a de-delegated Headteacher Recruitment fund is created, under the school improvement de-delegation financial regulation.

Option 2 – schools commission directly the headteacher recruitment support they need.

4. Redundancy and early retirement costs - The proposal is to re-purpose the Schools in Financial Difficulties de-delegated fund to create a new Redundancy Fund which maintained schools and PRUs can access. Schools and PRUs are being consulted on whether this fund should cover both the redundancy payment and any associated early release of pension costs, or just the redundancy payment.

The overall cost if all the proposals for de-delegation/top-slicing are agreed is £15.46 per pupil for primary schools, £9.73 for secondary schools and £16.29 for special schools and PRU's.

The Council recognises that school budgets are also under pressure, thus we have considered how we minimise the impact of any changes. In coming forward with its proposals the Council has carefully considered the options available to it. These included whether the service should cease, reduce, continue or be funded differently. We have also determined that changes should be made over two budget years in order to give more time for schools to plan for these (please note the proposals for 2026-27 are being developed and are not considered in this EQIA). The Council believes that the above proposals will move schools and academies to a consistent funding arrangement which is in line with other schools in other parts of England.

The proposals for 2025-26 will affect all maintained schools (community, community special, foundation, foundation special, voluntary controlled, and voluntary aided schools) and pupil referral units (PRUs).

Section B – Evidence

Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.

9. Do you have data related to the protected groups of the people impacted by this activity? Answer: Yes/No

Yes

10. Is it possible to get the data in a timely and cost effective way? Answer: Yes/No

Yes

11. Is there national evidence/data that you can use? Answer: Yes/No

Yes

12. Have you consulted with Stakeholders?

Answer: Yes/No

Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.

LA maintained schools and PRUs are to be consulted 9 September to 18 October 2024. Final proposals will be presented to the Schools Funding Forum in December 2024 for their decision.

13. Who have you involved, consulted and engaged with?

Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.

A Consultation is scheduled. It will be available on the KCC website and shared with schools via briefings. Those consulted will include maintained primary, secondary and special school and PRU headteachers, school business managers and governing bodies.

The assumptions made in this EQIA will be tested through the consultation process and reviewed in response to the responses received.

14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No

No

15. Do you have evidence/data that can help you understand the potential impact of your activity?

<i>Answer: Yes/No</i>
Yes - We have reviewed the evidence/ data and have carefully considered any impact this proposal may have on groups with protected characteristic. This includes pupils and staff in maintained schools.
The data collected included pupils sex, SEN, EHCP, EAL, FSM and ethnic minority. After applying the proposal which seeks to move schools and academies to a consistent funding arrangement we have concluded that there is no group which would be impacted above others - all schools and therefore pupils within each setting will be impacted equally and consistently under the proposal.
CYPE have also reviewed the Schools workforce in England 2023 data - School workforce in England, Reporting year 2023 - Explore education statistics - GOV.UK (explore-education-statistics.service.gov.uk) After careful consideration we can't find any data or evidence which shows any significant impact on groups with protected characteristics. All staff and pupils in maintained schools will be treated equally within this proposal.
National information shows other LAs have adopted proposals similar to those we are considering. Academy schools in Kent already fund the services within our proposals from their school budgets. 50% of Kent's schools are academies, and these educate 66% of our pupils. Thus we concluded the proposed changes to how the services are funded does not on any group more than any other.
Section C – Impact
16. Who may be impacted by the activity? Select all that apply.
Service users/clients - <i>Answer: Yes/No</i>
Yes
Residents/Communities/Citizens - <i>Answer: Yes/No</i>
No
Staff/Volunteers - <i>Answer: Yes/No</i>
Yes
17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? Answer: Yes/No
No
18. Please give details of Positive Impacts
Negative Impacts and Mitigating Actions
The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.
19. Negative Impacts and Mitigating actions for Age
a) Are there negative impacts for Age? Answer: Yes/No <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Age
Not Applicable
c) Mitigating Actions for Age
Not Applicable
d) Responsible Officer for Mitigating Actions - Age
Not Applicable
20. Negative Impacts and Mitigating actions for Disability
a) Are there negative impacts for Disability? Answer: Yes/No <i>(If yes, please also complete sections b, c and d).</i>

No
b) Details of Negative Impacts for Disability
Not Applicable
c) Mitigating Actions for Disability
Not Applicable
d) Responsible Officer for Mitigating Actions - Disability
Not Applicable
21. Negative Impacts and Mitigating actions for Sex
a) Are there negative impacts for Sex? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Sex
Not Applicable
c) Mitigating Actions for Sex
Not Applicable
d) Responsible Officer for Mitigating Actions - Sex
Not Applicable
22. Negative Impacts and Mitigating actions for Gender identity/transgender
a) Are there negative impacts for Gender identity/transgender? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Gender identity/transgender
Not Applicable
c) Mitigating actions for Gender identity/transgender
Not Applicable
d) Responsible Officer for Mitigating Actions - Gender identity/transgender
Not Applicable
23. Negative Impacts and Mitigating actions for Race
a) Are there negative impacts for Race? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Race
Not Applicable
c) Mitigating Actions for Race
Not Applicable
d) Responsible Officer for Mitigating Actions – Race
Not Applicable
24. Negative Impacts and Mitigating actions for Religion and belief
a) Are there negative impacts for Religion and Belief? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Religion and belief
Not Applicable
c) Mitigating Actions for Religion and belief
Not Applicable
d) Responsible Officer for Mitigating Actions - Religion and belief
Not Applicable
25. Negative Impacts and Mitigating actions for Sexual Orientation
a) Are there negative impacts for sexual orientation. <i>Answer:</i> <i>Yes/No (If yes, please also complete sections b, c and d).</i>
No

b) Details of Negative Impacts for Sexual Orientation
Not Applicable
c) Mitigating Actions for Sexual Orientation
Not Applicable
d) Responsible Officer for Mitigating Actions - Sexual Orientation
Not Applicable
26. Negative Impacts and Mitigating actions for Pregnancy and Maternity
a) Are there negative impacts for Pregnancy and Maternity? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Pregnancy and Maternity
Not Applicable
c) Mitigating Actions for Pregnancy and Maternity
Not Applicable
d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity
Not Applicable
27. Negative Impacts and Mitigating actions for marriage and civil partnerships
a) Are there negative impacts for Marriage and Civil Partnerships? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Marriage and Civil Partnerships
Not Applicable
c) Mitigating Actions for Marriage and Civil Partnerships
Not Applicable
d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships
Not Applicable
28. Negative Impacts and Mitigating actions for Carer's responsibilities
a) Are there negative impacts for Carer's responsibilities? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c and d).</i>
No
b) Details of Negative Impacts for Carer's Responsibilities
Not Applicable
c) Mitigating Actions for Carer's responsibilities
Not Applicable
d) Responsible Officer for Mitigating Actions - Carer's Responsibilities
Not Applicable

EXECUTIVE DECISION

From: Rory Love, Cabinet Member for Education and Skills

Sarah Hammond, Corporate Director of Children, Young People and Education

To: Children's, Young People and Education Cabinet Committee –
21 November 2024

Subject: Proposal to change the age range of Westmeads Infant School, Whitstable, from 4-7 years to 2-7 years.

Decision no: 24/00098

Key Decision : No

Classification: *Unrestricted*

Past Pathway of report: *N/A*

Future Pathway of report: Cabinet Member Decision

Electoral Division: Whitstable West – Mark Dance

Is the decision eligible for call-in? Yes

Summary: This report outlines the proposal to permanently expand the age-range of the Westmeads Infant School in Whitstable from 4-7 years to 2-7 years to establish a school run nurse provision.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to CONSIDER and ENDORSE, or MAKE RECOMMENDATIONS to the Cabinet Member for Education and Skills on the proposals as set out in the PROD.

1. Introduction

- 1.1 This proposal to lower the age range of Westmeads Infant School, Whitstable will create additional nursery places for two, three and four year olds and will help to meet the need for nursery places in the area and the commitment to development of 2,741 early years places in Kent to meet the demand of the new Government entitlements.

2. Key Considerations

- 2.1 In Spring 2023, the Government announced its ambition of extending the free entitlements to younger children in three phases. Phase one implemented in April 2024, saw children of working parents entitled to 15 hours of funding the term after they turned two. In September 2024 phase two extended this offer to working parents of those children aged 9 months plus and then in September 2025, phase three will see the working parent entitlement extending to 30 hours for all eligible children.
- 2.2 To support the delivery of this project the government has made available £100m of capital funding for local authorities through the Childcare Expansion Capital Grant of which Kent has been awarded £2,658,723, 20% to support the schools wraparound programme and 80% for the development of 2,741 early years places to meet the demand of the new entitlements.

3. Background

- 3.1 The County Council's Commissioning Plan for Education Provision in Kent 2024 to 2028 is a five-year rolling plan which is updated annually. It sets out KCC's future plans as Strategic Commissioner of Education Provision across all types and phases of education in Kent. It also set out how we will carry out our responsibility for early education and childcare. Early Education and Childcare is legislatively governed by the Childcare Acts of 2006 and 2016. These place a duty on all local authorities to improve outcomes for young children, to cut inequalities between them, to secure sufficient childcare, with adequate flexibility to allow parents to work.

4. The Proposal

- 4.1 Westmeads Infant School currently provides early years education for children who turn five when in the Reception class. The school have proposed to lower the age range from 4-7 to 2-7 years to provide nursery provision at the school. The provision would admit 26, 3-4 year olds and 13 2 year olds.
- 4.2 The proposed nursery provision at Westmeads will be to open an 'open air', outdoor, 'all weather' nursery provision for 2-4 year olds. A purpose built building/cabin will be constructed and which will incorporate a larger outdoor provision adjacent to the building on the school site. All relevant planning requirements will be sought to construct the cabin by the school.
- 4.3 The Local Authority is confident that the strong and effective leadership of the school has the capacity to establish a successful nursery provision, so that there will be additional pre-school places available for local families
- 4.4 Kent County Council and Westmeads Infant School conducted an informal education public consultation from 4 September to 2 October 2024 and consulted with stakeholders.. A total of 12 responses were received and 10 were supportive of the proposal. The outcome analysis of the consultation can be found in Appendix 1.

4.5 The KCC member for Whistable West was consulted during the consultation period and is supportive of the proposal.

5. Securing Kent's Future and Framing Kent's Future

5.1 The 'Securing Kent's Future' strategy outlines the measures that KCC intend to take to ensure that Kent remains financially stable, now and long into the future. It describes the statutory priorities, one of which being the statutory duty to ensure sufficient school places are available to any child or young person who requires one. This duty applies to Special Educational Needs (SEN) provision, as well as mainstream settings.

5.2 This proposal is necessary for KCC to continue to deliver the statutory duty, in a cost-effective way, in line with the guidelines described in the Securing Kent's Future strategy. It will help to maintain KCC's strategic role in supporting schools in Kent to deliver accessible, high quality education provision for all families.

5.3 This proposal will help to support Framing Kent's Future – Our Council Strategy (2022-2026) Priority 1 - Levelling up. 'To maintain KCC's strategic role in supporting schools in Kent to deliver accessible, high quality education provision for all families.'

6. Financial Implications

6.1 Capital

The Council has been provided with a total £2.4m capital funding to support the expansion of early years providers to delivery sufficient nursery places for children aged over 9 months. The Education Programme is administering the applications of capital funding by providers in accordance with key decision [24/00016 - Funding Process for Free Entitlements Capital Funding and Wraparound Provision Capital and Programme Funding](#). The school will be applying for capital funding through the Childcare Expansion Capital Grant for £10,000. In addition, the school is budgeting to contribute £80,000 capital to fund the additional wooden log cabin building specifically for the nursery provision.

6.2 Revenue

The school will be responsible for establishing the nursery and responsible for all revenue costs associated with the running of the provision. The school will be responsible for appointing staff as required. The school will receive income for nursery places either from parental contributions or funding for the provision of free entitlements to eligible children (administered by KCC and fully funded by an external grant from the Department of Education).

7. Legal implications

7.1 KCC, as the Local Authority (LA), has a statutory duty to ensure sufficient school places are available. This duty applies to Special Educational Needs (SEN) provision, as well as mainstream settings. The County Council's Commissioning Plan for Education Provision in Kent 2024 - 28 is a five-year rolling plan which is updated annually. It sets out KCC's future plans as

Strategic Commissioner of Education Provision across all types and phases of education in Kent including Early Years provision.

7.2 Statutory Guidance on changing of age range of a maintained school can be found in the 'Making significant changes ('prescribed alterations') to maintained schools Statutory guidance for proposers and decision makers October 2024' This guidance primarily relates to The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013.

7.3 A statutory process is required to lower the age range, which consists of an initial informal consultation period of 4 weeks. Any objections will be considered by the Cabinet Member in advance of taking a decision to issue the Public Notice. Should significant objections, not already considered by the Cabinet Member when taking this decision, be received during the notice period, a separate decision may be required dependent on the level of modification required in order to continue the proposal and allow for proper consideration of the points raised.

8. Equalities implications

8.1 An Equality Impact Assessment has been completed that indicates that there are no issues.

9. Data Protection Implications

9.1 There are no data protection implications for this proposal

10. Other corporate implications

10.1 There are no other corporate implications identified for this proposal.

11. Governance

11.1 Once a key decision is made, Kent County Council's Constitution (Section 10, Executive Scheme of Officer Delegation), provides a clear and appropriate link between this decision and the actions required to implement it.

11.2 The statutory process for making prescribed alterations to schools has 5 stages

1. Publication – Public notice issued for 4 weeks
2. Representation – in the 4 week public notice period any person or organisation can submit comments on the proposal to the local authority to be taken into account by the decision maker.
3. Decision – The decision must be made within 2 months of the end of the representation period. The decision maker can
 - reject the proposal;
 - approve the proposal without modification;
 - approve the proposal with modification
 - approve the proposal, with or without modifications subject to certain conditions (such as the granting of planning permission) being met.

4. Referral - For the change of age range proposal, the Diocesan Bodies or the Governing Body may refer the decision to the School's Adjudicator, within 4 weeks of the decision being made.
5. Implementation - A proposal must be implemented in the form that it was approved, including any modifications made by the decision maker.

12. Conclusions

12.1 This proposal will ensure that there are sufficient nursery places for children in Whistable and additional choice for parents and families. It will help to meet the commitment to the development of 2,741 early years places to meet the demand of the new entitlements.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to CONSIDER and ENDORSE, or MAKE RECOMMENDATIONS to the Cabinet Member for Education and Skills on the proposals as set out in the PROD.

13. Background Documents

- 13.1 Consultation [School consultations and public notices | Let's talk Kent](#)
- 13.2 Equality Impact Assessment (available on the consultation website)
- 13.3 Making significant changes ('prescribed alterations') to maintained schools Statutory guidance for proposers and decision makers October 2024. [School organisation: local-authority-maintained schools - GOV.UK \(www.gov.uk\)](#)
- 13.4 Kent Commissioning Plan 2024 to 2028 [Commissioning Plan for Education Provision - Kent County Council](#)

14. Appendices

- 14.1 Appendix 1 - Consultation Outcome Report

15. Contact details

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Consultation Summary Report

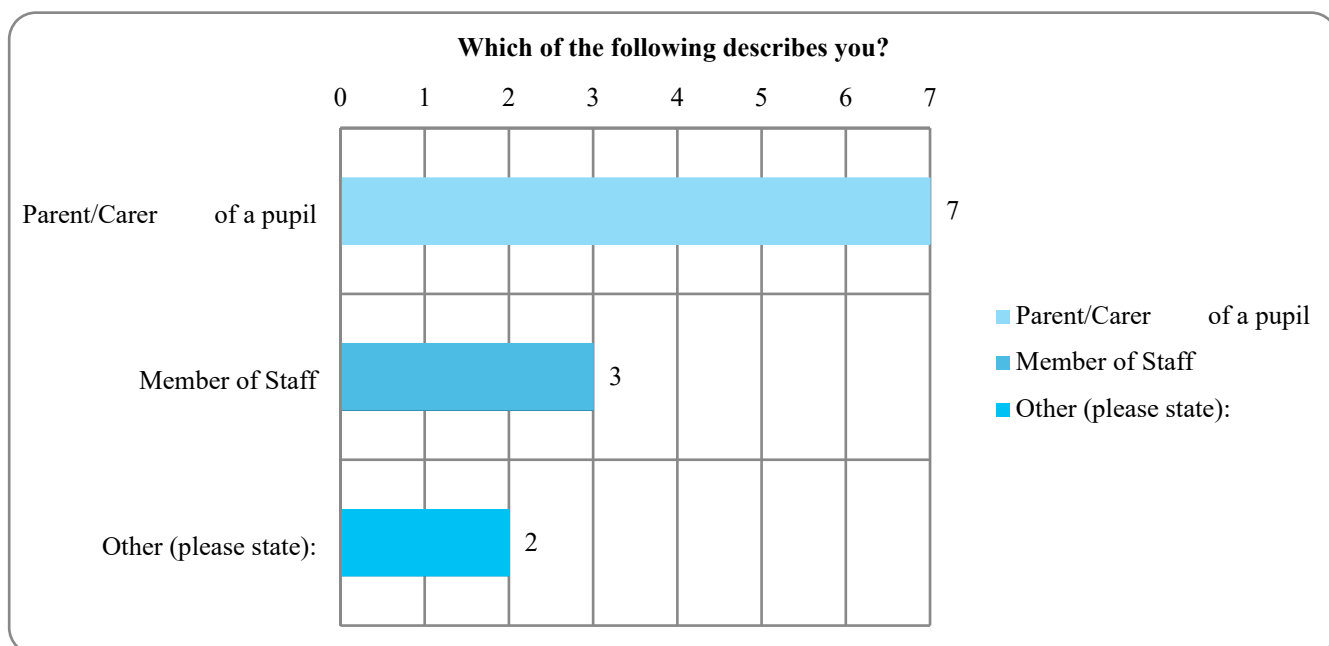
This report sets out and evaluates the responses received from the consultation on the proposal to make prescribed changes to Westmeads Infant School to lower the age from 4-7 years to 2-7 years to enable the school to open a nursery provision.

Consultation information was distributed to:

- All Parents/Carers, Governors and Members of Staff at Westmeads Infant School
- All schools in the Canterbury District.
- Nurseries and Family Hubs in Whitstable
- Elected representatives.
- Canterbury District Council
- Diocesan Authorities
- Other interested parties.

Respondents

A total of 12 responses were received. 3 responses were received by the on-line response form on the KCC website, and 9 response was received via the response form at the school. The following table shows the capacity in which they were completing the questionnaire:

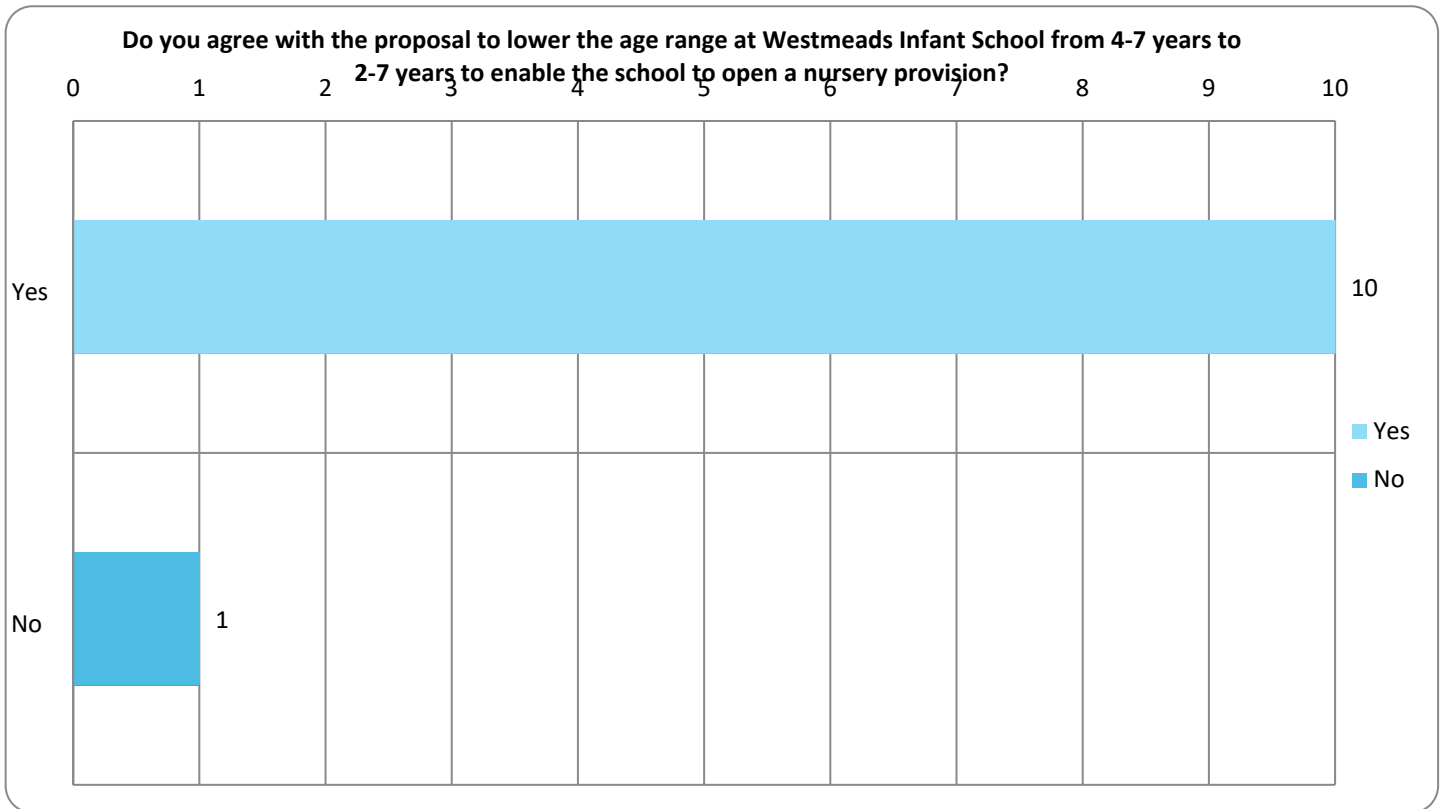


Consultation responses

Question 1

Do you agree with the proposal to lower the age range of Westmeads Infant School from 4-7 years to 2-7 years to enable the school to open a nursery provision?

A total of 12 responses were received with 10 supportive and 2 against.



Additional Comments

Responders to the consultation were also able to add comments regarding the proposal.

A total of 7 written comments were received.

The main theme of the supportive responses was that the proposal was needed and parents wanted to send their children there as they already had a pupil at the school.

The main theme of the responses that did not support the proposal, was that there is enough preschools in the town and current nurseries have capacity.

KENT COUNTY COUNCIL – PROPOSED RECORD OF DECISION

DECISION TO BE TAKEN BY:

Rory Love, Cabinet Member for Education and Skills

DECISION NUMBER:

24/00098

For publication *[Do not include information which is exempt from publication under schedule 12a of the Local Government Act 1972]*

Key decision: No

Subject Matter / Title of Decision

Proposal to change the age range of Westmeads Infant School, Whitstable, from 4-7 years to 2-7 years.

Decision:

As Cabinet Member for Education and Skills, I agree to:

- I. Agree to Issue a Public Notice to permanently change the age range of the Westmeads Infant School from 4-7 years to 2-7 years to establish a school run nursery provision, and following a representation period of four weeks with no substantive objections received, implement the decision.
- II. Delegate authority to the Corporate Director of Children, Young People and Education to Issue a Public Notice
- III. Delegate authority for the Corporate Director of Children, Young People and Education in consultation with the Cabinet Member for Education and SEND to make minor revisions as required to the proposal following a representation period of four weeks
- IV. Delegate authority for the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Education and SEND to take relevant actions including but not limited to entering into relevant contracts or other legal agreements as required, to implement the decision, subject to no new substantive objections received during the notice period

Reason(s) for decision:

As Westmeads Infant School is a community school, the decision maker is the Local Authority and requires a statutory process to lower the age range. The proposal to lower the age range therefore requires a public notice and a decision to be made by the Cabinet Member for Education and Skills.

In Spring 2023, the Government announced its ambition of extending the free entitlements to younger children in three phases. Phase one implemented in April 2024, saw children of working parents entitled to 15 hours of funding the term after they turned two. In September 2024, phase two will extend this offer to working parents of those children aged 9 months plus and then in September 2025 phase three will see the working parent entitlement extending to 30 hours for all eligible children.

To support the delivery of this project, the government has made available £100m of capital funding for local authorities through the Childcare Expansion Capital Grant of which Kent has been awarded £2,658,723: 20% to support the schools wraparound programme and 80% for the development of 2,741 early years places to meet the demand of the new entitlements.

Westmeads Infant School currently provides early years education for children who turn five when in the Reception class. The school have proposed to lower the age range to 2 years to provide early years nursery provision at the school. The provision would admit 26, 3-4 year olds and 13 2 year olds.

The proposed nursery provision at Westmeads will be to open an 'open air', outdoor, 'all weather' nursery provision for 2-4 year olds. A purpose built building/cabin will be constructed and which will incorporate a larger outdoor provision adjacent to the building on the school site. All relevant planning requirements will be sought to construct the cabin by the school.

The Local Authority is confident that the strong and effective leadership of the school has the capacity to establish a successful nursery provision, so that there will be additional pre-school places available for local families

Securing Kent's Future

The 'Securing Kent's Future' strategy outlines the measures that KCC intend to take to ensure that Kent remains financially stable, now and long into the future. It describes the statutory priorities, one of which being the statutory duty to ensure sufficient school places are available to any child or young person who requires one. This duty applies to Special Educational Needs (SEN) provision, as well as mainstream settings.

This proposal is necessary for KCC to continue to deliver the statutory duty, in a cost-effective way, in line with the guidelines described in the Securing Kent's Future strategy. It will help to maintain KCC's strategic role in supporting schools in Kent to deliver accessible, high quality education provision for all families.

Framing Kent's Future – Our Council Strategy 2022-2026

This proposal will help to support Framing Kent's Future – Our Council Strategy (2022-2026) Priority 1 - Levelling up. 'To maintain KCC's strategic role in supporting schools in Kent to deliver accessible, high quality education provision for all families.'

Financial Implications

Capital

The Council has been provided with a total £2.4m capital funding to support the expansion of early years providers to delivery sufficient nursery places for children aged over 9 months. The Education Programme is administrating the applications of capital funding by providers in accordance with key decision [24/00016 - Funding Process for Free Entitlements Capital Funding and Wraparound Provision Capital and Programme Funding](#). The school will be applying for capital funding through the Childcare Expansion Capital Grant for £10K. In addition the school is budgeting to contribute £80K capital to fund the additional wooden log cabin building specifically for the nursery provision.

Revenue

The school will be responsible for establishing the nursery and responsible for all revenue costs associated with the running of the provision. The school will also be responsible for appointing staff as required. The school will receive income for nursery places either from parental contributions or funding for the provision of free entitlements to eligible children (administered by KCC and fully funded by an external grant from the Department of Education).

Legal Implications

Statutory Guidance on the changing of age range of a maintained school can be found in the Making significant changes ('prescribed alterations') to maintained schools Statutory guidance for proposers and decision makers October 2024 This guidance primarily relates to The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013.

A statutory process is required to lower the age range, which consists of an initial informal

consultation period of 4 weeks. Any objections will be considered by the Cabinet Member in advance of taking a decision to issue the Public Notice. Should significant objections, not already considered by the Cabinet Member when taking this decision, be received during the notice period, a separate decision may be required dependent on the level of modification required in order to continue the proposal and allow for proper consideration of the points raised.

Cabinet Committee recommendations and other consultation:

This decision will be considered at the meeting of the Children's, Young People and Education Cabinet Committee on 21 November 2024.

Any alternatives considered and rejected:

Any interest declared when the decision was taken and any dispensation granted by the Proper Officer:

.....
signed

.....
date

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From: Sarah Hammond, Corporate Director of Children, Young People and Education

To: Children's and Young People's Cabinet Committee – 21 November 2024

Subject: 24/00096 Commissioning Plan for Education Provision in Kent 2025-29

Classification: Unrestricted

Past Pathway of report: None

Future Pathway of report: Cabinet 30 January 2025

Electoral Division: All

Summary: This report provides the Committee with the opportunity to comment on the Commissioning Plan for Education Provision in Kent 2025-29 prior to final consideration and approval by Cabinet.

Recommendation(s):

The Cabinet Committee is asked to consider and endorse, or make recommendations to, the Cabinet Member for Education and Skills on the Commissioning Plan for Education Provision in Kent 2025-29, prior to the final version being considered and approved by Cabinet on 30 January 2025.

1. Introduction

- 1.1 The County Council is the Strategic Commissioner of Education Provision in Kent. This Commissioning Plan (KCP) sets out how we will carry out our responsibility for ensuring there are sufficient high quality places, in the right locations for all learners, while at the same time fulfilling our other responsibilities to raise education standards and recognise parental preference. The Plan details the expected future need for education provision, thereby enabling parents and education providers to put forward proposals as to how these needs might best be met.
- 1.2 The KCP sets out the principles by which we determine proposals, and it forecasts the need for future provision. It also sets out in more detail, plans to meet the commissioning needs which arise in each district and borough in Kent during the next five years.
- 1.3 This updated KCP is a 'live' document which underpins our on-going dialogue and consultation with schools, district and borough councils, diocesan authorities, KCC Members and local communities, to ensure we meet our responsibilities.

2. The Demographic Context

- 2.1 Information from the Office for National Statistics shows that in 2005 there were 15,613 live births in Kent (excluding Medway). The number of births rose each year

up to 2012 when there was a peak in births of 18,147 children. Since this time, birth numbers have fallen to 16,364 in 2022. KCC will continue to monitor this data and forecast its impact over time.

- 2.2 The number of children on the rolls of Kent schools is driven by the size of the school-aged population in the county but is also influenced by the number of children resident outside of Kent on the rolls of the county's schools, the take-up of state funded school places and other factors such as the pace and type of new housing. Due to these additional factors, a change in the overall school-aged population in the county does not on its own necessarily translate into the same change in the number of children on the rolls of schools in Kent. Additionally, changes in the overall school age population at County or district level do not necessarily mirror changes in population at smaller geographic levels, such as planning groups.
- 2.3 As in previous years, the numbers of pupils identified as requiring a specialist place to meet their educational needs remains a challenge. As of January 2024, this totalled 19,407 children and young people with an EHCP in Kent. This is an increase of 477 (2.5%) since January 2023. In England, the number of children and young people with EHCPs increased to 575,963 in January 2024, up by 11% from 2023. The number of EHCPs have increased each year since 2010. In Kent 34.8% of children and young people (34% in 2023) are educated in mainstream schools (including SRPs), whilst the national figure is 43.1%. Whereas 40.4% of Kent children and young people with EHCPs are educated in a special school (including independent schools) compared to 32.1% nationally.

3. Our Commissioning Intentions

- 3.1 The KCP 2025-29 identifies the need for additional permanent and temporary mainstream school and specialist places each year as follows. Additional provision will be secured through a combination of expanding existing schools and opening new ones.

Primary School Commissioning Intentions:

By 2025-26	By 2026-27	By 2027-28	By 2028-29	Between 2029-32	Post 2032
0.3FE 85 Year R temp places	5FE 10 Year R temp places	5FE 25 Year R temp places	6.3FE	14.3FE	14FE

Total of 44.9FE across the Plan period and up to 120 temporary Year R places

Secondary School Commissioning Intentions

By 2025-26	By 2026-27	By 2027-28	By 2028-29	Between 2029-32	Post 2032
2FE 150 Year 7 temp places	0FE 180 Year 7 temp places	10FE 210 Year 7 temp places	15FE 165 Year 7 temp places	7FE 105 Year 7 temp places	4FE

Total of 38FE across the Plan period and up to 810 temporary Year 7 places

SEND Commissioning Intentions:

By 2025-26	By 2026-27	By 2027-28	By 2028-29
0 places	440 places	90 places	0 places

A total of 530 permanent places across the Plan period

4. Financial Implications

- 4.1 The Local Authority as the Strategic Commissioner of Education Provision has a key role in securing funding to provide sufficient education provision in the County, particularly in schools, in order to meet its statutory responsibilities. The cost of delivering school places is currently met from Basic Need grant from the Government, prudential borrowing by the County Council, Section 106 property developer contributions and the Community Infrastructure Levy (CIL). Government funding for 'Basic Need' is allocated on a formula based upon information provided by local authorities concerning forecast numbers of pupils and school capacity.
- 4.2 Basic Need funding is allocated by Government on the basis of a comparison of school capacity (not pupil admission numbers) against forecast mainstream pupil numbers from reception year to year 11 uplifted to provide a 2 per cent operating margin. Where capacity is lower than forecast, the DfE provides funding towards the gap.
- 4.3 The allocations for the 2024-25 financial year are based upon the projected need for new places by September 2025 (the start of academic year 2025/26); Kent has been allocated £5,046,624. The 'lumpy' nature of establishing new school provision means that the County Council incurs the majority of the capital costs at the outset of mitigating a forecast place deficit, e.g. expanding a school by a whole FE; whereas the Basic Need formula does not account for this and provides the Council with funding for places in an incremental way over a longer period of time.
- 4.4 One funding option which can assist with or overcome the challenges of forward funding new schools is the Free Schools programme. We encouraged promoters to submit bids to Waves 13 and 14, with some success. However, as the free school programme has become more restrictive, being targeted to certain geographical areas of the Country in relation to mainstream schools, and of limited number for special schools and alternative provisions, it will not be the answer to all our needs. Additionally, it is not risk free for the Local Authority. Delays in delivery can require the Authority to put in place temporary provision with the resultant unplanned expense.

5 Legal implications

- 5.1 Each project identified in the KCP will be subject to a separate consultation and decision-making process. The legal implications of each proposal will be identified at that time.

6. Equalities implications

- 6.1 The equality impact assessment considers whether the commissioning principles and guidelines contained within the KCP may have an impact (either positive or

negative) on any protected groups and if so what action, if any, should be taken to mitigate the negative impacts. Separate, more detailed equalities impact assessments will be completed as individual project consultations come forward to consider the impacts on any protected group arising from that individual education proposal.

7. Conclusion

- 7.1. The commissioning intentions outlined in the KCP are planned to ensure there are sufficient schools places, in the right locations and at the right time in order to fulfil our legal responsibility to offer an appropriate school place to all who require one. At the same time, we are committed to reducing the budget shortfall, but without compromising on the high-quality provision our children and young people deserve.

8 Recommendation(s):

8.1 The Cabinet Committee is asked to consider and endorse, or make recommendations to, the Cabinet Member for Education and Skills on the Commissioning Plan for Education Provision in Kent 2025-29, prior to the final version being considered and approved by Cabinet on 30 January 2025.

9. Appendices

- 9.1 Appendix 1 - [Commissioning Plan for Education Provision in Kent 2025-29](#)

10. Background Documents

- 10.1 Commissioning Plan for Education Provision in Kent 2024-28
<https://www.kent.gov.uk/education-and-children/schools/education-provision/education-provision-plan>
- 10.2 Kent's Strategy for Children and Young People with Special Educational Needs and Disabilities 2021-2024
https://www.kent.gov.uk/data/assets/pdf_file/0012/13323/Strategy-for-children-with-special-educational-needs-and-disabilities.pdf

11. Contact details

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Relevant Director:

Christine McInnes
Director of Education

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From: Sue Chandler, Cabinet Member for Integrated Children's Services

Sarah Hammond, Corporate Director Children, Young People and Education

To: **Children's, Young People and Education Cabinet Committee** –21st November 2024

Subject: Kent Safeguarding Children Multi-agency Partnership (KSCMP) Annual Report 2023/24

Classification: Unrestricted

Past Pathway of report: Kent Safeguarding Children Multi-agency Partnership Executive Board – 13th June 2024

Future Pathway of report: None

Electoral Division: All

Is the decision eligible for call-in? *Yes / No – exempt*

Summary: The KSCMP Annual Report provides an overview of Partnership activities undertaken, key achievements, challenges addressed and impact made during the period April 2023 to March 2024.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER** and **NOTE** the content of the Annual Report.

1. Introduction

- 1.1 The KSCMP Annual Report 2023-24 has been produced in-line with the statutory requirements set out in 'Working Together to Safeguard Children 2023'¹ (hereafter referred to as Working Together 2023). The report focuses on key areas of activity and learning obtained during the period set out.
- 1.2 Working Together 2023 requires that Safeguarding Partnerships publish a yearly report by 30th September each year, which should include the following:
- What has been done as a result of the Partnership arrangements, including in relation to child safeguarding practice reviews.
 - How effective the Partnership arrangements have been in practice.

¹ [Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

- The contribution of each Safeguarding Partner to the functioning and structure of the arrangements.
- Any themes emanating from aggregated methods of scrutiny, for example, reviews, scrutineer activity and multi-agency audits.
- Evidence of the impact of the work of the Safeguarding Partners and Relevant Agencies, including training, on outcomes for children and families.
- Analysis of any areas where there has been little or no evidence of progress on agreed priorities.
- Analysis of learning from serious incidents.
- A record of key decisions and actions taken by the Safeguarding Partners in the yearly cycle, including in relation to implementing the recommendations from any local and national child safeguarding practice reviews and the impact this has had.
- Ways in which the Safeguarding Partners have sought and utilised feedback from children and families to inform their work and influence service provision.
- The breakdown of costs in delivering the arrangements for that period, including financial contributions of individual partners.
- Evidence of how Safeguarding Partners are ensuring the adequate representation and input of education at both the operational and strategic levels of the arrangements.
- An overview of how data is being used to encourage learning within the arrangements and evidence of how information sharing has improved practice and outcomes.
- A review of the impact and learning from independent scrutiny arrangements to ensure leadership is strong and the arrangements are leading to the desired and necessary impact.
- Any updates to the published arrangements with the proposed timescale for implementation.
- Evidence that national reforms have been implemented.

2. Annual Report April 2023 to March 2024

- 2.1 The report follows the format of the October 2022 to March 2023 interim report, which had been developed to better highlight the impact of the Partnership's activities, as well as responding to analysis by the National Child Safeguarding Practice Review Panel of Local Child Safeguarding Partnerships (LCSPs) annual reports.
- 2.2 The KSCMP Annual Report 2023/24 was agreed by the KSCMP Executive Board on 13th June 2024. It was subsequently signed-off by the Lead Safeguarding Partners in July 2024. It was published on the KSCMP website on 5th August 2024.
- 2.3 The report includes an overview of the key activities undertaken during the 2023/24 financial year, alongside the Partnership's ambitions for the next 12 months. It includes an evaluation from the KSCMP Independent Scrutineer.
- 2.4 The report particularly highlights several key activities progressed during the period, including:

- Development of KSCMP Priorities and Strategic Plan 2024-25
- Development of KSCMP data dashboards
- Undertaking a third survey regarding use of the multi-agency escalation pathway
- Multi-agency audit of the use of interpreters when working with children and families
- Multi-agency audit regarding Elective Home Education
- Development and launch of Kent Father Inclusive Practice Guidance
- Tracking of Serious Incident Notifications and referrals to the National Panel
- Publication of legacy Serious Case Reviews and Local Child Safeguarding Practice Reviews
- Implementation of recommendations from Local Child Safeguarding Practice Reviews
- Development and launch of the EatSafe campaign to support safer eating in early years settings

3. Conclusions

- 3.1 The KSCMP has been established to fulfil the statutory duties placed on Kent County Council, NHS Kent and Medway Integrated Care Board and Kent Police by virtue of the Children Act 2004 (as amended by the Children and Social Work Act 2017).
- 3.2 The Lead Safeguarding Partners and KSCMP Executive (Delegated Safeguarding Partners) will continue to discharge such responsibilities as defined in law and statutory guidance working in partnership with all relevant bodies and organisations in Kent.
- 3.3 The KSCMP Annual Report 2023/24 is presented for the information of the Children's, Young People and Education Cabinet Committee.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER** and **NOTE** the content of the Annual Report.

4. Background Documents

- 4.1 [Working Together to Safeguard Children 2023: A guide to multi-agency working to help, protect and promote the welfare of children](#)

5. Contact details *(please insert details below)*

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Annual Report

April 2023 – March 2024



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Foreword

This annual report of the Kent Safeguarding Children Multi-agency Partnership covers the period 1st April 2023 to 31st March 2024. This year we have continued to strengthen our partner and stakeholder engagement to ensure that we are able to work together as a Partnership toward common goals. Our 2024-26 priorities have set a direction for the Partnership for the next two years, although we remain aware of the rapidly changing safeguarding children landscape and will be ready to adjust our plans if needed.

We have also been conscious of the national landscape and anticipated change. Gap analysis against the draft Working Together 2023 began in summer 2023, enabling us to begin considering what structural change we might need to make, and meant we were poised to respond following publication of the revised statutory guidance in December 2023. In the forthcoming year we will be focusing on ensuring we reflect the new requirements within our arrangements. The involvement of education in the Partnership is an area that we have already begun to address, recognising the challenge of being a large area with over 700 schools, rising to thousands of settings when also considering colleges and early years. Our Education Safeguarding Group has continued to build strength in providing some representation, and we have also considered how we can ensure education voices are heard within the leadership of the Partnership.

This report notes that we have continued to innovate and have not shied away from stubborn, long-standing, or complex challenges. Father inclusivity has been a long-noted area of need nationally, whilst safer eating of very young children in early years settings is impacted by a range of varying factors. Both are areas the KSCMP has focused on in this reporting year and are outlined within this report. We have also developed further styles and approaches to Local Child Safeguarding Practice Reviews, including a new 'window on the system' format which looked at system learning in the management of conditions such as asthma and allergies for children. We also continue to ask ourselves about the impact of our work and the difference it makes to the safety and wellbeing of children in Kent.



Sarah Hammond

Sarah Hammond,
Corporate Director, Children, Young People and Education, Kent County Council



Paul Lumsdon

Paul Lumsdon,
Chief Nursing Officer, NHS Kent & Medway



Simon Wilson

Simon Wilson,
Assistant Chief Constable, Kent Police



Kent Safeguarding Children
multi-agency partnership

Key headlines: April 2023 to March 2024

Key achievements

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- Launch of 2024-26 Priorities and Strategic Plan
- Development of Partnership multi-agency data dashboard
- Completion of Elective Home Education project

Practice improvement

- 1 Serious Case Review published
- 2 Local Child Safeguarding Practice Reviews published
- 45 practice review recommendations considered at LIG*
- EatSafe campaign launched
- Father Inclusive Guidance launched

Learning and development

- 59 trainer-led courses
- Over 940 training attendances
- 7 recorded webinar courses launched
- 624 recorded webinar course completions
- 41,699 e-learning completions
- Lost in Plain Sight seminar held

*Learning and Improvement Group



Kent Safeguarding Context in Numbers

Decreasing	2023/24	Comparison to 2022/23	Increasing	2023/24	Comparison to 2022/23	Inline	2023/24	Comparison to 2022/23
Children with a child protection plan ¹¹	1,212	-9.3% from 1,336	Ethnic minority pupils ⁶	68,270	+6.6% from 64,019	Number of children aged 0-17 years ¹	342,400	+1.8% from 336,209
Young people who had involvement with Early Help – CSE ¹²	308	-30.9% from 446	Pupils with Special Education Needs ⁷	42,544	+6.1% from 40,092	Under 16s living in poverty ²	52,752	+0.6% from 52,453
Young people who had involvement with CSWS identified at high risk of child sexual exploitation ¹²	586	-10.4% from 654	Looked after children (unaccompanied asylum-seeking children) ³	500	+14.2% from 438	Looked after children (Kent Citizen) ³	1,463	-2.66% from 1,503
Child F Assessments where a young carer was identified ¹³	590	-12.3% from 673	Children educated at home ⁸	4,073	+19.0% from 3,423	Missing episodes ⁴	5,684	+0.7% from 5,644
Privately Fostered Children ¹⁴	26	-13.3% from 30	Children with a child protection plan who have a disability ⁹	114	+16.3% from 98	Referrals to NELFT ⁵	19,995	+0.2% from 19,956
Domestic Abuse – Child Domestic Violence ¹⁵	3,199	-36.4% from 5,027	Young People in Youth Justice ¹⁰	192	+16.4% from 165			
Domestic Abuse – Parent Domestic Violence ¹⁵	6,131	-6.6% from 6,566						
Other Domestic Violence ¹⁵	2,174	-0.7% from 2,189						
Referrals to Family Group Conferencing – families ¹⁶	1,228	-3.0% from 1,266						
Referrals to Family Group Conferencing – individuals ¹⁶	1,915	-8.1% from 2,084						

Please see appendix six for a list of data references.

Priorities



Partnership Priorities

Over several months in 2023 the KSCMP worked to develop new priorities for the Partnership. Consultation was undertaken with partners in two phases:

- An open survey to capture suggestions and evidence on potential Partnership priorities in March & April 2023.
- Consultative workshops on a narrowed down list of potential priority themes, to refine the proposed areas of focus, seek views on which should be taken forward, and understand what action should be considered.

The 2024-26 KSCMP priorities are:

- Page 269
- **Mental health of children and young people**
 - **Impact of parent mental health**
 - **Effective multi-agency working**
 - **Online safety**

The priorities and accompanying Strategic Plan, which sets out what activity the Partnership expects to undertake and how progress will be measured, were launched at the first KSCMP Partnership Forum in January 2024. The [Strategic Plan](#) has also been published on the KSCMP website.

Monitoring of delivery of the Plan is commencing via the Scrutiny & Challenge Group, with a one-year 'check in' planned in early 2025 to provide a mid-point review of progress against the priorities.

Despite the newness of the priorities and plan, activity is already underway, and had been undertaken throughout the course of the reporting period prior to the launch of the priorities. This activity is reported under each of the priority themes over the following pages.



Mental health of children and young people: Children to be supported in their social and emotional wellbeing and attunement and receive early intervention in line with their needs.

Use of DOLs and unregulated care placements

The KSCMP's Rapid Review discussions often highlight areas of concern that are not limited to our local Partnership area, but are indicative of wider, national issues. One such discussion concerned the increased use of Deprivation of Liberty Safeguards (DOLs) for children with complex needs owing to a lack of jointly commissioned suitable placements and an aligned, necessary rise in the use of unregulated care placements. This is a topic that has national significance and relevance, as it is reflective of a country-wide concern. As such the KSCMP Independent Scrutineer has written to the Child Safeguarding Practice Review Panel asking them to consider the issue of use of DOLs and unregulated care placements for children and young people with complex needs.

Youth Mental Health First Aid

The KSCMP continues to offer Youth Mental Health First Aid courses as part of our learning and development programme. As a result of need and in response to that demand, six further courses have been delivered in 2023/24 with more than 65 people completing the training to become Youth Mental Health First Aiders in this period.

Impact of parent mental health: Children not to be unsafe due to parent mental health needs

Children being viewed as protective factors

Following consideration at the Learning & Improvement Group of an LCSPR recommendation highlighting the need to ensure that children are not being assessed or considered as protective factors for parents with mental health issues, (therefore limiting professionals' recognition of potential risks or impact on children), work has commenced to develop an awareness campaign. The campaign will be targeted at professionals and will highlight that children are not responsible for protecting the mental health of their parent. It will also stress that children should not be recorded as a protective factor for parents who experience suicidal or harmful thoughts.

Effective multi-agency working: Professionals to be courageous and confident in multi-agency working, being able to share information and risk effectively.

Op Encompass

In October 2023, an Emerging Themes Group meeting identified that there is a lack of knowledge around the Op Encompass process (whereby schools are informed by police when a child attending their school may be affected by domestic abuse) and the differences between Op Encompass and Op Encompass+ (sharing of information to schools regarding non-domestic abuse incidents where a child suffers an Adverse Childhood Experience). As a result, KSCMP worked with Kent Police to produce a [factsheet](#) which has been **viewed 452 times** and a [video explainer](#) which has been **viewed 101 times**.

Online safety: Children to be supported to be safe online and be able to access advice and support where needed.

Safer Internet Day

KSCMP produced a dedicated [Safer Internet Day \(SID\) newsletter](#) which contained details of the 2024 Safer Internet Day theme and signposted to relevant resources. The newsletter has been **viewed 912 times**.

AI risks

In January 2024 the Emerging Themes Group had an initial presentation and discussion regarding the potential safeguarding risks to children resulting from the increasing use and availability of Artificial Intelligence (AI) technology. The discussion considered various ways in which children may be affected and led to the development of an [AI technology and safeguarding risks to children factsheet](#).

Online Safety training

The KSCMP commissioned the delivery of Online Safeguarding training for Kent professionals. In 2023/24 4 sessions were delivered, attended by 58 professionals across Kent.

Scrutiny, Challenge and Assurance

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Independent Scrutineer Evaluation

The Kent Safeguarding Children Multi-agency Partnership has continued to improve its effectiveness over the year under review, developing its capacity to plan and work more strategically whilst embedding structural changes to streamline business and improve efficiency. New developments include strengthening of the sub-group structure; roll-out of an audit programme; development of a data dashboard; consulting widely and agreeing a new set of strategic priorities; and developing innovative approaches to learning from serious incidents and child safeguarding practice reviews.

The Partnership has continued to improve the effectiveness of its supporting infrastructure, with sub-groups being re-focussed and more purposeful. The Scrutiny and Challenge Group meets more regularly on a quarterly basis and has been able to look in more depth at several areas. These include the functioning of the sub-groups; Rapid Reviews; the status of the assurance framework; and detention of young people in police custody. It has also been able to scrutinise the refreshed Partnership audit programme which has now been implemented. There is now a greater flow of information available to the group, and a strong sense that the Partnership works well. There is also a good connectivity between the groups with update reports and reports from the Scrutineer are being provided to Scrutiny and Challenge meetings.

The Education Safeguarding Group continues to make progress. The group has representation from further education and has sought input from the early years sector with the support of The Education People. As an example of its work, a task and finish group has been established to look at elective home education, and there has been a peer review of safeguarding files. The Partnership is now well placed to address the requirements of the revised Working Together statutory guidance which will require engagement of education leadership in the KSCMP on a strategic level.

The Learning and Improvement Group reviews all recommendations from Local Child Safeguarding Practice Reviews (LCSPRs) and tracks completion of actions before closure. It has a vital role to play in overseeing implementation of practice review recommendations and ensuring that learning from reviews has an impact on practice. The KSCMP has successfully developed a learning and improvement culture as the best approach to extract learning from serious incidents.

The Partnership Business Team has been innovative in its approach to learning from LCSPRs and the approach has drawn both local and national recognition. For instance, the Team was instrumental in the development of the EatSafe campaign following the tragic death of a 9-month-old child who choked on their food. Campaign resources include resource packs for practitioners and guidance on safer eating in all and any early years settings. Following learning from several serious incidents where fathers had not been engaged by practitioners the Partnership has also developed and launched Father Inclusive practice guidance. A launch event in November 2023 was well attended by a range of agencies and incorporated presentations by local and national figures. Through these innovative approaches to learning, the Partnership is also able to demonstrate the impact of its work.

Independent Scrutineer Evaluation

The Partnership Business Team provides a series of high-quality policy pages, newsletters, and briefing notes as part of its engagement and communications work. They provide a rich source of information for the wider Partnership and good learning opportunities for those who take the opportunity to familiarise themselves with the content. The issues included in the Policy Page are responded to when required by the Executive. For example, when new information was published about Joint Targeted Area Inspections on Serious Youth Violence, a piece of work was commissioned to consider what actions were needed by Partnership agencies to address the inspection framework.

The Partnership has continued with themed Executive Board meetings to enable protected time to discuss strategic issues which tend to get crowded out of the Executive Board agenda by day-to-day business. Although initially there was some difficulty in securing attendance, they are now being held more regularly, enabling more in-depth discussions about the priorities for the Partnership and other areas which require more time to agree the strategic direction. This is a positive development for the Partnership enabling the Executive to devote more time to consider priorities and plans more strategically.

The Partnership now has an effective process for notifying the Child Safeguarding Practice Review Panel of serious incidents and undertaking rapid reviews. The rapid review process is more streamlined and robust. Improvements in the rapid review process have enabled the Partnership to draw learning from the reports provided for the rapid review meeting. This ensures the Partnership can extract learning at the earliest possible opportunity and obviate the need for an LCSPR. A positive development has been the near completion of a new data dashboard which will enable the Partnership to better understand the impact it is having. Using Power BI, the Executive and Scrutiny and Challenge Group will be able to examine more closely emerging patterns and trends and adapt strategies and actions accordingly.

Whilst the KSCMP has built strength in the involvement of children and families within the practice review processes, including their perspectives and experiences as a fundamental aspect of LCSPRs, the Partnership has not been able to develop mechanisms for hearing the views of children and their families at a strategic level. This is a requirement set out in the new Working Together guidance. The Partnership will therefore need to consider how to ensure that the voice of children and families is incorporated into the process of scrutiny, and that feedback informs the future development of policy and practice*.

The Partnership has a risk register which is reviewed regularly at the Scrutiny and Challenge Group. This has correctly identified recruitment and retention as a risk to the effectiveness of the Partnership, as all strategic partners have been impacted by financial challenges and difficulties in recruiting and retaining experienced staff, making the system overly reliant on less experienced practitioners. The Partnership should more formally consider how it can mitigate the impact of increasingly pressurised budgets and the persistent recruitment difficulties.

Rory Patterson, KSCMP Independent Scrutineer

* A comprehensive study is underway to assess the child's voice in partnership arrangement in relation to strategic service design and scrutiny. We will report on this in our next annual report.

Understanding System Performance

Dashboard development

As mentioned in previous KSCMP annual reports, it has been a longstanding ambition of the Partnership to have a performance dashboard which shows effectiveness of the safeguarding children system in Kent. In 2023/4 progress has been made in this area following a data task & finish group of statutory partners to discuss and decide upon guiding principles and data measures. In summer 2023 the group determined the three dashboards to be developed, which have now been produced by the Business Team. **Referral and notification dashboard:** This relates to serious safeguarding incidents and has several pages showing the number of referrals to the Partnership and number of notifications to the National Panel. The dashboard includes charts showing characteristics of notifications including gender, age groupings, ethnicity, outcome of rapid review, geographical area and the agencies involved. The Business Team can view the picture over a 3-year period or focus on particular years to see patterns and trends, enabling a holistic view of what is happening and comparisons to be made to previous years.

Learning themes dashboard: This dashboard relates to cases which have been notified to the national Child Safeguarding Practice Review Panel and where a Rapid Review has been held since August 2022. Patterns and trends can be looked at quickly, including repeated learning themes. This means the Business Team can evaluate the information as a whole or by specific characteristics e.g. themes relevant to cases where children are under 1.

Priorities dashboard: This dashboard is reliant upon data sharing from partners and has been created following agreement of the 2024-26 KSCMP priorities. Measures are aggregated level data meaning the dashboard cannot be as dynamic as the previous two dashboards, however, it does allow for triangulation of data in respect of the priorities.

The dashboards will be used to produce an overview report to be considered by Scrutiny & Challenge Group. The dashboards will also help the Business Team to measure progress and impact. Additionally, a further KSCMP training dashboard is in development to enhance understanding of use and reach of KSCMP training.

What has the impact been?

The dynamic dashboards allow filters to be applied to easily see different groupings. Trends and patterns in data can be considered promptly.

The KSCMP Business Team are successfully using the dashboards to review themes and identify possible future work or areas to consider.

As a result of the dashboard development, it was identified that there were inconsistencies and issues with the recording of agency attendance at KCC Integrated Children's Services led meetings (i.e. Strategy meetings). Prompt action was subsequently taken by KCC to issue guidance to staff on the recording of agency attendance at meetings, to enable data reporting and insight.



Multi-agency Audits

Section 11 Review

Kent and Medway have carried out a joint review of the 2022 Section 11 audit. The review focussed on what worked well, the challenges (both for the Business Teams and for partner organisations), and how the process could be improved for 2024. The review took on board feedback from individual agencies and panel members, and considered what other Partnership areas are doing. Key considerations and changes include:

- **Time:** More time has been allowed in the 2024 schedule for the S11 audits to be completed, launching earlier in the year. Panel meetings will be shortened to assist partner capacity to attend.
- **Streamlining:** The S11 audit tool has been shortened, reducing the number of questions, to focus on the most important areas.
- **Use of technology:** Following extensive research the 2024 Kent and Medway S11 will be completed through the use of an online platform. This will allow the process to be more efficient both for the Business Teams and partners completing the audit.
- **Promising practice and analysis:** Both the 'emerging themes and promising practice' document and analysis report were seen as a strength of the previous audit. The styles of these will remain unchanged in the 2024 cycle. There will be an additional analysis in the report to look at the impact from 2022 to 2024 and identify partner improvements from the previous audit.
- **Partner surveys:** In 2022 partner agencies were asked to complete staff surveys focusing on the key areas of the S11. This allowed some triangulation of the audit answers and the survey answers. The surveys will be used again in 2024 but have been improved to capture more detail and allow better links with the audit tool.

Escalation

Following the findings from the previous escalation work, 2022 S11, and practice reviews which highlighted issues around escalation procedures and lack of appropriate challenge in the system, a third successive yearly survey was undertaken to determine professionals' awareness of the Kent Professional Challenge and Escalation Policy, how it is used in practice, and barriers to its use. The most recent survey in summer 2023 showed that professionals are still unaware of the policy. In 2021 65.8% of 146 respondents were unaware of the policy, whilst in 2023 65.1% of 196 respondents stated they did not know that there is a multi-agency escalation policy.

The KSCMP Business Team have undertaken a range of activity to promote the policy since 2021, including renaming the policy and making it easier to find on the KSCMP website; promoting the policy in the KSCMP newsletters; referencing the policy in relevant KSCMP training courses; highlighting in a variety of KSCMP and external meetings; producing a video explainer which gives an overview of the policy; and including related questions in the S11 audit.

The most recent survey findings have been reviewed at several KSCMP sub-groups and it has been agreed that further work regarding escalation should continue in 2024/25, with it forming an element of the KSCMP priority of effective multi-agency working.

Multi-agency Audits

Use of Interpreters When Working With Children and Families

Multi-agency audit work has determined how interpreters are used across partner organisations, including how interpreters are used with children, how interpreters and practitioners work together, and barriers or challenges that exist in working with interpreters. Information was sought from KCC Integrated Children's Services, Kent Police and a range of Kent health partners.

The audit revealed that it is difficult to ascertain how many children require an interpreter due to a lack of information recorded on different multi-agency systems. Whilst some partners have policies around the use of interpreters, there is little consistency in how interpreters are used across different agencies, and not all partners had experience of using interpreters with children. Barriers to the use of interpreters include availability (particularly with languages where there are a small number of speakers) and difficulty in assuring the accuracy of information being communicated via an interpreter, particularly if information is given out of context, changing its meaning.

Elective Home Education

This audit focused on professionals' understanding of Elective Home Education (EHE) guidance, as well as acting on the recommendation from the Child R Serious Case Review about the governance of EHE. A working group was established with attendees from KCC EHE and Fair Access teams, KCC Education Safeguarding Services, and two Kent schools. A survey was undertaken to gain feedback from professionals to understand what knowledge is held about EHE, to inform the working group as to whether further information sharing and awareness raising was required. The survey ran in summer 2023 and had 331 responses from a wide range of partners.

Both the SCR and survey showed that there were misconceptions around EHE and a lack of understanding of the role and remit of the KCC EHE Team. Two key documents were subsequently produced and launched in December 2023, an EHE guidance for professionals and revised EHE factsheet. A further survey is planned in summer 2024 to understand whether there is now increased knowledge.

At the time of writing the KSCMP awaited publication of the Child Safeguarding Practice Review Panel's thematic learning on EHE to benchmark Kent against. Following the publication in May 2024 benchmarking work will be undertaken.

What has the impact been?

As part of the audit KSCMP sought to understand how many in children in Kent known to KCC Integrated Children's Services required use of an interpreter. This request highlighted that there was inconsistent use of the interpreter flag within the Liberi system, prompting KCC Integrated Children's Service to undertake follow up work to ensure consistent use in future.

What has the impact been?

The EHE factsheet has been **viewed 419 times** and the EHE professional guidance document has been **viewed 428 times**.

The KSCMP has received feedback commending the usefulness of the documents and requests to circulate more widely.

As a result of the audit and survey work being undertaken, the KCC EHE team were contacted by some partners to find out more about the team and offer opportunities to raise awareness.

What have we been doing?

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Work of the Partnership

Working with fathers

As cited in the previous annual report, the KSCMP worked with a multi-agency group to develop father inclusive practice guidance. The Kent Father Inclusive Practice guidance was launched in November 2023 at a virtual event. To support the guidance and resources, a training programme was also put in place. Expert external training was commissioned from the Fatherhood Institute, with four sessions offered for multi-agency audiences. Recognising the limitations of the reach of the small number of workshops however, KSCMP also developed a recorded webinar which explores the guidance document and can be accessed via the KSCMP elearning portal.

Child-on-Child Sexual Abuse Tool Review

The KSCMP Child-on-Child Abuse Audit Tool was published in 2021 to help schools and colleges assess strengths to build upon and identify weakness to address to tackle child-on-child sexual abuse and inappropriate sexual behaviour. A review of the tool was undertaken in 2023 to consider how well the tool was being used and whether any changes were needed, including a survey to capture feedback from education settings.

The survey findings from 122 responses from a variety of establishments were considered by the Education Safeguarding Group. It was noted that almost all of those using the tool found it useful. It was also noted that any suggested changes were made by very few respondents and were in some cases incompatible with other suggestions. It was therefore agreed to only make factual updates based upon changes in Keeping Children Safe in Education 2023 or to the resources included in the tool. The revised tool was then published in August 2023.

What has the impact been?

The Father Inclusive Practice guidance launch event was attended by **126 people**, of which half were Kent County Council colleagues.

The Understanding Kent Father Inclusive Guidance elearning has been completed **48 times**, with **147 professionals** attending the Fatherhood Institute workshops. An audit to understand the impact of the training is planned in 2024/25.

What has the impact been?

Of the 41 respondents who stated they have used or are using the Child-on-Child Abuse Tool **98% stated it was useful**.

Of the 61 schools that stated they were not using the tool, the majority stated that had been unaware of the tool or had not yet had time to review. Many stated they would now use or make time to review the tool.



Learning and Improvement

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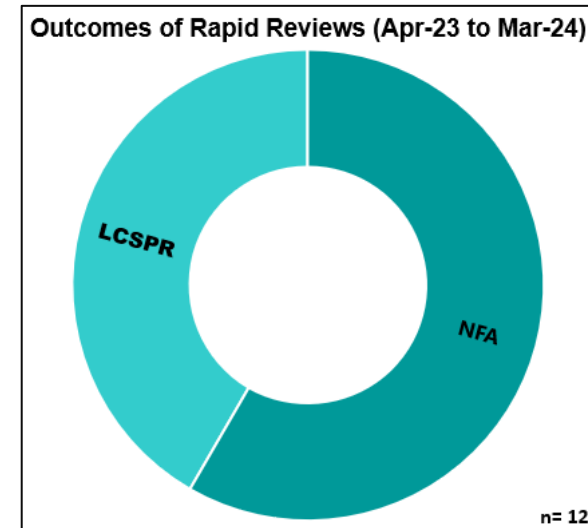
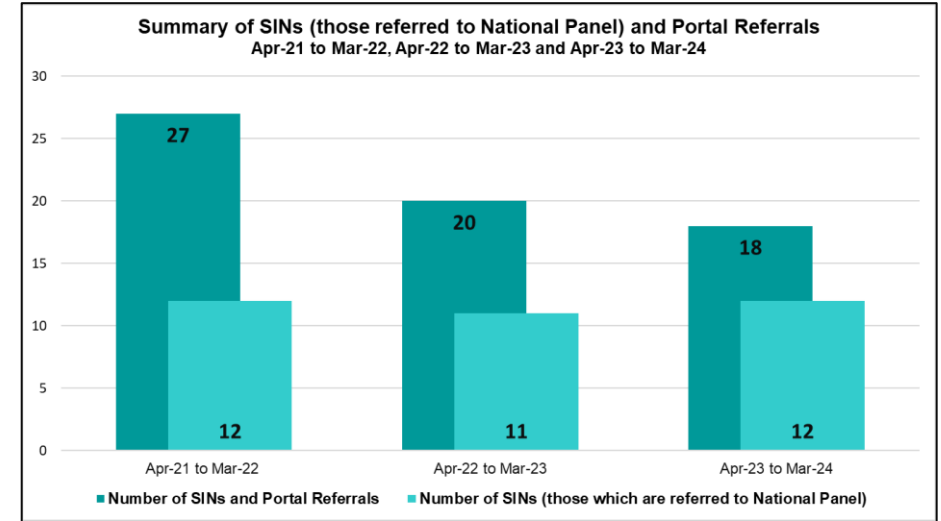


Serious Incident Notifications

The KSCMP continues to track portal referrals and Serious Incident Notifications (SINs). Portal referrals can be made by any agency wishing to highlight a serious incident for consideration of notification. SINs are those cases which are notified to the Child Safeguarding Practice Review Panel (CSPRP) and go on to have a Rapid Review. The summary chart to the right illustrates the numbers of each received. It should be noted that a SIN or portal referral may be for more than one child but will be counted as only one notification/referral.

The yearly comparisons show that the total number of referrals were down in 2023/24 compared to the previous two years (18 compared to 20 in 2022/23 and 27 in 2021/22). However, the number of SINs made to the CSPRP were very similar.

The bottom chart shows the outcomes of cases from rapid reviews for the 2023/24 reporting period. For all cases that do not progress to LCSPR (noted as 'NFA' here) an Action Plan of learning gleaned is composed and the actions are tracked to completion.

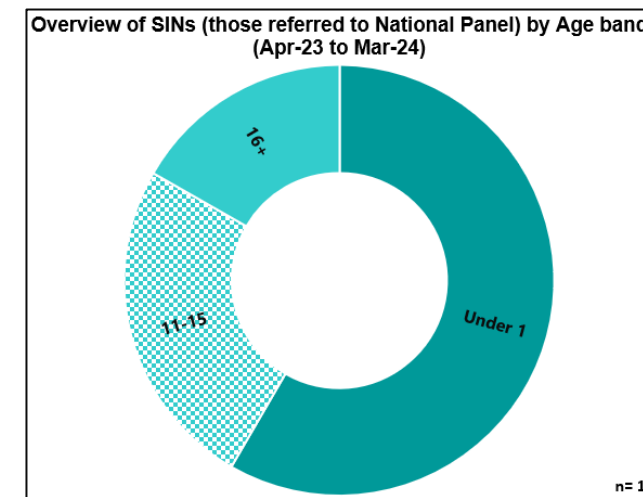
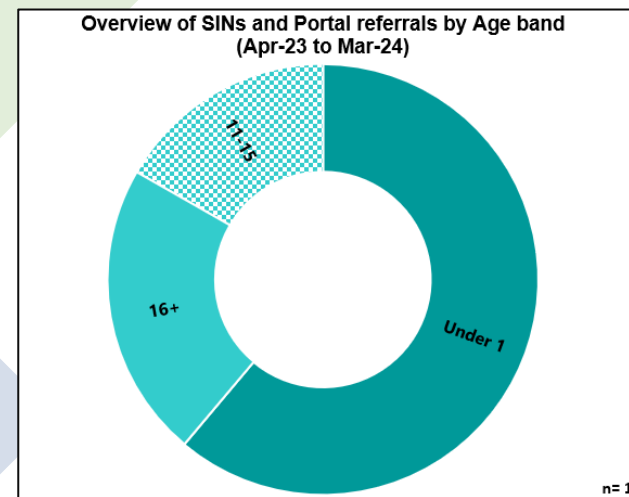
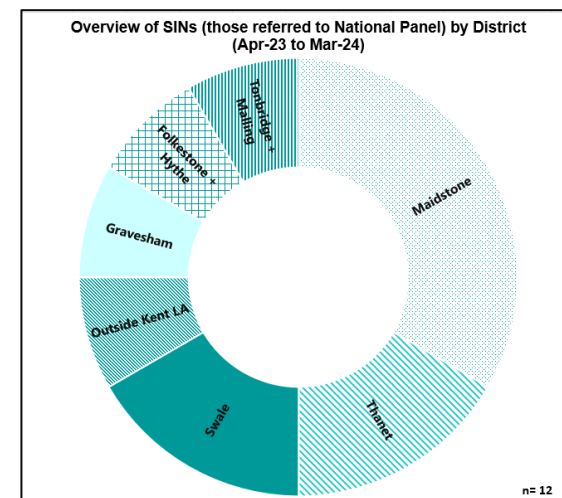
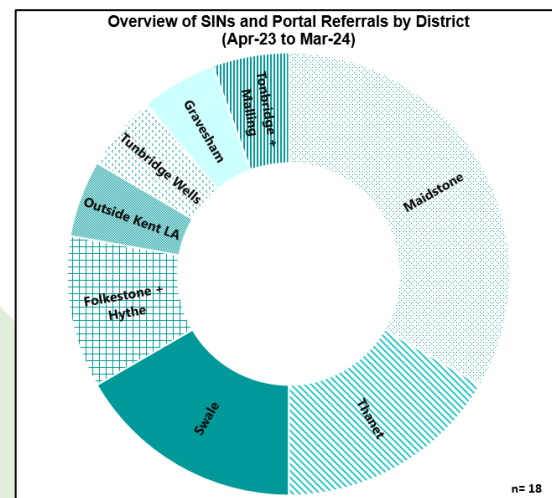


Serious Incident Notifications

The top two charts show the geographic distribution of SINS, and overview of SINS and the portal referrals in total. Maidstone had the most SINS and portal referrals during 2023/24. The bottom two charts show the split of SINS and portal referrals by age band of the child involved. Where a SIN or portal referral had more than one child identified, the youngest age child has been represented in these charts.

The age distribution of Kent SINS is similar to the national picture for 2023/24, with under 1s the most notified, and other notifications for 16+ and 11-15 year olds. Compared with 2022/23 there was an increase in the number of referrals for 11-15 year-olds which went on to be referred to the National Panel, with fewer referrals that did not result in a SIN. This suggests there may be better local consideration of this age group, ensuring that more appropriate referrals are being made to the Partnership.

A number of referrals in this year related to suspected teenage suicides. As a result, the KSCMP produced and circulated a learning briefing on identified learning from Rapid Reviews which has been **viewed 781 times** and have commissioned two LCSPRs for a more thorough understanding of relevant learning.



Local Child Safeguarding Practice Reviews

Between April 2023 and March 2024 the KSCMP published one final legacy Serious Case Review anonymously via the NSPCC and two LCSPRs. The Partnership also contributed to another area's LCSPR which was also published anonymously via the NSPCC.

Anonymous Serious Case Review

This was the final legacy Serious Case Review awaiting publication, delayed due to ongoing High Court proceedings. The review's subject is a baby who suffered a head injury and learning themes include the Early Help offer, engagement and family refusal; understanding parental learning disability; domestic abuse; substance use; impact of parental mental ill-health; response to safeguarding concerns raised anonymously; poverty and homelessness; impact of neglect on the child's lived experience; and information sharing.

Oliver Steeper

The death of Oliver Steeper led to a 'campaign' methodology LCSPR which sought to consider how safer eating of young children could be improved within early years settings. Alongside the campaign, national learning was identified regarding requirements around paediatric first aid qualifications and a requirement for safer eating to be considered for inclusion in the Early Years Foundation Stage framework.

David

David's experience inspired a 'window on the system' approach in drawing together specialists from different disciplines at a collaborative event to identify barriers and good practice in the effective management of asthma and allergies. Recommendations seek to improve understanding of care expectations, and identification of emerging neglect, and standardise the Kent approach to the management and review of these health conditions across health, social care and education.

Anonymous out-of-area LCSPR

Though commissioned and facilitated by a different Child Safeguarding Partnership, this review was Kent's first involvement in a LCSPR relating to Serious Youth Violence. Learning considers exploitation (including the role of social media); knife crime; vulnerabilities of children with special educational needs; identity; and adverse childhood experiences.

What has the impact been?

Oliver inspired the development of KSCMP's EatSafe campaign (further details on page 23). In April 2024, the DfE published a consultation on the EYFS which includes requirements related to safer eating and clarifications regarding paediatric first aid certification, informed by this LCSPR.

What has the impact been?

Learning from the David LCSPR is informing the development of a new strand of the EatSafe campaign focused on safeguarding children with food allergies.



Learning and Improvement Group

The KSCMP Learning & Improvement Group (LIG) continues to ensure practice review learning is disseminated and embedded throughout the Partnership. Key agency representatives offer insight into how recommendations can be translated into action in a meaningful and achievable way for their organisation and commit to owning and following up implementation and measuring impact.

Updates and sign off are captured in the recently developed PowerBI tracker, providing members with a real time account of their organisation's performance against actions agreed. LIG has also developed and agreed the use of a case matrix, which assists in the prioritisation and timetabling of reviews for consideration. The matrix enables the Partnership to respond to learning of particular relevance at any given time, be it new and emerging themes, or repeat issues that previous work has not gone far enough to address.

In 2023/24 the group has focused its attention on actions which are relevant to learning themes that have emerged in recent practice, prioritising both consideration of new recommendations and seeking updates on existing recommendations on those themes. The group has also recognised the important role it has in ensuring systemic change, agreeing to increase the frequency of meetings in response to the high number of completed practice reviews awaiting consideration.

What has the impact been?

During 2023-24 LIG has considered **6 practice reviews** which between them have **45 recommendations**, generating **68 actions**. Of these, 19 actions have already been completed and signed off (28%). The remaining actions are underway, or awaiting necessary national decisions before they can be progressed. LIG maintains oversight of the delivery of actions to ensure required improvements are being made and evidenced.

Additionally, a further **45 actions** have been completed and signed off by LIG relating to activity generated by recommendations considered in the previous year.

Key outputs:

- Motivational Interviewing audit
- PLO webinar & fact sheet
- Family law legal orders
- Review of bruising protocol



Acting on learning

EatSafe

EatSafe is a campaign designed to support safer eating in early years non-familial settings. The campaign was developed following the tragic death of Oliver Steeper in September 2021. It has been designed to support early years settings' providers and management to ensure the safeguarding of mealtimes and to reduce the risk of serious harm whilst eating.

EatSafe was developed through a multi-agency working group and with input from Oliver's family. The campaign was launched in February 2024 with the launch event being attended by approximately 109 colleagues.

Ahead of the launch a small number of settings were identified to be part of the EatSafe audit group. The settings undertook a benchmarking audit prior to the launch, which will be repeated in 2024/25 to understand impact of the campaign.

What has the impact been?

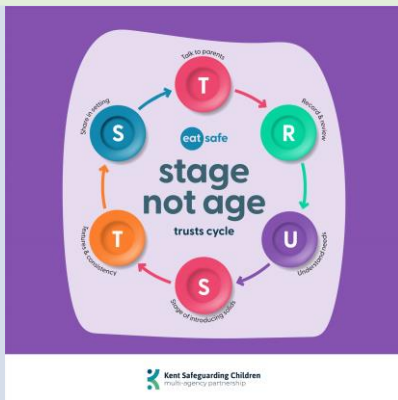
Between 20th February 2024 and 31st March 2024 the Oli's Legacy video has been viewed **219 times** and the EatSafe recorded webinar completed **226 times**.

Feedback from a range of settings has been positive, with indications received that it has influenced consideration and changes within settings.

An email received from a multi-academy trust (MAT):

"We are a large Trust with 31 schools including some with Nurseries. Following this training, we have implemented the recommendations in a variety of ways which includes:

- Training for all Nursery staff
- Designated Safeguarding Lead forum agenda item with all links to the EatSafe resources
- Risk assessments completed for all children who require additional attention due to their developmental needs
- We have met with our Kitchen contractors who provide food for all of our academies and have asked them to consider how they are presenting food for all of our children, particularly Key Stage 1 and make changes to how they manage foods that are potential choking hazards. We recognise that issues raised can be expanded to all year groups."



Acting on learning

Learning from Baby T

The Baby T LCSPR was published in 2022/23 but work has been undertaken in this year to act on the learning identified. Discussion through LIG led to the development of a [Motivational Interviewing for Safer Sleep factsheet and practice resource](#). The KSCMP Business Team also developed a workshop to build upon the learning and explore safer sleep messaging and work with parents, running 3 sessions in this year.

Peer review of safeguarding files in education

The quality of safeguarding files held in education settings and the transfer of those files when children move between settings has been highlighted in summaries provided to Rapid Reviews and LCSPRs as an area requiring improvement. As reported in the previous annual report, the Education Safeguarding Group took a pro-active approach to addressing this, with several members from education settings carrying out a peer review. This work has continued with 8 learning briefings being delivered at the KCC Education Safeguarding Service Designated Safeguarding Lead meetings during February and March 2024. The focus of the sessions was around the importance of good record keeping and the requirements and responsibilities around the transfer of safeguarding files. Findings from the KSCMP peer review were also shared.

What has the impact been?

The 'Learning from Baby T: Exploring Safer Sleep' workshop has been **attended by 51 professionals** and the Motivational Interviewing for Safer Sleep factsheet has been **viewed 410 times**.

Learning from the Baby T LCSPR informed the revision of the Kent Support Levels Guidance in 2023 (see page 25).

What has the impact been?

Positive feedback was received from attendees at the DSL meetings. Attendees had the opportunity to ask questions and address misconceptions. Whilst it is too early to know whether this has had an impact, KSCMP will monitor whether it is a reoccurring theme within practice reviews.



Acting on learning

Bruising in non-mobile infants

In September 2023 a KSCMP Rapid Review highlighted learning regarding the bruising in non-mobile infants procedure not having been followed. A discussion was initiated about why this was the case and what could be done in future to ensure practitioners are aware of the procedure and follow it. Both Kent Community Health Foundation Trust and East Kent Hospital University Foundation Trust highlighted proactive internal training being undertaken. The KSCMP subsequently produced a video explainer regarding bruising or injury in non-mobile infants which is available to all multi-agency partners.

Support Levels Guidance

Learning has been identified in KSCMP LCSPRs regarding the Kent Support Levels Guidance (SLG). The learning indicated that there were particular indicators or concerns which could be incorporated to ensure multi-agency understanding of risk, and that awareness raising of the SLG would be beneficial. The KSCMP Business Team were involved in multi-agency working groups to update the SLG document, advising on those issues to consider including, and published the revised guidance on the KSCMP website in late 2023. KSCMP has also supported a working group to develop a new 'Understanding the Kent Support Levels Guidance' course. The course is delivered by KCC ICS, forming a part of the KSCMP Learning & Development offer.

What has the impact been?

The video explainer has been viewed **229 times**.

Non-accidental injury (NAI) of infants has been an area of focus for the KSCMP following a surge in NAI-related SINs in 2021/22. Activities have included the NAI deep-dive, Harm to Under 2s thematic study, and the sharing of learning resources. SIN data shows the number of NAI-related notifications has significantly reduced, from **10 in 2021/22, to 6 in 2022/23, to 4 in 2023/24**, a 60% reduction over 3 years.

What has the impact been?

The revised Kent SLG includes indicators regarding:

- repeated safer sleep concerns for infants, and,
 - bruising in older children for which there is no explanation.
- It also has reference to the clutter scale to assist professionals.

The Understanding the Kent SLG course has been delivered once in this year, attended by **16 professionals**.



Practice Review Project

The Practice Review Project sought to embed robust and effective practice and processes in relation to Local Child Safeguarding Practice Reviews (LCSPRs) following the shift in arrangements from Board to Partnership and the impact of the Covid-19 pandemic. The project was delivered in two parts, the first addressing the most urgent issues to ensure the Partnership was functioning effectively and in compliance with legislation, the second updating action against part one, and exploring less urgent issues, attention to which could improve the effectiveness of the reviewing process.

Recommendations and actions were endorsed by the Executive in two stages in line with the two reports. This enabled relevant Partnership architecture to be established to support progression of the recommendations in line with findings of the KSCMP Architecture Review and Practice Review Project. Action against these recommendations developed the infrastructure necessary to respond swiftly to some requirements anticipated of Working Together 2023 when it subsequently came into force.

A status review in October 2023 found 4 of the 6 recommendations had been completed, with 2 more subject to ongoing activity. Of the 12 KSCMP Business Team identified actions, 8 were complete, 2 ongoing, and 2 not yet started. A further action was subsequently begun in this financial year.

To support the implementation of the project recommendations, to build confidence in local partners and improve the quality of the local practice review processes, the KSCMP Business Team developed a practice review training offer. Three workshops were developed for partners: Rapid Review – Agency Roles and Responsibilities; Providing Agency Reports for Practice Reviews; and Role of LCSPR Panel Members. The workshops were delivered to local partners and recorded and have been subsequently made available as an eLearning course. The course is regularly shared alongside paperwork for practice review meetings to support colleagues.

What has the impact been?

Duplication of learning in multiple LCSPRs has reduced, owing to tracked learning themes which can be considered by Rapid Review members when deciding whether to commission an LCSPR.

There is increased parity between the Safeguarding Partners and more shared responsibility for learning and practice improvement.

Other Partnerships' feedback on Rapid Reviews has been positive.

The Rapid Review course has been completed **94 times**.

The Agency Reports course has been completed **77 times**.

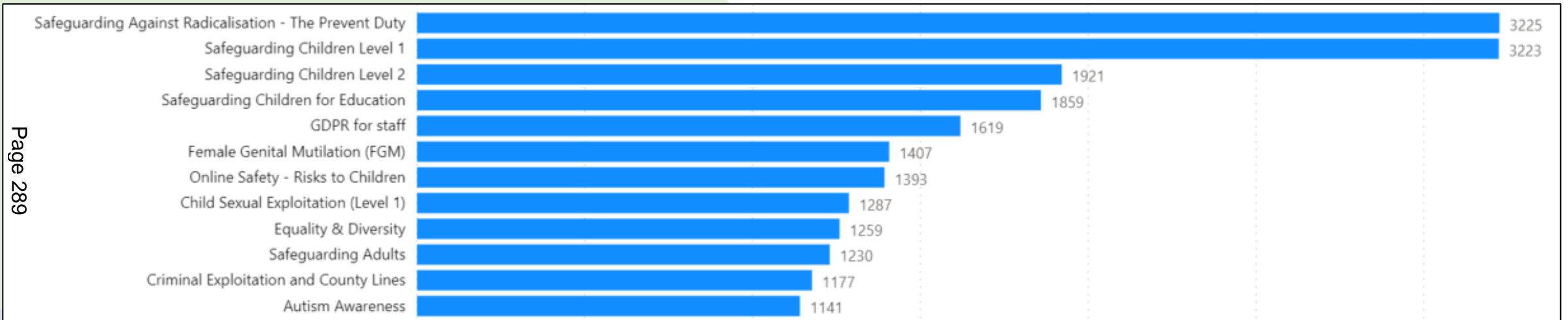
The LCSPR Panel course has been completed **53 times**.



Training

E-learning

In 2023/24, **42,100 e-learning courses** were completed by learners in Kent, an 14.5% increase on the last full year reporting period in 2021-22. The below chart shows the courses which have had over 1000 completions in this reporting year.



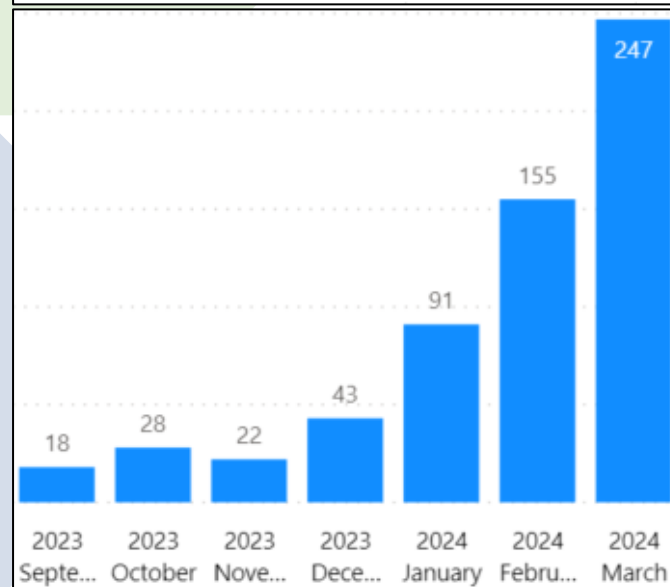
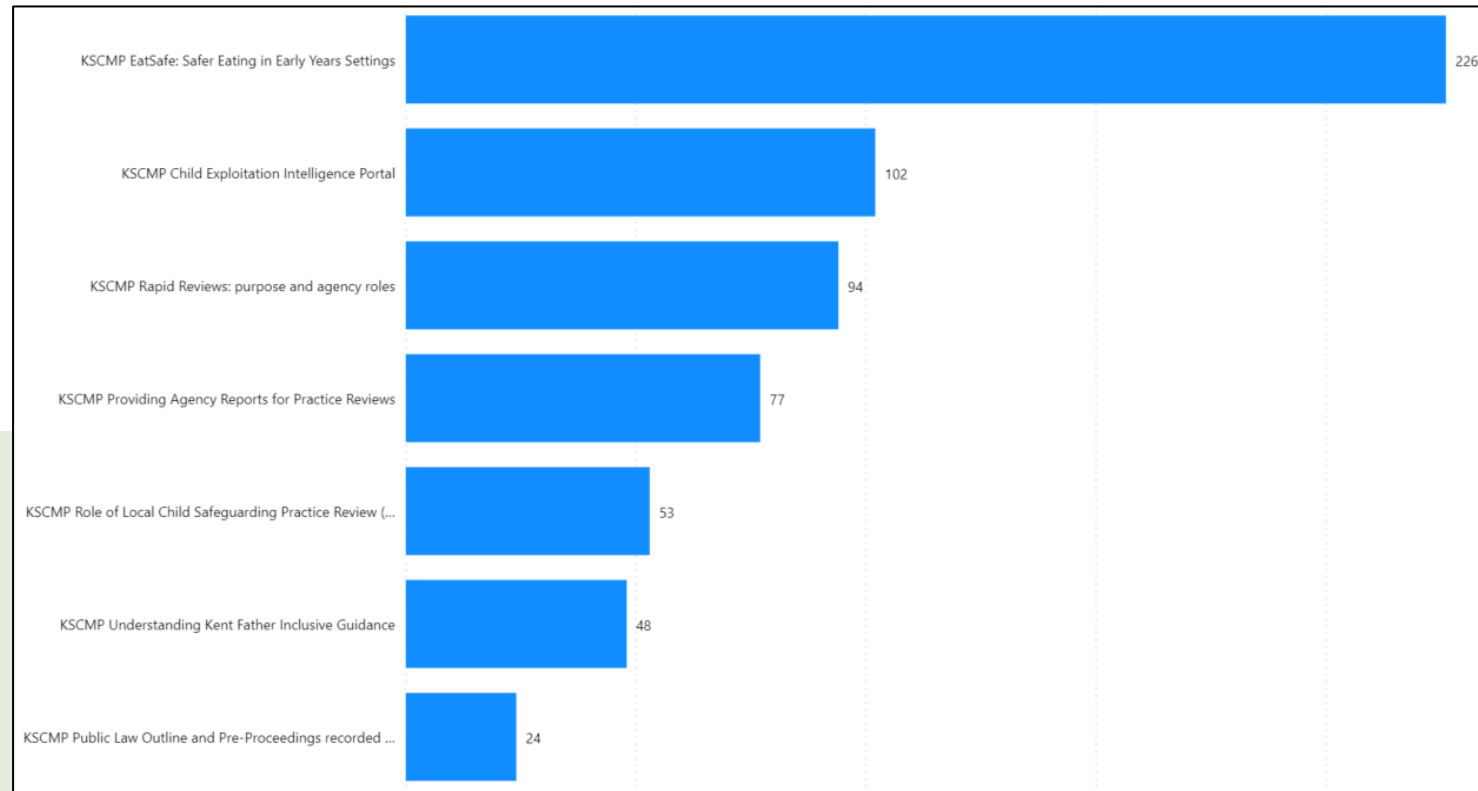
Training

Recorded webinars

Recognising the size of the Kent multi-agency workforce and challenges in offering delivered courses which can reach across it, the KSCMP has developed the capability to host local remote content, such as recorded webinars, within the KSCMP training portal which can be accessed alongside eLearning. This capacity enables local content which responds to local learning and need to be made accessible to the widest audience of professionals in Kent.

In 2023/24, **7 courses** have been recorded and made available in this way which have been completed **624 times** in the year.

The chart at the top right shows completions by course. The chart bottom right shows completion of remote courses over the months since September 2023 when the capability became available. Access of the remote content has increased overtime, as further courses have been made available.



Kent Safeguarding Children
multi-agency partnership

Training

Delivered training

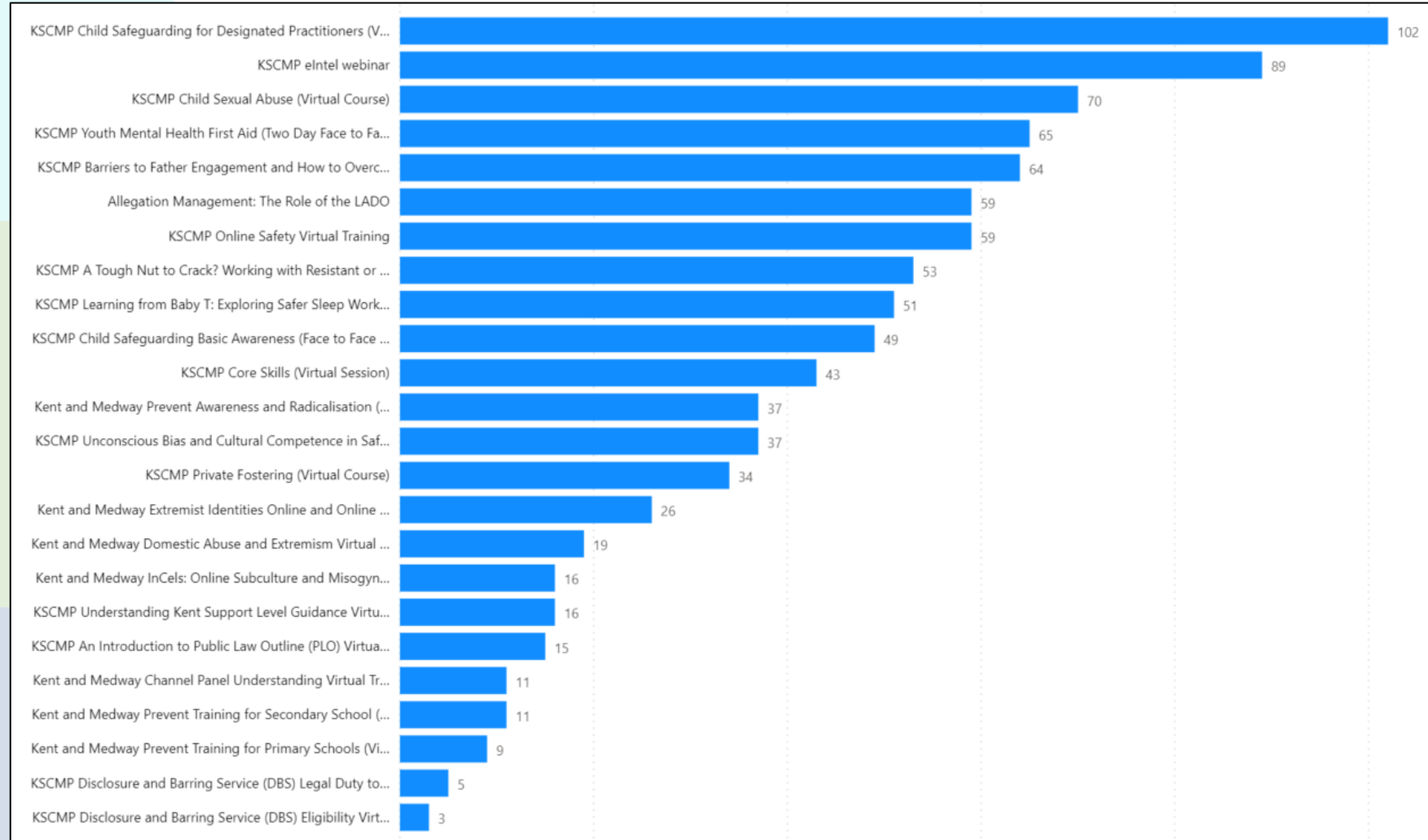
Delivered courses continue to form a core part of KSCMP's learning and development programme, with further expansion in 2023/24. New courses made available in this year include:

- eIntel webinar,
- Introduction to the Public Law Outline webinar,
- Disclosure and Barring Service webinars.

In this year, KSCMP delivered courses have been attended more than **940 times**.

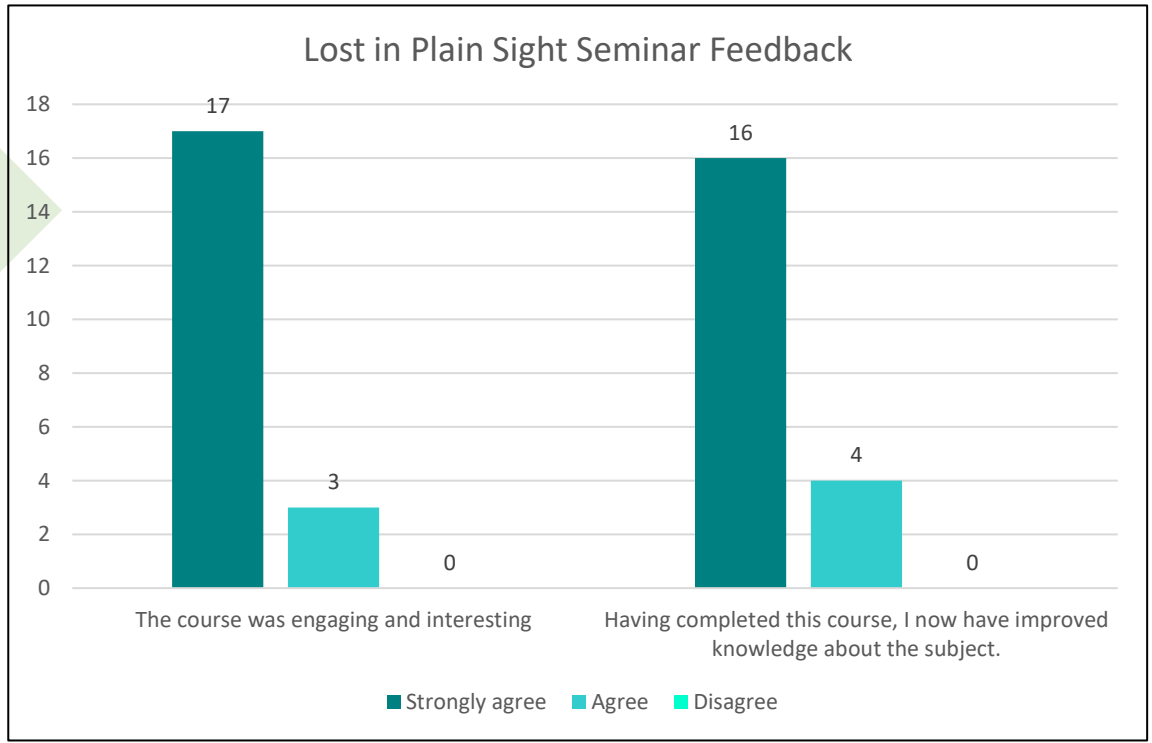
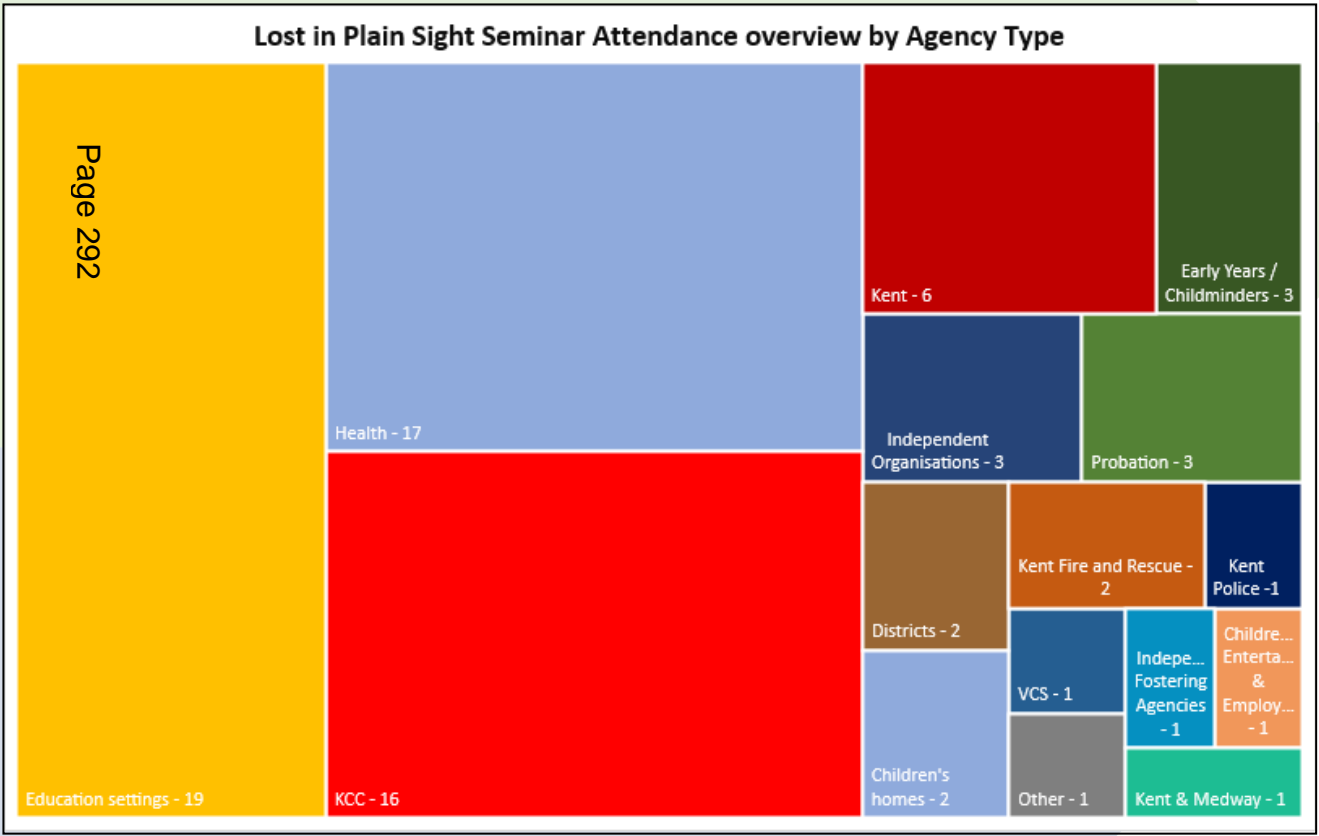
The chart to the right shows attendance breakdown by course.

Please note: there are a small number of attendance registers which have not been received, so those attendances are not included in the data represented here.



Lost in Plain Sight: Safeguarding Children with Disabilities Seminar

On Friday 30th June 2023 the KSCMP hosted a virtual seminar which shared learning identified in the Lost in Plain Sight LCSPR, as well as other practice reviews, and good practice on engaging and supporting children with disabilities. The event was attended by 79 professionals and whilst feedback was only received from a limited number of attendees, it was entirely positive.

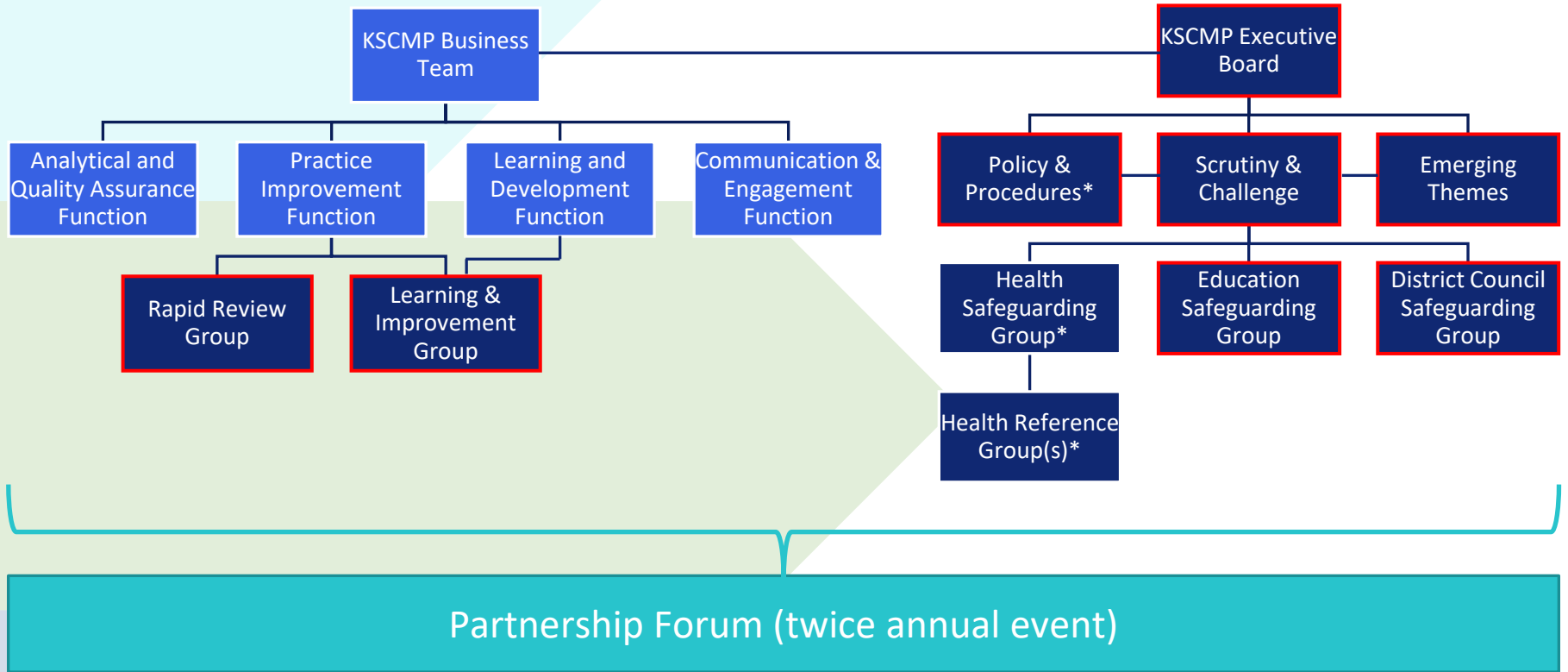


Appendices

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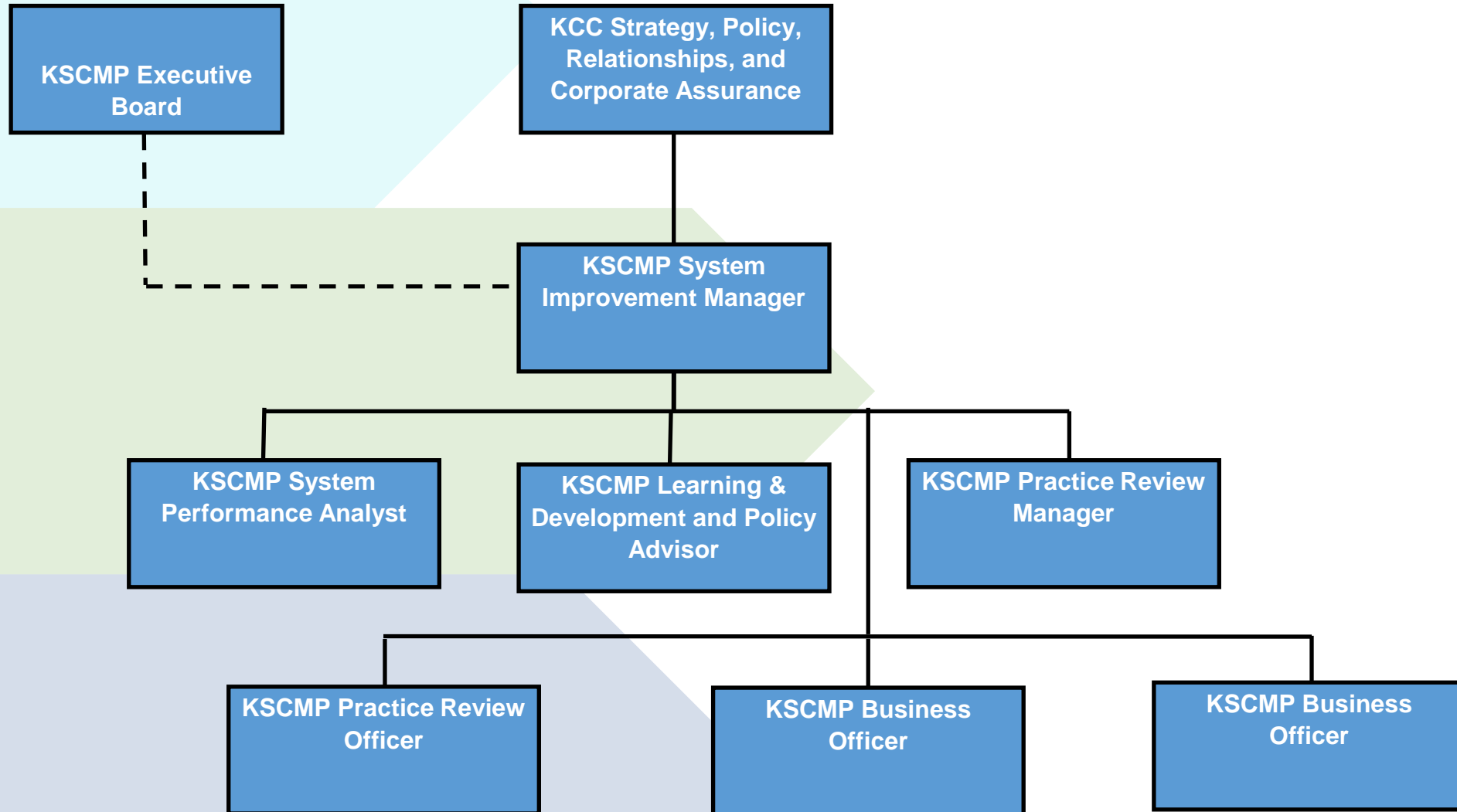
Appendix One – KSCMP Structure



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Appendix Two – KSCMP Business Team Structure



Appendix Three – KSCMP Budget

INCOME	2023-24 total contributions
KCC contributions	£242,334
External contributions	£188,218.45

EXPENDITURE	2023-24
KSCMP*	£402,806.29

Page 29
* includes staffing, training, practice reviews, Independent Scrutineer and all associated costs

Appendix Four – Financial Contributions

Agency	Contributions 2023-24
Kent County Council	£242,334.00
Kent Police and Crime Commissioner for Kent	£45,934.00
Total Health Contributions	£116,374.05
Kent, Surrey and Sussex Probation Service	£2910.40
Kent Fire and Rescue Service	£5000
District/Borough Councils (each) x12	£1500.00
Total District/Borough Council Contributions	£18,000.00
TOTAL	£430,552.45

Appendix Five – Agencies within our partnership

Safeguarding Partners
<p>Kent County Council Kent and Medway NHS Integrated Care Board Kent Police</p>
Education
<p>16-19 Academies Alternative provision academies Governing bodies of maintained schools Governing bodies of maintained nursery schools Governing bodies of pupil referral units Independent educational institutions Schools approved under section 342 of the Education Act 1996(e)- SEND Special post-16 institutions Governing bodies of institutions within the further education sector Governing bodies of English higher education providers Childminders</p>
Health provider trusts
<p>Kent Community Health Foundation Trust (KCHFT) – community health provider Kent and Medway Partnership Trust (KMPT) – adult mental health provider North East London Foundation Trust (NELFT) – children and young people mental health provider South London and Maudsley (SLAM) – Tier 4 children and young person’s mental health service provider East Kent Hospital University Foundation Trust (EKHUFT) Maidstone and Tunbridge Wells NHS Trust (MTWNHST) Darent Valley Hospital (DVH) South East Coast Ambulance Service (SECAmbS)</p>

Appendix Five – Agencies within our partnership

Additional social care
Registered providers of adoption support services Registered providers of fostering services Registered providers of children’s homes Registered providers of residential family centres Registered providers and residential holiday schemes for disabled children
District councils
Ashford Borough Council Canterbury City Council Dartford Borough Council Dover District Council Polkestone and Hythe District Council Gravesham Borough Council Maidstone Borough Council Sevenoaks District Council Swale Borough Council Thanet District Council Tonbridge and Malling Borough Council Tunbridge Wells Borough Council
Other agencies
Kent, Surrey and Sussex Probation Service The Children and Family Court Advisory Support Service (CAFCASS) Kent Fire and Rescue Service

Appendix Six – Kent Safeguarding Context data references

1. 2022 Mid Year Population Estimates. Source: ONS, from Kent Analytics (KCC)
2. Children living in **relative** low income families (defined as a family in low income before housing costs in the reference year Source DWP (2021/22), from Kent Analytics (KCC)
3. Source: MIU, KCC Snapshot as at 31/3/2024
4. Number of missing episodes – open to CSW, EH, OLA or not open to CSWS (totalled). Source: MIU, KCC
5. Referrals are for the NELFT single point of access and include referrals to Kent Children and Young People’s mental health service and the Neurodevelopmental diagnostic assessment service. (This figure includes Crisis, Neuro and Locality together.) NELFT are one of four providers of ND assessments in Kent and provide them for 11+ in West and North Kent and 8+ in East Kent. Referral data is across Kent (excludes Medway) in the 12 months up to and including March 2024. Source: NELFT
6. Ethnic minority categories excluded are: White English, White British, Other White British, Scottish, Welsh, Cornish, Not obtained, refused and not stated. Ethnic Minority includes pupils classed as White Other. Source: January 2024 School census from MIU, KCC.
7. Source: January 2024 School Census from MIU, KCC
8. Source: MIU, KCC Snapshot as at 31/3/2024
9. Source: MIU, KCC Snapshot as at 31/3/2024
10. Number of young people at high risk of child exploitation (number of YP who have had a risk of CSE identified Apr 23 to Mar 24) split by involvement with EH or CSWS. Source MIU, KCC
11. Source: MIU, KCC Snapshot as at 31/3/2024
12. Number of young people at high risk of child exploitation (number of YP who have had a risk of CSE identified Apr 23 to Mar 24) split by involvement with EH or CSWS. Source MIU, KCC
13. Number of C&F assessments where one of the factors identified was young carers (Apr 23 – Mar 24) Source: MIU, KCC
14. Source: MIU, KCC Snapshot as at 31/3/2024
15. Number of C&F assessments where domestic abuse was identified as a factor of the assessment, broken down in to 3 categories (Domestic Violence – Child, Domestic Violence – Parent, Domestic Violence – Other) (Apr 23 – Mar 24) Source: MIU, KCC
16. Number of Referrals to Family Group Conferencing (now renamed to Social Connections Service, by families and individuals received between Apr 23 and Mar 24. Source: MIU, KCC

From: Sue Chandler, Cabinet Member for Integrated Children's Services
Sarah Hammond, Corporate Director Children, Young People & Education

To: Children's, Young People and Education Cabinet Committee –
21st November 2024

Subject: Kent County Local Authority Designated Officer (LADO)
Service Annual Report 2023-2024

Classification: Unrestricted

Past Pathway of report: Kent LADO Service Annual Report 2022-23

Future Pathway of report: None

Electoral Division: All

Is the decision eligible for call-in? *N/A*

Summary: The Kent LADO Service Annual Report provides the detailed data & analysis for LADO activity during the period 01.04.23-31.03.24. The report provides progress on the same period's actions, the re-valuation of the LADO Service (February 2024) and comments upon the challenges and recommendations for the future development of the Service.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER** and **NOTE** the content of the Annual Report.

1. Introduction

- 1.1 The Kent LADO Annual Report 2023-24 was produced in-line with the statutory requirements set out in 'Working Together to Safeguard Children 2023'¹ (hereafter referred to as Working Together 2023). The report focuses on key areas of activity and learning obtained during the period set out.
- 1.2 The updated guidance sets out all Local Authorities should have a designated Officer (LADO) to be involved in the management and oversight of allegations against staff working with the children's workforce. Working Together 2023

¹ [Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

provides the Harm Threshold to be applied when an allegation has been made against a member of the children's workforce.

1.3 The legislative framework is also reflected in the Children Act 1989 and 2004.

2. Annual Report April 2023 – March 2024

2.1 The Annual Report follows the agreed format and was developed to better understand the impact of the LADO Service activities and comments upon the number, nature, investigation process and the outcomes of allegations made concerning staff members and adults in positions of trust, whether paid or voluntary.

2.2 The Kent LADO Annual Report 2023/24 was written by Gavin Swann and Graeme Southern and was signed off by Kevin Kasaven, Director of Children's Countywide Services on 30.10.24.

2.3 The report particularly highlights several key activities progressed during the period, including;

- Referral Data
- Referrals relating to different settings in the Children's workforce
- Consultations
- LADO and the Harm Threshold
- Analysis of the demographics of Children and Young People linked to LADO referrals
- Investigation Outcomes
- Allegations and Outcomes by Sector (Education, Early Years and the Wider Workforce)
- Review of the recommendations from the 2022/24 LADO Annual Report
- A detailed analysis of the LADO Service referencing the Service re-valuation of February 2024
- Conclusions
- Recommendations

3. Conclusions

3.1 The data, the internal Quality Assurance framework, the re-evaluation and the analysis evidence the Kent LADO Service remained busy, well respected and continued to provide quality management and oversight of allegations.

3.2 The report concludes there is a demand for a more sophisticated and systemic response to managing allegations against staff within the Kent Children's workforce, especially a more holistic collection and analysis of data to inform strategic responses, recruitment, organisational cultures, sector guidance and awareness raising. To achieve this the LADO service needs modernisation.

Recommendation(s):

The Children’s, Young People and Education Cabinet Committee is asked to **CONSIDER** and **NOTE the content of the Annual Report.**

4. Background Documents

4.1 [Working Together to Safeguard Children 2023: A guide to multi-agency working to help, protect and promote the welfare of children](#)

5. Appendices

Appendix 1 – The 2023/24 LADO Annual Report (this report also contains as a separate appendix the February 2024 re-evaluation)

6. Contact details

<p>Report Authors: Gavin Swann Graeme Southern</p> <p>Job titles: Service Manager, Safeguarding, Quality Assurance & Professional Standards</p> <p>Service Manager, LADO Education Safeguarding Service (LESAS) & SEND QA Lead</p> <p>Telephone numbers: 03000 417932 03000 412826</p> <p>Email addresses: gavin.swann@kent.gov.uk graeme.southern@kent.gov.uk</p>	<p>Director: Kevin Kasaven</p> <p>Job title: Director of Children’s Countywide Services</p> <p>Telephone number: 03000 416335</p> <p>Email address: kevin.kasaven@kent.gov.uk</p>
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LADO ANNUAL REPORT 2023 - 2024

**Managing Allegations Against
Staff within the Kent Children's
Workforce**

Gavin Swann and Graeme Southern

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1. INTRODUCTION

1.1 This annual report for the Kent County Local Authority Designated Officer (LADO) Service provides the statistical data regarding LADO activity during the period 1 April 2023 to 31 March 2024 for Kent Safeguarding Children's Partnership (KSCMP) and partner agencies on the number, nature, investigation processes and outcomes of allegations. Following the analysis of the data, there is a narrative and further analysis regarding Kent's LADO activity during the same period. There is a progress report on the actions from last year's annual plan, a summary of the re-evaluation of the LADO Service (February 2024) and comments on challenges and recommendations for future development of the Service.

1.2 The LADO Service in Kent is underpinned by statutory guidance notably Working Together to Safeguard Children (2023), specifically revised following the publication the Child Safeguarding Practice Review Panel reports (2023) into the settings run by the Hesley Group. This updated guidance sets out Local Authorities should have a Designated Officer (LADO) to be involved in the management and oversight of allegations against staff working within the Children's Workforce. The legislative framework is also reflected in the Children Act 1989 and 2004. Local guidance on allegations management procedures is published by the Kent Children's Multi Agency Partnership (KSCMP).

1.3 Nationally, all agencies and settings providing services for children, or employ staff or volunteers working with children, are required through Working Together (2023) to have and implement procedures for responding to allegations against staff members and adults in positions of trust, whether paid or voluntary. The definition of 'working with' children is an adult who is working or volunteering with children, anyone under the age of 18 years old, or in contact with children through work on a regular basis and would be seen as being in a position of trust over them. In addition, this would also apply to someone under eighteen in the same position, e.g. a seventeen-year-old teaching a musical instrument or instructing a group. The LADO remit was traditionally person specific, but as the role evolved and learning taken from various reviews, it is now expected LADOs are conscious of the wider safeguarding measures employers have in place.

1.4 Working Together (2023) provides the Harm Threshold applied when an allegation is made against a member of the children's workforce and it is believed the individual has:

- Behaved in a way that has harmed a child or may have harmed a child.
- Possibly committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved in a way that indicates they may not be suitable to work with children.

1.5 The Kent LADO Service accepts referrals related to this LADO Harm threshold and progresses these as allegations. The Service undertakes enquiries and consultations supporting employers to assess staff practice, which may sit just outside of this threshold, around areas such as quality of care, professional conduct and practice.

- 1.6** Within Education services, there is additional guidance implemented by the LADO Service: Keeping Children Safe in Education (March 2023). This guidance identifies specific requirements to be considered when managing allegations against staff working in education settings. These sets of guidance are placed alongside additional statutory guidance: Disqualification under the Childcare Act 2006 (updated 2018) that further informs specific circumstances, which would lead to disqualification from work within defined sectors of Early Years Services specifically and other services. Risk by association matters are considered in accordance with this guidance.
- 1.7** The Keeping Children Safe in Education guidance outlines the requirement of the LADO to oversee an allegation management process that is effective, transparent whilst ensuring accurate records of the process are maintained. The LADO's first consideration is always to ensure children involved in an allegation are appropriately safeguarded. The LADO will also consider the safety of other children who could come into contact with the adult whether that is at the setting they work in or children in the person of concern's own family.
- 1.8** The statistical report below demonstrates the implementation of this variety of guidance in Kent.

2. THE STATISTICAL REPORT

- 2.1** The incoming work of the LADO Service can be divided into 2 main functions: Enquiries and Referrals. The Kent LADO Service received and responded to 1330 Enquiries and 1458 Referrals this year.
- 2.2** An **Enquiry** is when professionals, often line managers or employers, question whether a formal referral should be made to the LADO Service. Professionals making enquiries want advice and guidance in exploring alternative options such as using the organisation's own HR processes, signposting to other services or submitting referrals to the Front Door or to the LADO Service. A LADO is rostered to act as a LADO enquiries officer (LEO) each day. This process enables settings to make enquiries without naming an individual and get advice on the harm threshold. The enquiries process enables agency checks to be made. Enquiries can be made about individuals by Ofsted in relation to prospective children's home managers or child minders, and by independent or in-house fostering services in relation to prospective or existing foster carers. Settings enquiries include Ofsted, or the Inspectorate for Independent Schools (ISI) inspection queries, and complaints about schools received by Ofsted or the Department for Education.
- 2.3** A **Referral** is made about an individual who works with children in Kent about whom there are allegations or concerns. This is generally received via the Portal (professionals must refer via the portal); although parents have the option to use a LADO referral form and send it in via e-mail.
- 2.4** Referrals can be recorded as an allegation which reaches the harm threshold. If it does not reach the harm threshold, the matter can be recorded as a **Consultation** (not to be confused with an enquiry, which was explained earlier). This is typically if advice, sign posting or a risk assessment is all that is required or more information is needed to establish threshold.

2.5 The chart, in Table 1, below shows 275 (21%) of enquires met the harm threshold for a LADO referral. The hypothesis behind this dataset is the enquiry process is working well to ‘gatekeep’ by providing advice and redirecting professionals on largely non-threshold concerns. 43% of enquiries are managed by agencies themselves.

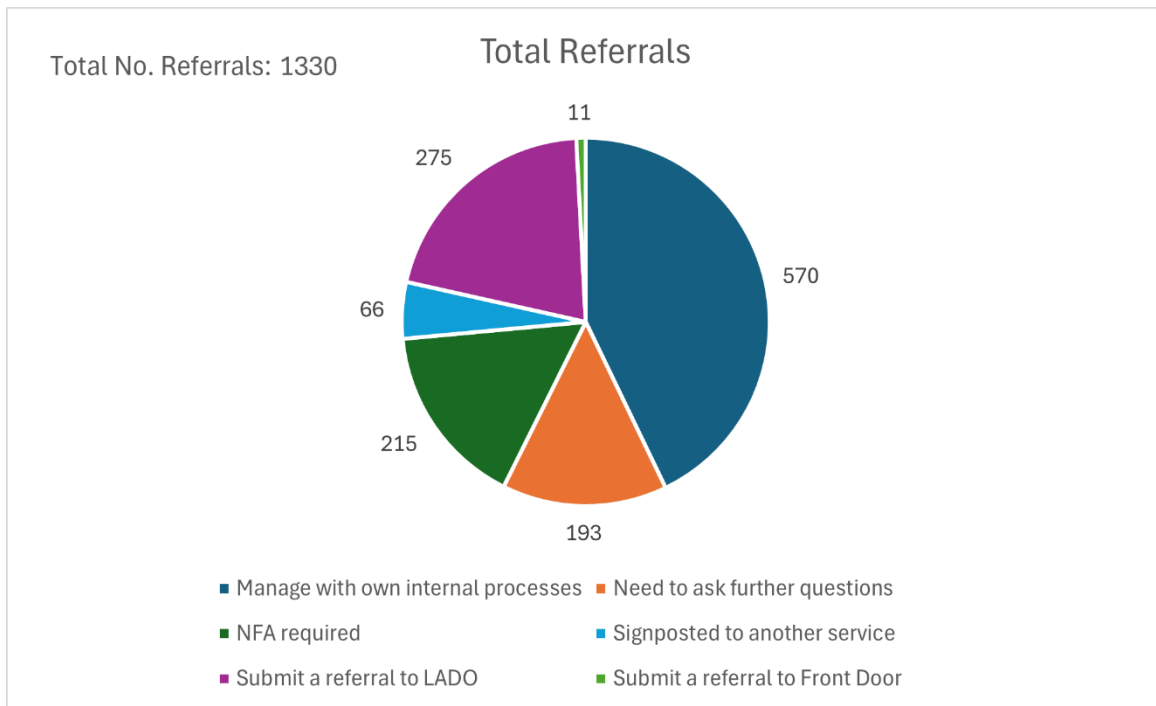


Table 1

2.6 Table 2 reveals primary and secondary education use the LADO enquiry service more than any other followed by the multiple sectors recorded as wider workforce.

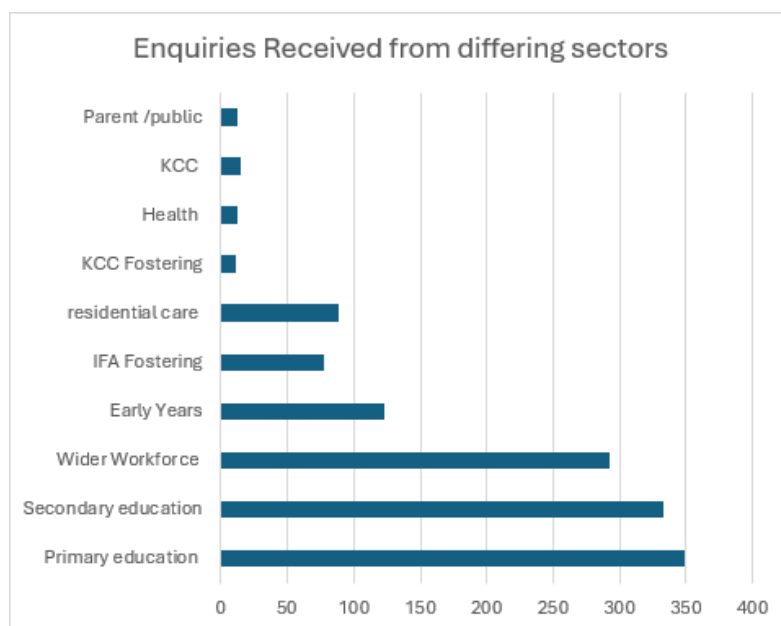


Table 2

3. REFERRAL DATA

3.1 The LADO Service received 1458 referrals. This is a 14% increase from 2022-2023 where 1270 matters were referred. Of note, the Service only received referrals from professionals. There were no referrals from the public. This indicates a public awareness campaign is required.

3.2 Table 3 demonstrates the nature of the allegation, concern and type of harm. The primary reason for referral in 26% of cases was physical abuse closely followed by inappropriate conduct at 25%.

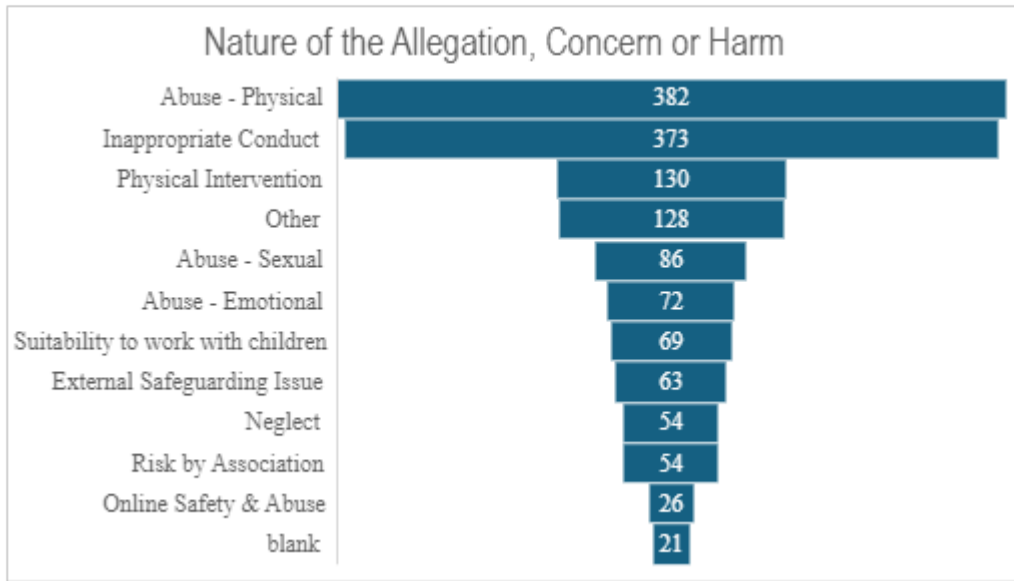


Table 3

3.3 Inappropriate conduct encapsulates a range of behaviours and circumstances. Examples include serious practice issues, a breach of professional boundaries, sexual behaviours such as inappropriate language or conversation, staff in contact with children via social media, inappropriate jokes and conduct outside of the workplace; recreational drug use outside of the setting.

3.4 Sexual abuse accounted for 6% of referrals, 5% for emotional abuse and 5% were initially referred due to concerns around the professional’s suitability to work with children. There is inconsistency in the data of 9% of referrals (128) where the concern type is recorded as ‘Other’. Exploring this recording inconsistency further, it can be confirmed LADOs are recording circumstances where professionals may have behaved in a way indicating they may not be suitable to work with children as ‘Other’. This highlights work is needed in performance reporting to capture this aspect as well as those reported as blank. Anecdotally, the online safety and abuse category seems low at 2% given technological and societal advances in the use of social media and in child abuse.

3.5 In the analysis of LADO performance, it is critical to note the number of new allegations referred to the LADO service each year does not provide an accurate picture of LADO caseloads as there are always cases remaining open from the previous year(s) which the LADO monitors and continues to work on. This is more often due to lengthy and or the complexity of criminal investigations and pressures on the criminal justice system. A high caseload for a full-time LADO would be more than 85. Caseloads do fluctuate. For this reporting period, the average caseload per month was 59 which is a reduction from the previous reporting year, with fluctuations in caseloads linked to sickness within the service.

3.6 In April 2023, an Online Portal only LADO referral system was introduced. This was largely well received by most settings against a backdrop of concern previously over the security of sending in highly sensitive information via e-mail and the risk of a data breach. A small minority of referrers experienced technical frustrations or disliked the need to provide so much personal information to submit a referral about a person they are concerned about. However, these concerns were generally alleviated by the provision of written guidance and supportive dialogue with referrers explaining why data is required. The development of the Portal only referral system was described as “revolutionary” in the February 2024 re-evaluation. It meant referrals can be recorded onto the LADO’s recording database, System C, known as Liberi in Kent County Council, within 10 minutes allowing LADOs to provide a more efficient service. The introduction of the Portal transformed and streamlined the referral process. The Service still allows parents to submit referrals via e-mail to ensure the referral process remains accessible to non-professional members of the public.

3.7 Table 4 identifies, during this reporting year, the LADO Service was managing an average of 28 new referrals per week, an increase of 33% from previous reporting year. The chart below illustrates referral patterns through the year.

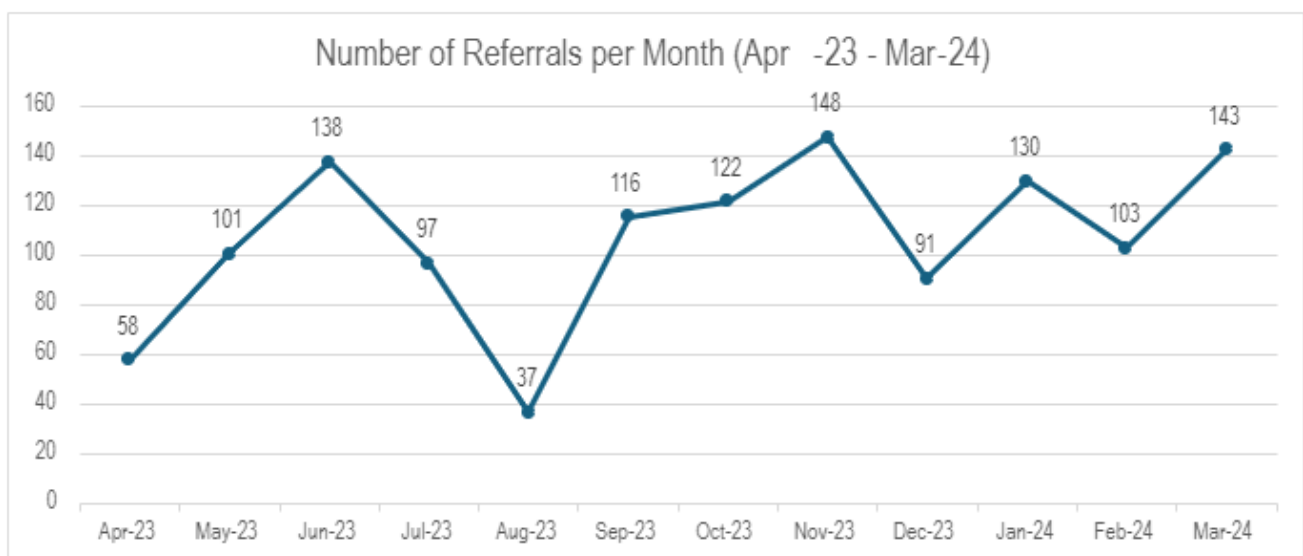


Table 4

3.8 The busiest periods for referrals are June (23), November (23), January (24) and March (24). Months where referrals are lower coincided with holiday periods. It is therefore no surprise to report the highest number of referrals originate from the Education Sector at 708, followed by the wider workforce, being recorded at 428 and Early Years at 114. This is illustrated in the chart below. 34 referrals did not include setting information. Now reporting has moved to Power BI, the LADO Service’s capacity to report is continually improving. By next year’s report, it is expected the report will include a complete breakdown of referral, investigation and outcome data for each organisation, profession and setting within the wider workforce section. Patterns and intelligence from Settings data will be triangulated with data from the Front Door to inform our insights into harm in Kent caused by professionals as well as the LADO training plan.

4. REFERRALS RELATING TO DIFFERENT TYPES OF SETTING

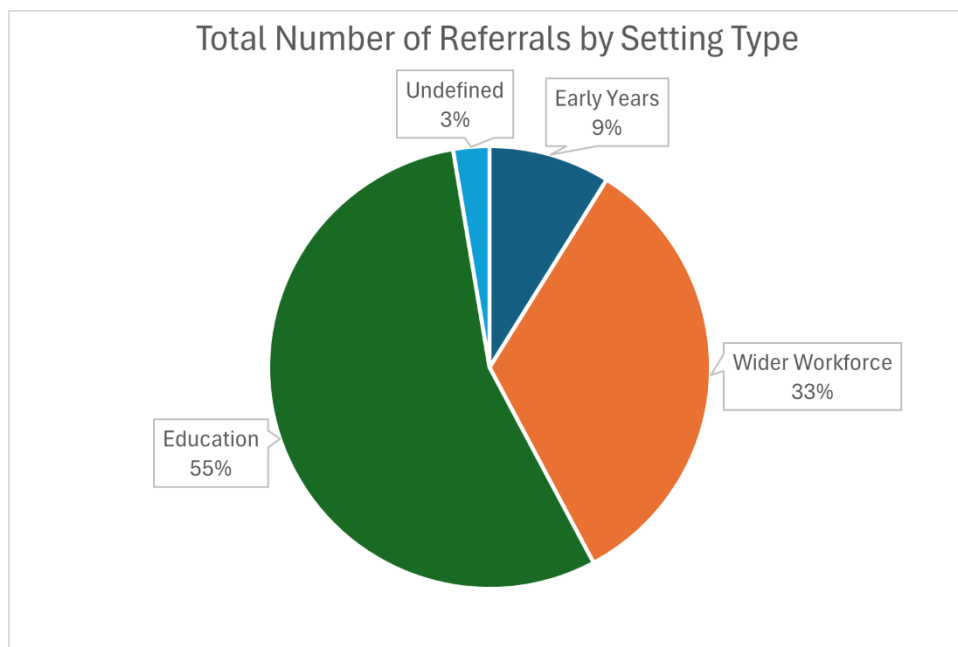


Table 5

4.1 As noted, Education remains the largest referring sector accounting for more than half of all referrals received at 55%. This is consistent with data in previous years when the figures show a little over half of all referrals received are from the education sector. Early Years referrals remained at a consistent rate of 9%, year on year, of the total number of referrals received. Referrals pertaining to the wider work force includes fostering, residential care, police and healthcare referrals among others represents a third of all referrals.

5. CONSULTATIONS

5.1 Any referral may be recorded as a Consultation if it does not meet the Allegations Harm Threshold. Of the total number of initial referrals into the LADO Service, (1458), 505 were recorded as a consultation. Consultations can relate to many issues. A setting may require advice, guidance or sign posting about how to address a concern about a staff member or guidance in providing information to meet the harm threshold as an outcome. As displayed in Table 6, concerns tend to be passed back to employers to manage as practice or competence issues. Some of these consultations will have an internal investigation or disciplinary outcome.

5.2 In the Kent LADO Service, these referrals are recorded as “Consultations” which must not be confused with the enquiries process analysed earlier in the report. LADO referrals can be complex. For example, it can take some while to establish threshold. Some cases relate to risk by association or transfer of risk which requires comprehensive LADO oversight of a risk assessment. Therefore, cases treated as a consultation can be open for several weeks and may still lead to a referral decision to proceed as an allegation.

5.3 The 505 consultations this year represent nearly a third of all referrals. Table 6 below shows the outcomes of the consultations. The majority of these (over 58%) result in management action with very few resulting in dismissal indicating the lower level of concerns received in Consultations.

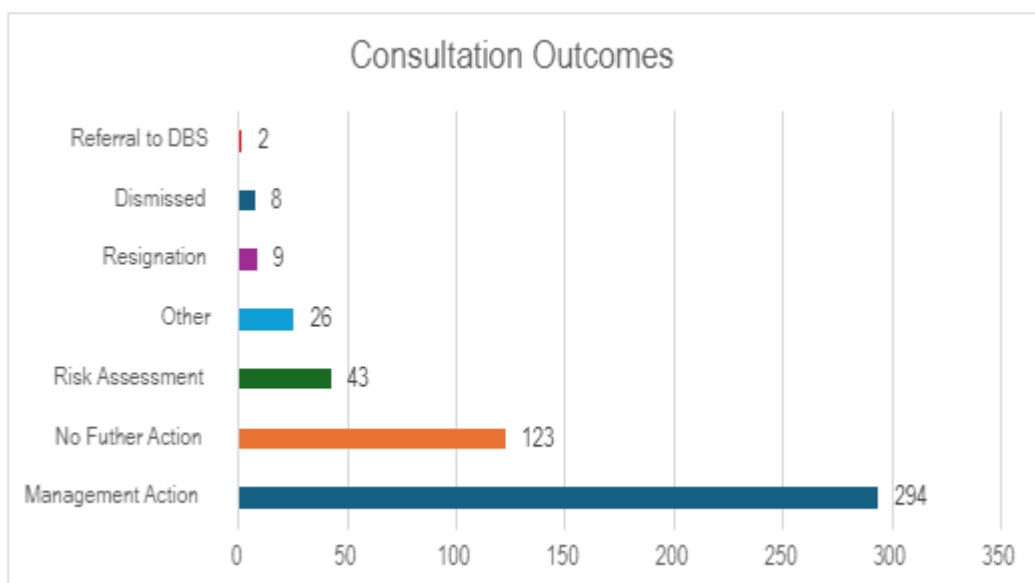


Table 6

6. LADO AND THE HARM THRESHOLD

6.1 Where this Harm Threshold is met, the referral decision will be treated as an allegation and the process of LADO oversight of investigations commences which could include section 47

enquiries, either joint with police or undertaken by social care as a single agency, internal investigations by settings themselves or standalone police investigations. Table 7 below shows 782 referrals were progressed to the allegation management stage.

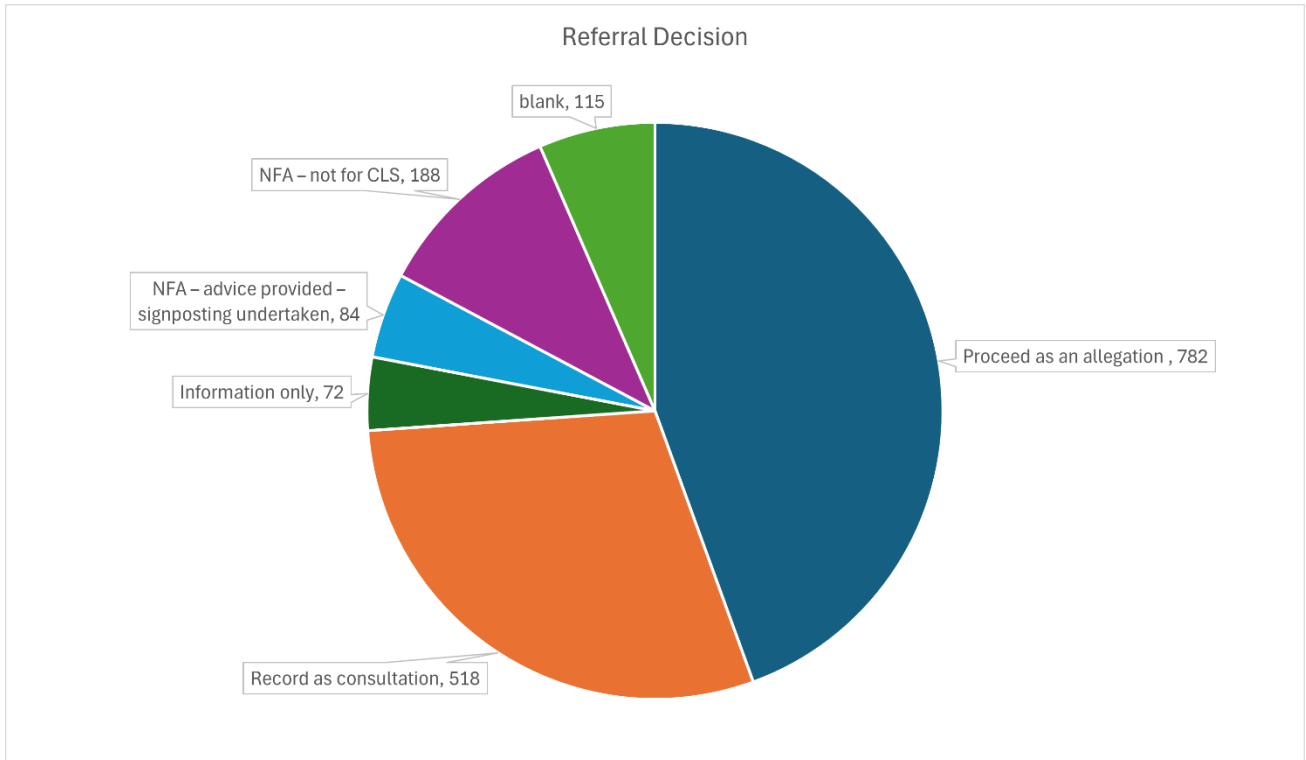


Table 7

6.2 Table 8 below provides an analysis of the type of abuse identified that informed the referral decision and progression to investigation. Physical abuse / physical intervention, inappropriate conduct and transfer of risk are the three primary categories.

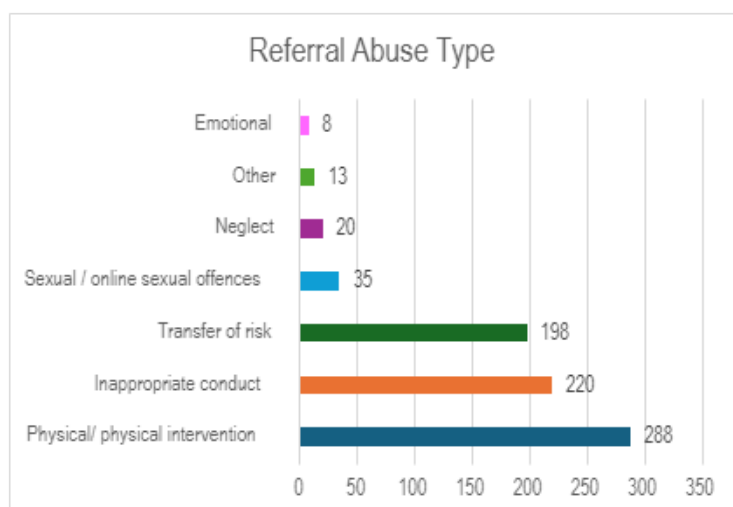


Table 8

7. CHILDREN AND YOUNG PEOPLE

7.1 Whilst the LADO Service primarily records information about the member of staff, it also records key data about the child and young person, if known, involved in the allegation. An analysis of the demographics of the children linked to each LADO referral tells us 1365 children were linked to referrals to the LADO Service. 779 were male, 549 female and there were 37 referrals where gender was not recorded or was unknown. 306 children are recorded as disabled. We know 935 children indirectly referred were of white British descent, 70 were recorded as Black, 64 children were recorded as mixed, and 35 Asian. The ethnicity of 261 children was either not known or recorded. The status of those related children to LADO referrals were: 26 children had Early Help Plans, 79 were open as Children-in-Need, whilst 34 were subject to Child Protection Plans and 274 children were recorded as Looked After. The remaining 952 were open to universal services only.

8. INVESTIGATION OUTCOMES

8.1 The next two Tables, 9 & 10, illustrate the investigation outcome by type and profession. It is notable 45% of outcomes are internal disciplinary investigations only. The second investigatory outcome leads to a Section 47 Enquiry and/or a criminal investigation. There are a variety of routes an allegation might take after it is referred to the LADO Service. These are:

- There may be a Section 47 enquiry if there is a risk the child involved might have suffered or be at risk of suffering serious harm,
- and/or police investigation if the alleged perpetrator may have committed a criminal offence, internal safeguarding investigation
- and/or disciplinary procedures instigated by the organisation for which the alleged perpetrator works.

8.2 It is therefore a requirement the LADO involved in every case is informed of the outcome of the allegation (by the police and/or employer) and an agreement reached on how this will be recorded. Tables 9 and 10 provides an illustration of allegation and investigation outcome by professional sector. Please note this set of data is further deconstructed by professional sector later in the annual report.

Percentage of Allegation Outcome by Professional Sector

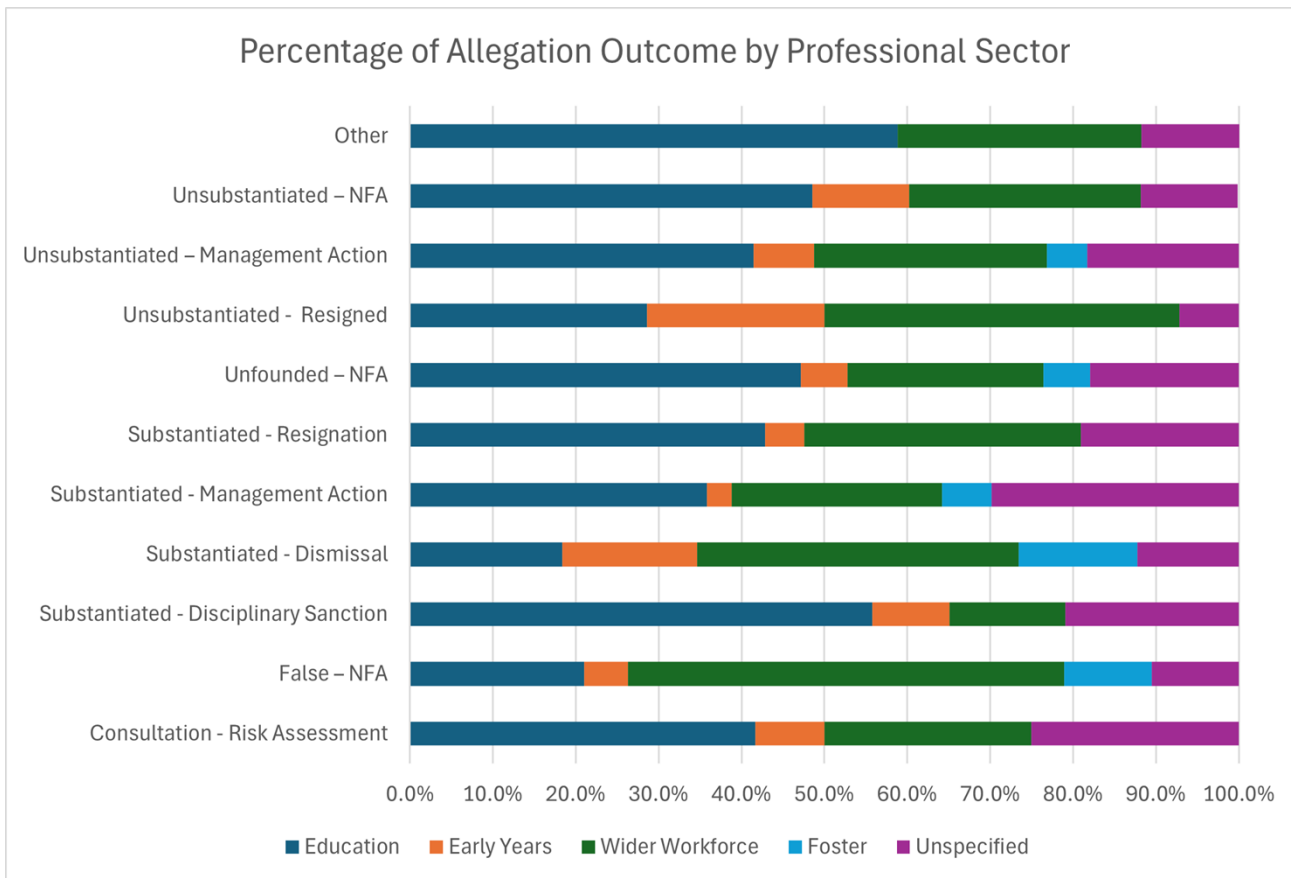


Table 9

8.3 For LADO referrals where the allegation harm threshold is met; there are 5 possible outcomes as set out in section 406 of Keeping Children Safe in Education¹: Final outcomes are recorded as:

- **Substantiated** – there is sufficient identifiable information to prove the allegation – this did happen. Employer to refer to DBS.
- **False** – there is sufficient evidence to disprove the allegation.
- **Malicious** – there is clear evidence to prove there was a deliberate act to deceive and the allegation was entirely false.
- **Unfounded** – there is no evidence or proper basis which supports the allegation being made. It might indicate the person making the allegation misinterpreted the incident or was mistaken about what they saw, alternatively, they may not have been aware of all the circumstances.
- **Unsubstantiated** - An unsubstantiated allegation is not the same as a false allegation. It means there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

¹ Keeping Children Safe in Education 2024, section 406, pages 101-2. Published by The Department for education. https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping_children_safe_in_education_2024.pdf

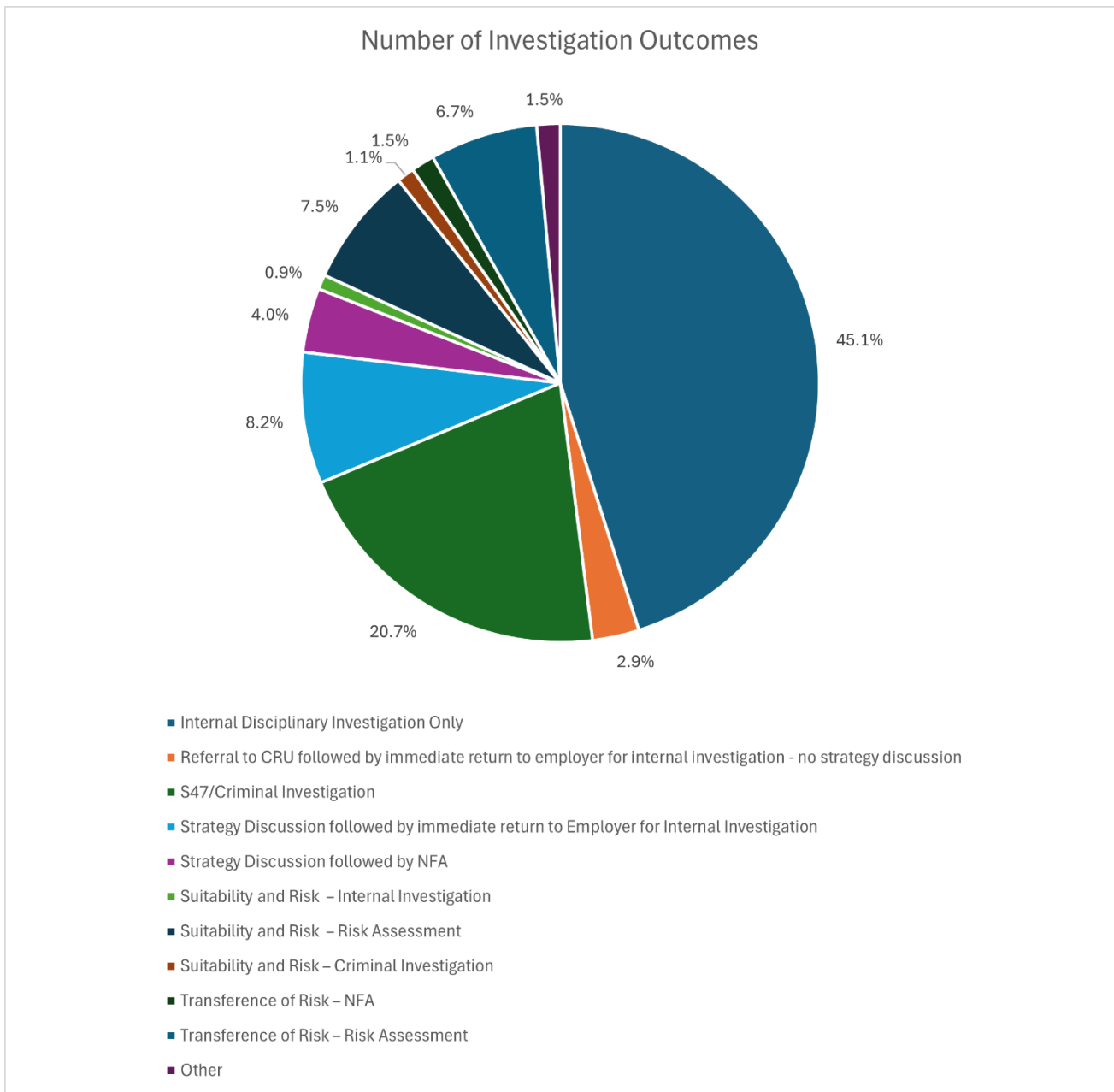


Table 10

8.4 Inappropriate Conduct and Physical abuse, as recorded allegation outcomes, are the joint equal highest category this year. This differed slightly from previous years. The hypothesis behind this difference is due to changes in the way data is collected. Physical intervention is now recorded separately from physical abuse to allow more specific recording. As predicted, with the introduction of the fourth harm threshold, in this reporting year, we saw suitability referrals increase by 71% (84). This is the second year the category was included in the data and the Harm threshold. Suitability is broken down into sub sections which is explained in Table 10. Risk by association reverted to being recorded as consultations as opposed to allegations on a person’s file. This is to ensure proportionality where there is no actual allegation against the referred person themselves.

8.5 Practice has moved forward over time and it is now recognised classing allegations made by children as malicious is not consistent with the understanding of a trauma informed approach, nor in terms of professional curiosity, given the importance of capturing the child’s voice and in listening to the child. Therefore, the malicious outcome is rarely used. It is also difficult to substantiate a complainant’s intent when raising a concern, so this is rarely useful even when allegations are made by other adults.

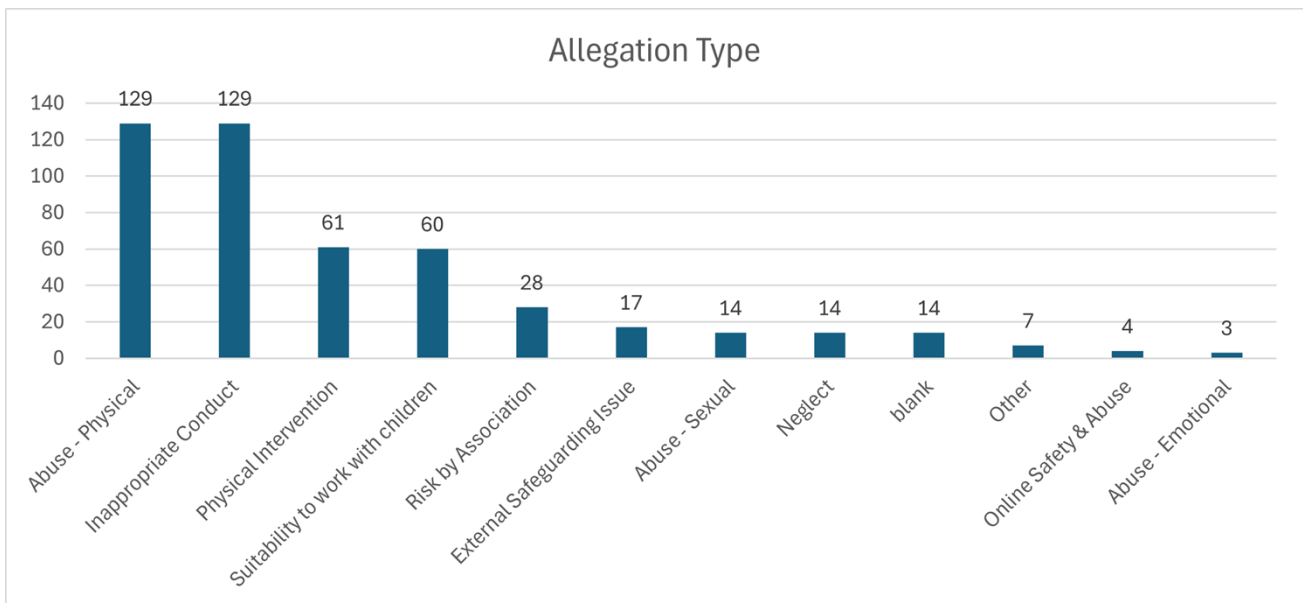


Table 11

8.6 Table 11 shows the already established main outcomes from referrals in this financial year according to abuse category or type. It is acknowledged recording improvements are required given 14 outcomes were unrecorded as ‘blank’ and 7 are classed as ‘other’, although some of the cases would have been ongoing at the point the data was collected for this report.

8.7 However, for the first time we are now able to show those cases where threshold was met by category of abuse due to the functionality the portal now provides. The LADO Service continues to recognise staff most likely to have allegations made against them will be those working with children directly and often for significant periods of the day. For these staff, the need to understand and work within the basic rules of professional safe working practice is crucial to protect both children and staff. Staff understanding and responses to challenges presented by children suffering trauma needs to be reinforced through a trauma informed approach, positive behaviour management techniques and organisational cultures. Kent’s Practice framework supports this and is referred to regularly by the LADOs.

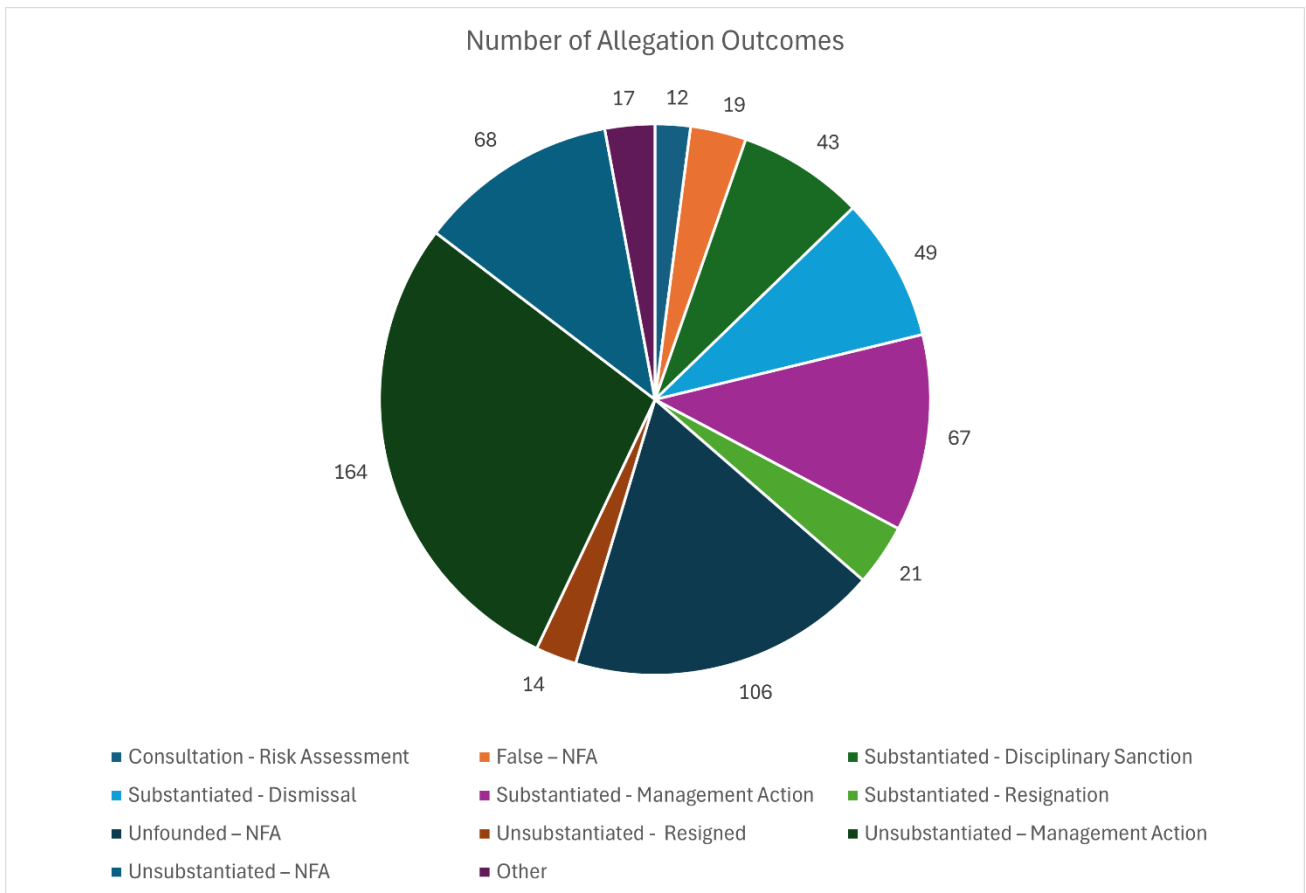


Table 12

8.8 There were 575 allegation outcomes, as set out in Section 406 of “Keeping Children Safe in Education”, in this reporting period compared to the previous year of 388. There continues to be a delay in Police investigations when waiting for court dates and or return of forensics. Out of the 575 allegations, 180 were substantiated which is a 5% increase from last year. Unsubstantiated was the highest category mirroring last year’s outcomes. Unsubstantiated outcomes tend to present a dilemma for the LADO, the employer and the member of staff as it does not imply guilt or innocence. Unsubstantiated leaves unanswered questions and possibly an on-going level of risk to be monitored over time. The auditing of LADO case work indicates the LADO Service works with its stakeholders to address this to provide a clearer pathway, when appropriate and possible, for all.

8.9 Unsubstantiated - leading to management action is the primary LADO allegation outcome at 28.3%, followed by Unfounded at 18.3% and Unsubstantiated - No Further Action at 11.7%. 31% of allegations are substantiated as an outcome although there are a range of potential ‘sub’-outcomes including: management action at 11.6%, dismissal at 8.4%, disciplinary action at 7.4% and resignation in 3.6% of substantiated outcomes. Of note, the primary outcome from consultation, also recorded here, is the need for a risk assessment.

8.10 Once the allegation outcome is established and confirmed then the LADO Service will work with the employer, police and regulatory bodies in agreeing the final outcome and conclusions. Table 13 illustrates these Final Conclusions.

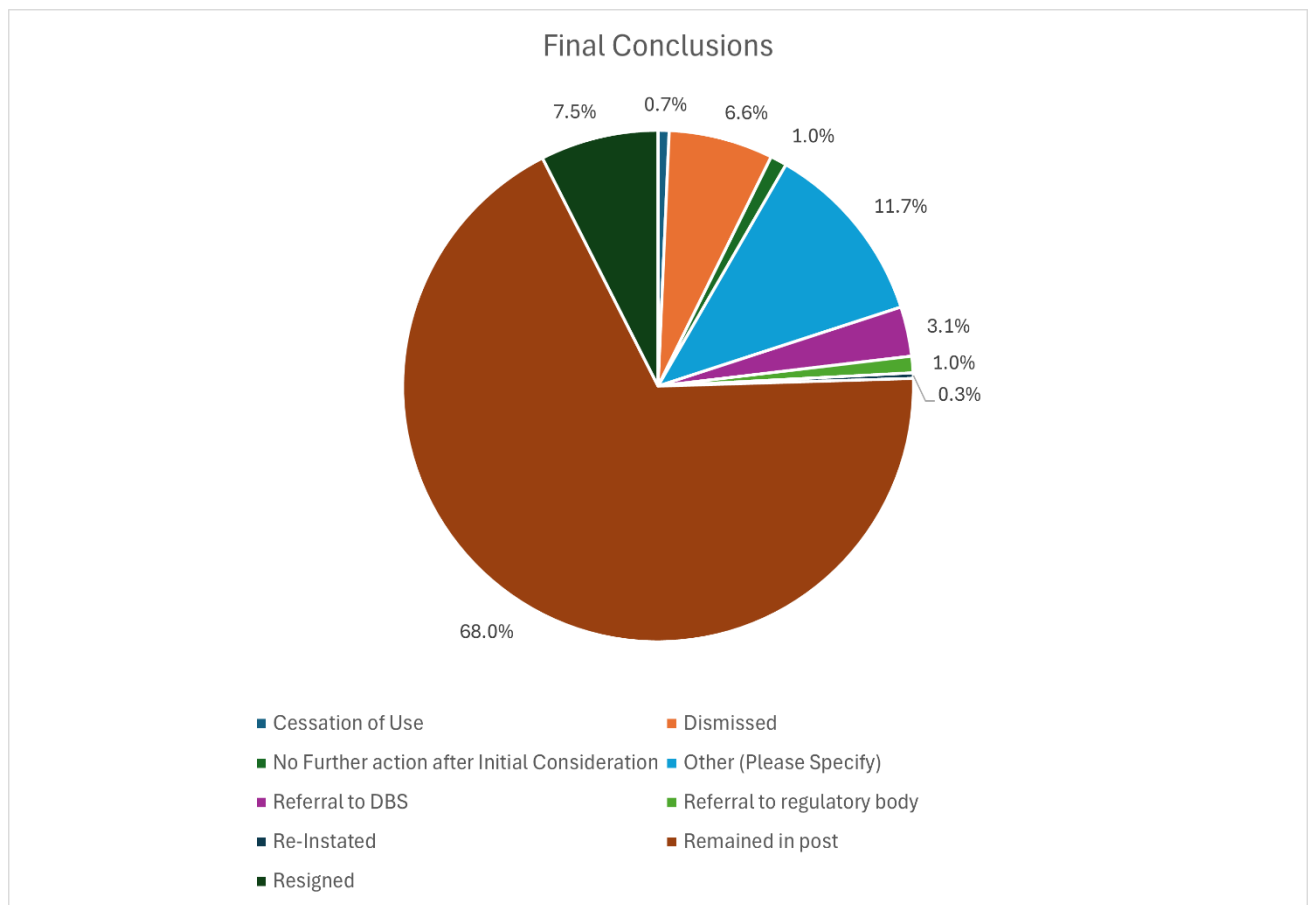


Table 13

8.11 68% of those subject to an investigation, coordinated via the LADO Service, remained in post at the end of the process. As an outcome, 6.6% were dismissed, 7.5% resigned and 3.1% were referred to DBS. It is noted 11.7% have a recording outcome of ‘Other’ requiring further exploration.

8.12 Table 14 compares final outcomes by Professional Sector. The data identifies 37% of personnel were dismissed from the wider workforce whilst the other sectors score a mean of 17%. 50% of referrals are NFA’d in the wider workforce and have a much higher referral rate to the Disclosure and Barring Service (DBS) at 55%.

8.13 There is equity in referrals to regulatory bodies at 33% in both Education and the Wider workforce. Those in Education were more likely to remain in post as an outcome at 47%, than any other sector, with fostering the lowest at 5%. Those in Education were more likely to resign as a final outcome than any other sector. This data is analysed by profession in the following section.

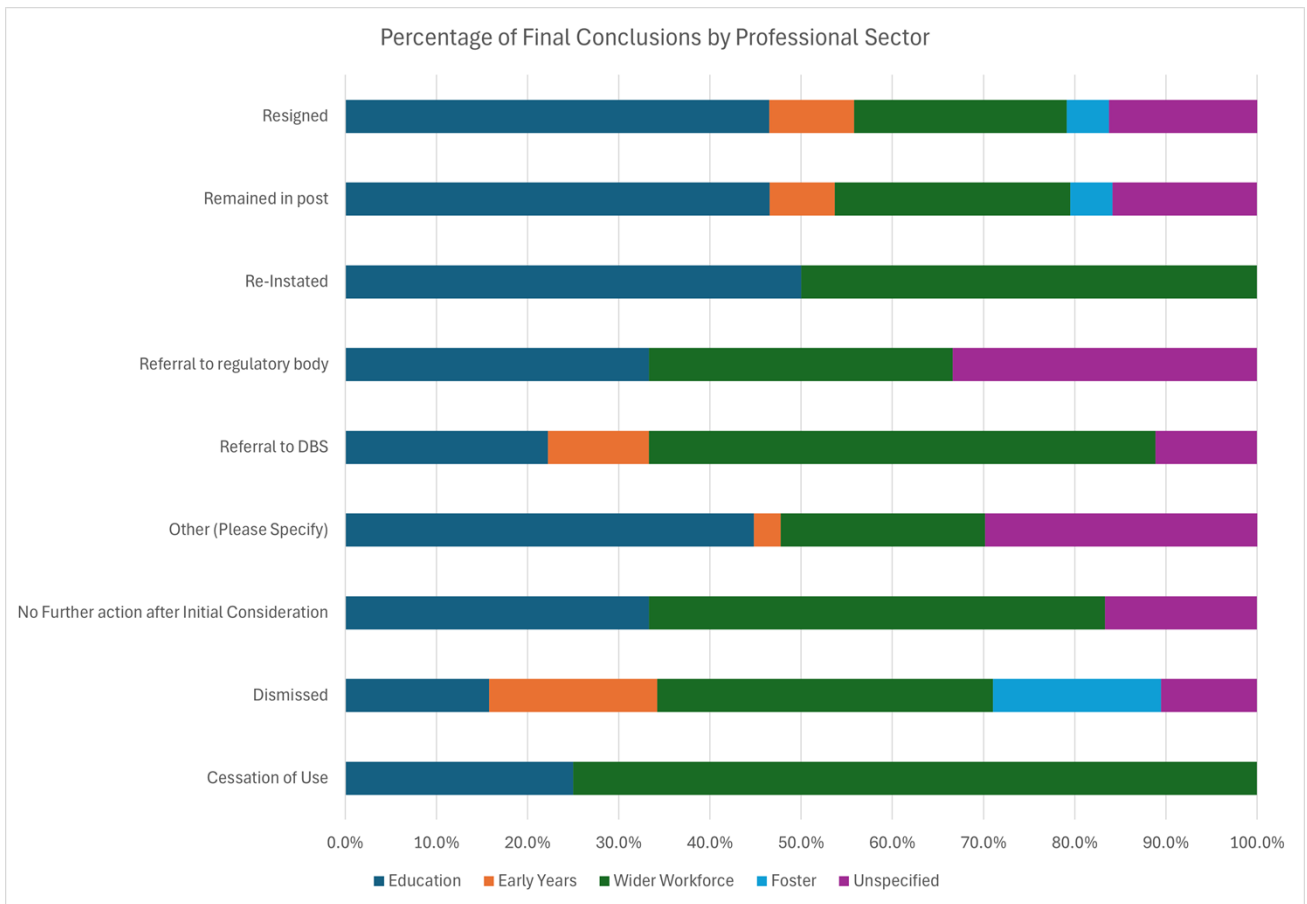


Table 14

9. ALLEGATIONS AND OUTCOMES BY SECTOR

This next section deconstructs the data by sector.

9.1 FOSTERING

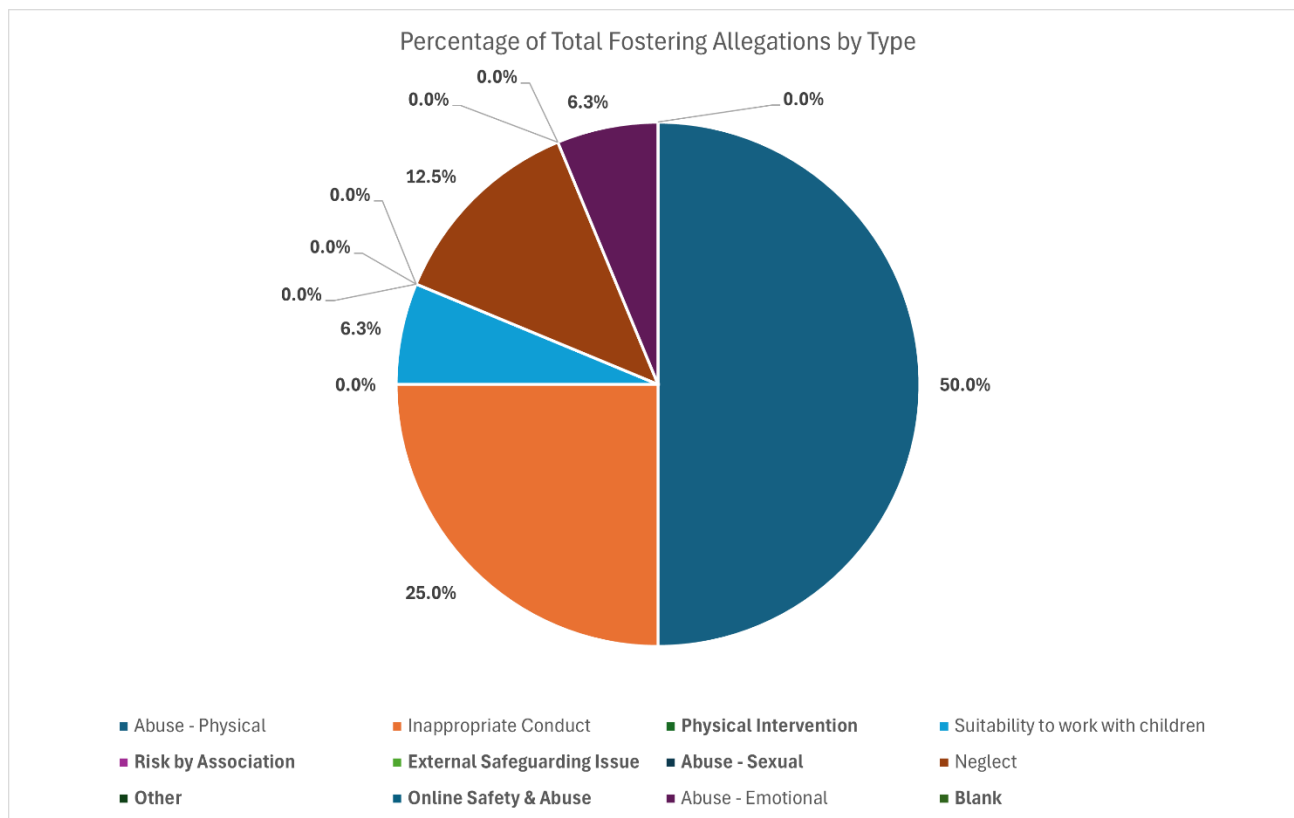


Table 15

9.1.1 Kent continues to experience high volumes of children placed in the county from other Local Authorities. This is largely due to the high numbers of independent fostering agencies within the county. As identified in previous reports, the LADO Service receives referrals in this category regarding children who are vulnerable and unsettled. This increased contact with children increases the susceptibility of allegations against professionals who are there to care for them. It is also known staff experience difficulties with managing challenging behaviours with increased escalation occurring within the homes. De-escalation and positive handling of children is often identified as a skill vulnerability within the staffing group.

9.1.2 The LADO Service received 156 referrals in this category with the Independent Fostering Agencies (IFA) holding the biggest proportion at 67% (106), following similar but increasing patterns to last year's data. The analysis of this year's data indicates allegations relating to physical harm or intervention remain high at 50% of the total referral and outcome, as illustrated in Table 15. Where the outcome of the allegation is substantiated, 63% of foster carers were dismissed. The remaining 36% had some form of management action or resigned. Inappropriate conduct remained consistent as last year as an outcome at 25%.

9.1.3 The LADO Service continues to work closely with KCC Fostering maintaining joint oversight of the allegations process to ensure foster carers are providing consistent standards of care and work within clear safeguarding expectations.

9.2 EDUCATION

- 9.2.1** As highlighted above, Education have the highest referrals into the Service (55%). This is an increase of 4% over the past 12 months. There were 561 allegations reported against education staff including staff covering transport services on behalf of the Education Department, school volunteers and site staff, school governors (6), headteachers (17), however, the two largest groups were class support staff at 16% (169) of all referrals in the LADO Service and 213 referrals for teachers (20%), of all referrals in LADO. It is expected Education would provide a vast majority of the referrals into the LADO Service as Kent has 791 schools, of which 462 are primary, 102 secondary, 20 Free schools, 121 Special/SEN and 5 Pupil Referral Units. Of these, 273 are academies and 304 are maintained by the LA. In addition, there are 62 Independent Schools.
- 9.2.2** 246 (42%) of allegations were unsubstantiated and a further 106 (18%) were unfounded. 6 teachers and school support workers were dismissed and a further 20 resigned as an outcome of the allegations. 10% of educational staff were subject to disciplinary procedures and a further 12% experience management action following a substantiated outcome. Of note, a further 30% of staff required management action processes where allegations were unsubstantiated. Management action usually entails reviewing risk assessments, monitoring and possible retraining elements or safeguarding refreshers. In this reporting year there were 24 staff referred to the Disclosure and Barring Service (DBS) for consideration of on-going professional suitability, 10 less than the previous year. This process is mandatory and the responsibility of the employer with a duty to refer where staff were either dismissed or resigned because of allegations which concluded risk to children. The disparity between figures of actual referral and staff who either resigned or were dismissed is best explained by the fact some members of staff who resigned would not have been dismissed had disciplinary hearings completed. Allegations may not have been so significant as to conclude dismissal for gross misconduct, even though elements of allegations were proven.
- 9.2.3** The data identifies primary school referrals continue to be the highest in this sector for the past five years. Many of the referrals relate to teaching assistants and midday supervisors. The LADO oversaw allegations against members of primary senior leadership teams (SLT). This finding must inform education leadership but also LADO and Education Safeguarding training plans.

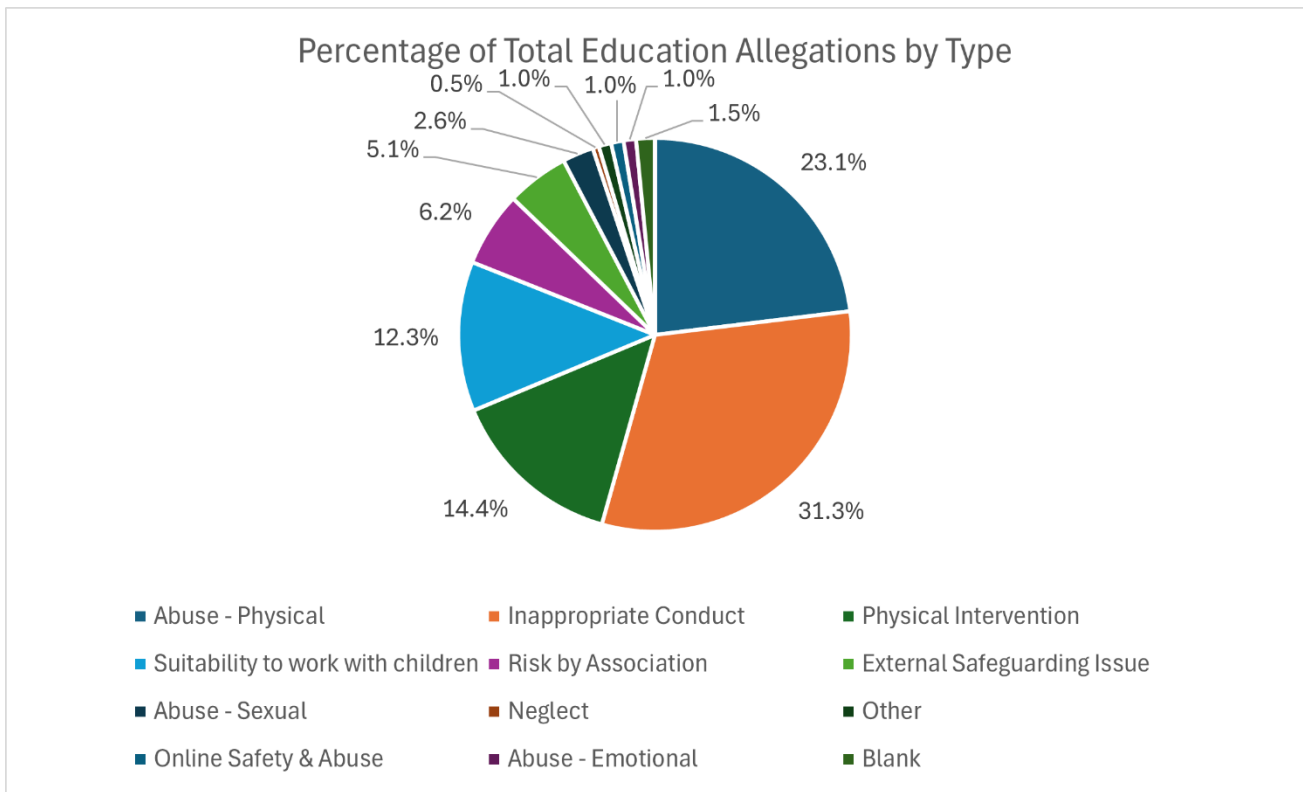


Table 16

9.2.4 Table 16 demonstrates the highest allegation type is inappropriate conduct at 31% which is a change from last year due to the recording changes mentioned earlier. Now separated, physical abuse is recorded at 23.1% and physical intervention at 12.7%. As with previous years, allegations increase towards the end of school terms and it was noted the context around many education referrals were pressures and or stress staff felt under.

9.2.5 The LADO Service continues to work closely with colleagues in education ensuring safer recruitment practices, role modelling and allegation management is consistently on the agenda and modelled throughout the education provisions from the top down. If the merger with Education Safeguarding Service is agreed, then allegation management, intelligence, safeguarding practice and working relationships will be enhanced. As seen with other roles, some of the allegations against head teachers fell under the fourth harm threshold involving external safeguarding matters and transference of risk. The highest outcome remained Unsubstantiated (42%), as in previous years, followed with Substantiated 31%. 26 staff either resigned or were dismissed.

9.3 EARLY YEARS

9.3.1 The Early Years sector does not include those employed within schools working with reception aged children. The data represents those in pre-school employment. Across Kent

there are 607 private, voluntary and independent settings, 103 out of school settings and 96 maintained, academy, school run or colleges with a nursery. In addition, there are 743 Ofsted Registered Early Years childminders (under 5yrs), 53 Ofsted registered for childcare childminders (5-8yrs) and 50 childminders registered with an agency.

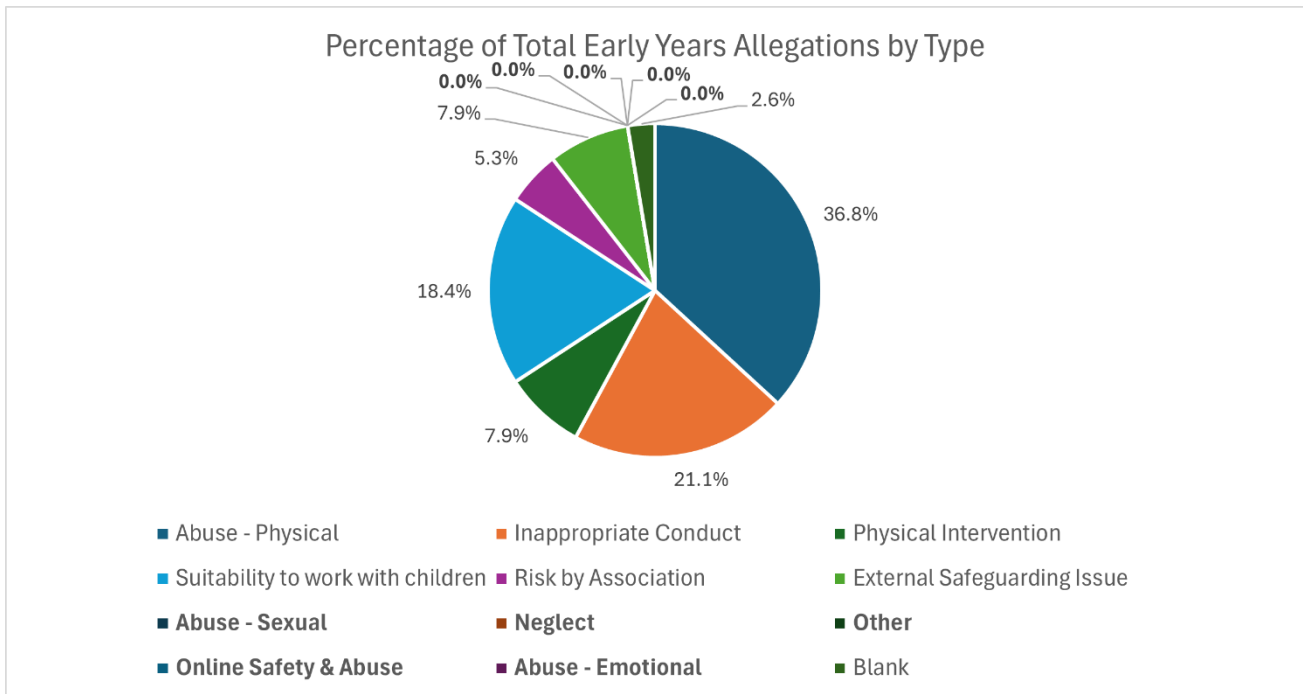


Table 17

9.3.2 83 referrals were received regarding Early Years practitioners, 10 less than last year. 71 (7% of all referrals to LADO) related to Nursery practitioners. This is a decrease of 5 on last year.

9.3.3 The information in Table 17 shows 8 members of staff were dismissed from their roles following a substantiated outcome and 1 resigned. A further 3 resigned where the referral outcome was unsubstantiated. 2 was referred to the DBS. 28 remained in post. 4 faced disciplinary sanction of those where allegations were substantiated. 2 faced management action where the allegations were found to be unsubstantiated.

9.4 THE WIDER WORKFORCE

9.4.1 In relation to the Wider Workforce category, this sector ranges from grass root sports clubs through to residential/care sectors, Police, Health, and ICS amongst others. This year there was a decrease in referrals from 295 to 242. The breakdown is as follows:

Sectors within Wider Workforce	Allegation Number
Faith Groups	5
Health Agency	17

Hospital Staff	21
Health Pharmacy	4
Fire Service & Libraries	19
Police	5
Residential Children's Homes	130
Scouts	20
Social Work	4
Unregulated Social Care	11
Sports Clubs	2
Theatres	3
Youth Clubs	1
Youth Services	5
Total	242

9.4.2 Table 15 identifies the highest category of abuse in the wider workforce was Physical abuse 36%, a 5% increase on last year, followed by inappropriate conduct at 23.4%

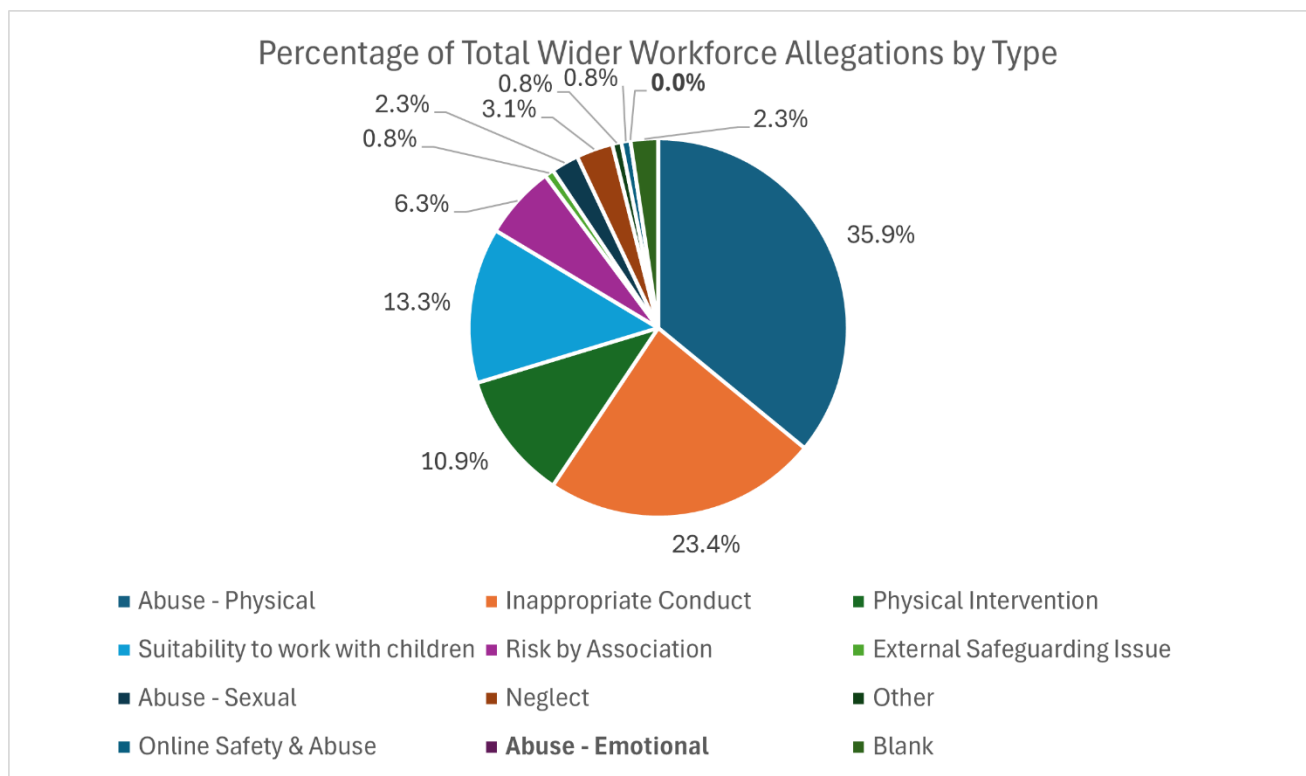
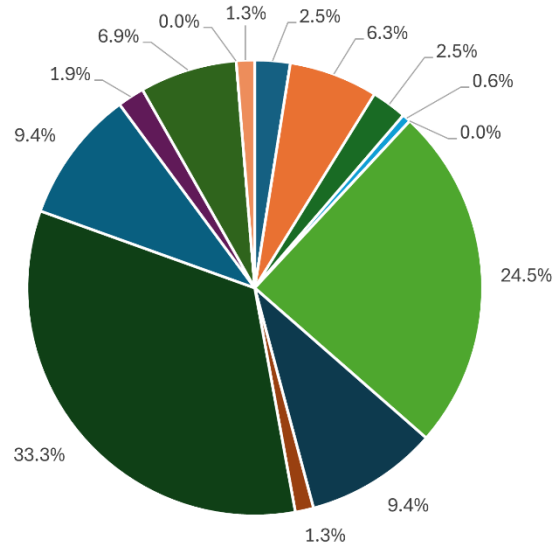


Table 18

9.4.3 IFA and OLA foster carers and residential children’s home workers were most likely subject to S.47 and criminal investigations. The other noteworthy sector was Scouts and other outdoor activities in relation to S.47 and criminal investigations, further supporting the hypothesis it is those workers in regular contact with children who experience the allegation process.

Percentage of Final Conclusions by Wider Workforce Subsector



- Faith Group & Churches
- Health - Hospital Staff
- Health - Pharmacy, Dentist etc.
- Other - Fire Services, Libraries, misc
- Residential Children's Home Worker
- SCS Social Worker
- Youth Clubs (non sport)
- Health - Agency Staff
- Health - Hospital Staff/Community Health Centre (e.g. GP, Health Professional)
- IFA/OLA Foster Carer
- Police
- Scouts & Other Outdoor Bound Club
- Social Care (unReg)
- Youth Services

Table 19

9.4.4 63% of staff where there was an allegation remain in post as a final outcome. 9% were dismissed, 6% resigned and 9% referred to DBS.

9.4.5 In comparing the data with other Local Authority safeguarding partnerships, Hampshire, a statistical neighbour, reflects similar numbers and patterns to Kent. Both Local Authorities share similar data in terms of numbers of allegations and numbers substantiated. The highest category remains physical abuse/interventions.

10. 2022-2023 LADO RECOMMENDATIONS & PROGRESS MADE AGAINSTS TARGETS

To remind the reader, the table below provides a summary and update as to the 2022 – 23 LADO report. We used a RAG rating system to identify whether recommendations were completed. All recommendations were achieved or graded amber.

RECOMMENDATIONS	PURPOSE	TIMESCALES
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1.	<p>Re-evaluation of the Kent County LADO Service (CLS)</p>	<p>To test whether the March 2022 action plan has been successfully achieved and in timescales.</p> <p>To identify additional capacity.</p> <p>To consider the role of systems and administration.</p>	<p>Completed February 2024. Please see Appendix 1 for a copy of the re-evaluation.</p>
2.	<p>Resilience in the CLS</p> <p>Work with HR on sickness levels and individual plans</p> <p>Strengthen the business support offer in the service and realign with BSO management akin to ICS.</p> <p>Continue to provide both individual and group oversight, meetings, and wellbeing initiatives.</p>	<p>Strengthen ability across the service to withstand adversity and deliver the business to a high standard.</p>	<p>Completed February 2024.</p>
3.	<p>Streamlining processes and recording facilities re Power Bi and Liberi.</p> <p>Ongoing workstreams with MIU and regular meetings are in place to track progress.</p> <p>Liberi changes are timely.</p>	<p>Ability to analysis data</p>	<p>Completed February 2024.</p>
4.	<p>Escalation Process to be live on Liberi for both internal and external staff.</p>	<p>Effective tracking process that holds timescales and can be directly reported on.</p>	<p>Completed March 2024.</p>
5.	<p>Clear recording of the impact on the child/young person to be further developed – including evidence of LADOs ensuring feedback of outcome of investigations are made direct to the CYPE.</p>	<p>Evidence that child remains central to the work and that impact is considered.</p>	<p>Completed March 2024.</p>

	Reporting function to be built into Liberi for LADOs to complete when recording outcomes.		
6.	Embed the Provider Sanctions Group and explore the reporting possibilities. Meetings are now in place and the Provider Hub is active.	Good understanding of the provision across Kent and links with regulators and commissioning services. Aim to ensure provisions used are the safest can be for our children and young people.	Completed but further technical requirements and system changes are needed to adequately capture intelligence about Settings. The outstanding actions are addressed in the 2023/24 recommendations.
7.	Lead Roles HR Faith Groups Early years Strengthening Independence Service (including link LADO with Bradstow Residential School) – follow up from findings from Child Outcome Analysis Sport Mental health	Enhance knowledge and build on professional working partnerships	Lead roles to be reviewed following suggested merger of LADO & ESS. This is addressed in the 2023/24 recommendations.
8.	Feedback Review current feedback form and relaunch	Establish consistent feedback from stakeholders on the LADO service and processes to inform improvements.	Completed but feedback from professionals remains poor. This is addressed in the 2023/24 recommendations.
9.	Audit of Outcomes Dip Sample referrals that recorded a False or Unfounded outcome	Test whether it was proportionate, whether the LADO agreed and whether it was chosen over recording an unsubstantiated allegation	Completed March 2024.
10.	External Audit Progress the offer with the Lancashire CLS to audit each	External oversight and feedback into Kent threshold and allegation management to help improve practice. Learning for Service in	Completed March 2024.

	other's services.	auditing another CLS.	
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11. THE COUNTY LADO SERVICE: AN ANALYSIS

11.1 The staffing structure within the LADO Service, from the 1 April 2023, was 5.8 LADOs out of an agreed establishment of 6 full time LADOs. In addition, there are posts for two Contact and Referral Officers, (CRO), although one post remained vacant through most of the reporting year. The Service is overseen by a full time County LADO Manager.

11.2 Kent County LADO Service was initially evaluated in March 2022 and an action plan implemented. The action plan consisted of five objectives: increasing staffing capacity to undertake the role, management information systems, data and performance, operational efficiency and awareness raising. There was a recommendation in last year's Annual Report that a re-evaluation was required given the identified challenges in the Service. Subsequently, the Kent LADO Service was re-evaluated in February 2024 to assess the progress the LADO Service made against the March 2022 action plan. The Kent County LADO Service has a good reputation amongst partners and was well regarded by Ofsted during ILACs (May 2022). Please see [Appendix 1](#) for a copy of the LADO Re-evaluation.

11.3 The re-evaluation identified core business for the LADO Service continued to be met during this reporting period. The LADO Service continued responding to allegation referrals, overseeing allegation management and other workstreams in the Service but there were some delays in LADO responses. The contingency planning, regarding covering the lack of business support via the Contact & Referral Officer roles, was varied and inconsistent leading to the quality and amount of data recording being below expectation.

11.4 The re-evaluation identified the LADO Service continues to demonstrate strong professional relationships between workers and external partners. Despite the challenges described in this annual report and in the re-evaluation, there was progression against the recommendations from the last annual report. Whilst recording of data for reporting purposes was impacted producing a backlog of data input, cases received allegation management oversight and were progressed to clear outcomes. LADOs continued to provide robust advice, safeguarding and challenge where appropriate. This included a continued review of any practice or lessons to be learnt and regular feedback to stakeholders to encourage development and support for employers.

11.5 The re-evaluation identified the pressures in the Service meant the capacity to convene Position of Trust meetings was compromised. From January 2022 to April 2023, the LADOs completed 52 Position of Trust meetings, compared to 64 from the previous year. Position of

Trust (POT) meetings are not a performance indicator or a duty for the LADO role. These are in place to assist with learning and at times to assist when cases are complex. 26 POT meetings were held in this reporting year. There may have been other referrals where a POT meeting could have been convened but LADOs were able to articulate clearly and support employers during this time through telephone and email communication to avoid any unnecessary delay in the progression of allegation management.

- 11.6** The February 2024 re-evaluation identified the implementation of the Portal had a near revolutionary impact upon LADO practice by reducing duplication, whilst improving the quality of referrals and increasing efficiency. The addition of a further LADO allowed the Service to maintain quality.
- 11.7** However, the main challenges identified in the March 2022 evaluation, of the quality of the management information systems, the quality of data to improve performance management, the lack of a case management system, staff capacity and inefficiency in processes were found, by the re-evaluation, to remain because a significant number of actions from the action plan were not achieved.
- 11.8** Vacancies in the CRO role and administration support led to LADOs stepping down to complete basic recording and administrative activities although some administrative activities were not completed. The cumulative effect of LADO sickness further contributed to stress as did a high turnover in service managers responsible for the LADO service.
- 11.9** The impact of long term CRO vacancy, the difficulty in recruiting and the subsequent challenge of retaining new CROs; (two of whom were recruited but remained in the role four weeks), further limit productivity and recording. There were limited cover arrangements for day-to-day administrative operations.
- 11.10** The re-evaluation report highlights the need for a robust quality assurance framework containing measurable key performance indicators (KPIs) through the application of a case management system, which will lead to the reduction of drift in LADO case work. The introduction of a set of KPIs will allow the LADO Service to assess the quality and frequency of supervision arrangements on cases and the ability to assess whether enquiries and referrals are responded to in an appropriate timeframe. Going forward, it is expected the necessity to be able to assess and record patterns and themes of concern relating to settings will be addressed in line with the Hesley Review recommendations.² The re-evaluation identified that currently there is not a reliable way to record intelligence in settings which led to urgent

² Safeguarding children with disabilities and complex health needs in residential settings; section 7, Recommendation 8, p84. Published by the Child Safeguarding Practice Review Panel. [Safeguarding children with disabilities and complex health needs in residential settings - Phase 2 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/100000/safeguarding-children-with-disabilities-and-complex-health-needs-in-residential-settings-phase-2.pdf)

learning being needed for the Service in relation to this. A comprehensive action plan was developed to drive improvements.

11.11 The re-evaluation report highlighted a gap between the data being produced by Power BI, which was developed by the Management Information Unit (MIU), as inaccurate compared with the case tracking data maintained by the LADO Service to the extent an additional 1600 cases were showing as open: which were not in reality open cases being worked upon. The data quality problems are currently being addressed using a variety of methods including:

- Addressing the backlog of closures.
- LADOs and business support being encouraged to use Power BI to address anomalies on their own caseloads.
- Additional administrative and SAR episodes being closed as soon as records are being uploaded.
- The closure process was streamlined to reduce the reliance on business support and ensure LADOs close the episode and involvements when they have completed the actions on any cases.
- The introduction of a set of case management KPIs.

11.12 Data cleansing, system improvement and behavioural change work will be completed by the end of November 2024, meaning data from Power BI will be usable and reliable. However, this is still a work in progress. As a result the data utilised in this report is taken from spreadsheets maintained by the LADO Service triangulated with cleansed data from Power BI. This data could be subject to some under reporting due to inconsistency in the way temporary business support personnel were entering information. The recording on spreadsheets is being streamlined and reviewed to look at how the recording could become more effective and reduced to a point where the Service mainly relies on the Power BI application, thus reducing the risks of human errors and omissions.

11.13 The re-evaluation recognised the need for increased capacity in the LADO function and the need for greater resilience in the Service. The possibility for integration with the Education Safeguarding Service (ESS) is being considered in a consultation process due to end in May 2024. If agreed, these proposals could lead to the LADO Service being combined with ESS which would address the capacity and resilience issues for both LADO officers and business support. The re-evaluation concluded the LADO Service is a small but critical statutory Service which required investment, restructure and modernisation.

11.14 The re-evaluation recognised additional capacity needed to be identified. Improved systems and processes will increase LADO efficiency and productivity. The LADO Service needs to be given the capacity to develop better throughput and be able to do more training and implement the specialist elements of their role. The re-evaluation posited that an opportunity

existed, given the current evaluation of the Education Safeguarding Service (ESS), and identified similarities of integrating with ESS. It was identified the LADO needed to be better integrated into the wider Safeguarding Quality Assurance Service. Further opportunities were identified through greater alignment with the Front Door given their expertise in the management of contacts and referrals. All LADO business processes require review. All recording and reporting need to be systemised especially at the enquiry stage and the role of the CRO integrated into business support.

11.15 The re-evaluation identified six strategic objectives to be achieved through the establishment of a short-term project group, led by a senior manager to oversee implementation of the updated action plan. The six strategic objectives were: 1. Staffing Capacity to Undertake Role. 2. Management Information Systems. 3. Data & Performance. 4. Operational Efficiency. 5. Strategy & Awareness. 6. Secure resource and support from across KCC to drive forward the LESAS plan (e.g. Analytics, Liberi Opps, MIU). These six objectives feature heavily in the LADO action plan for 2024/25.

11.16 The LADO's role is the management and oversight of individual allegations and concerns. Allegation management should be seen in the wider context of safer employment practices with 3 essential elements:

1. Safer recruitment and selection practices
2. Safer working practices
3. Management of allegations or concerns

11.17 The February 2024 re-evaluation of the LADO Service identified these essential elements are met by the LADO Service although the service can improve its performance in all areas. The re-evaluation did confirm the service provided consistent and appropriate scrutiny across diverse workforces and voluntary bodies, including affording adjudication of outcomes and escalation of practice learning. This includes quality assuring referrals to inform training by sector and subsequent activity in relation to the implementation of the Kent Practice Framework, especially relating to trauma informed practice, systemic and contextual safeguarding. To support this during the reporting year, the escalation process for the Service was updated and included in awareness training/presentations. The escalation form was updated in Liberi to assist with future reporting. The reasons for escalations for 2023-2024 continue to be, 1) the employer choosing to follow HR employment processes and overriding allegation management, and 2) suitability of investigators and timescales taken to complete reports. However, more can be done especially related to how data is collected and analysed to inform training, but also the collation of intelligence where concerns are not meeting threshold, but indicator individual behaviours or organisational cultures need to change.

11.18 The Re-evaluation identified various systemic challenges and as such it is recommended the LADO Service be subject to structural change, modernisation and investment.

11.19 There is evidence the LADO Service evolved moving away from a person specific and now considering the wider context and safeguarding afforded by a provision, although there is a very clear move for further development. The quality assurance activity identifies there are strong links between the LADO Service, the Total Placement Service and Commissioning around information sharing specifically through the Provider Sanctions Group. For example: issues such as a lack of understanding of safeguarding, compliance failures or unsafe recruitment processes are identified via the Provider Sanction Group. Positively, learning from this group is integrated into the Council's policy and guidance on Placements, Purposeful Visiting and Understanding the Child's Lived experiences. As identified in the re-evaluation, the reporting processes related to settings needs system developments as it is currently not fit for purpose. This is addressed further in the recommendations.

11.20 The LADO Service is implementing Recommendation 8 of the Child Safeguarding Practice Review Panel reports (2023) 'Systems for the early identification of safeguarding risks in residential settings should be strengthened through an enhanced role for host local authorities and ICBs in the oversight of residential settings in their area' but further technical improvements are required. The main residential provision in Kent for children with disabilities and complex health needs receive a bespoke Service from the LADO Service. In addition, the LADOs will identify if there is a need to inform other placing authorities of concerns in any setting which is underpinned by the Provider Sanctions Group.

11.21 The LADO Service continues to play a vital and expanding role in ensuring safeguarding standards across the county in several other areas of work, including receiving enquiries from various agencies including Ofsted and the Independent Schools Inspectorate for settings. Complaints against schools (CAS) received by Ofsted are common and take some time to resolve with schools and various agencies and these must be treated as potential referrals. Individual agency checks are also received for those applying to be foster carers and various other roles. Subject Access Requests (SAR) and Freedom of Information Act (FOI) requests also need to be responded to promptly to comply with the relevant legislation. These requests can be time consuming with much information to analyse. SAR requests must be considered carefully so information sharing does not damage any ongoing investigation. FOI requests must be assessed as not to run the risk of any individual becoming identifiable in the process. Table 18 below illustrates these additional activities.

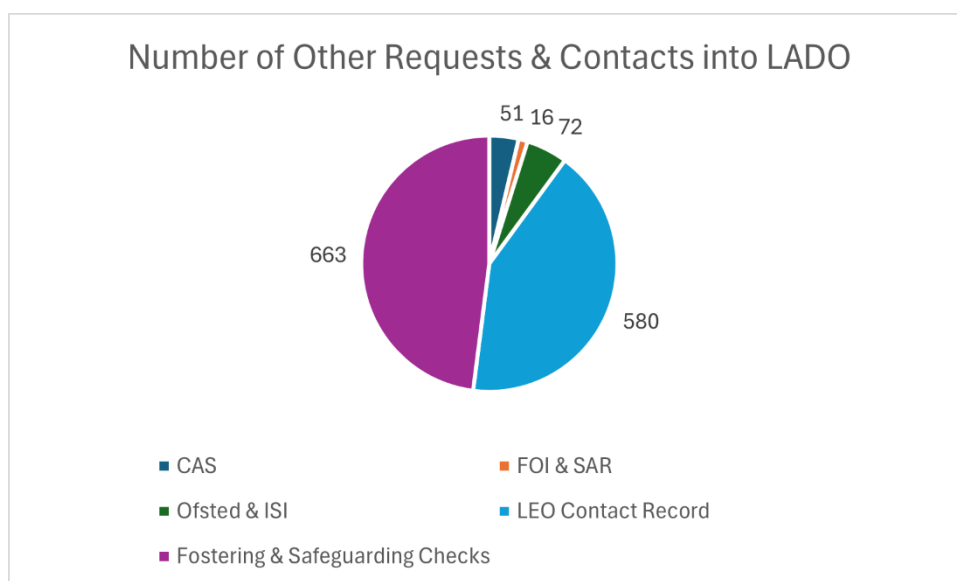


Table 18

11.22 The LADO Service has always offered development opportunities for the LADOs to lead on an area of interest or challenge within the Service. This helps build on knowledge and partnerships with our stakeholders. These roles are not a requirement or a performance indicator but do enhance knowledge and partnership working.

Current Lead roles	Responsible LADO	Updates
<p>Lead Roles</p> <p><u>HR</u> – continuation of meetings with Cantium HR and bespoke HR services to address themes and patterns arising from live case work.</p> <p>Complete the draft joint training package.</p> <p><u>Faith Groups</u> - CLS to continue with the promotion of the service and reaching out to Faith groups to develop robust allegation safeguarding knowledge.</p> <p>Progress the KSCMP request to host a multi-agency subgroup on Faith to begin mapping out contacts and reaching out to</p>	<p>Ongoing – Lead roles will be reviewed when the service structure and personnel are in place.</p>	<p>HR – Alexa Andrews has continued with liaison meetings between both KCC and Schools HR services. LADOs have contributed to Safer Recruitment training.</p> <p>There is no one in the lead role for Faith Groups currently but the work with various places of worship continues. Some work is currently being done by the Southeast regional network on Faith Groups and the outcome of this can be reviewed prior to commencing further work in this area in Kent.</p> <p>Early Years – Marie Jackson continues to present at the safeguarding forums and continues to attend the Ofsted and Early Years liaison forums and an analysis report is provided for these.</p>

<p>various Faith Sectors.</p> <p><u>Early years</u> - Continue links with Education Early Years workers to review cases and settings of concern.</p> <p>Continued presentation of LADO at the EYs safeguarding forums.</p> <p>Continued attendance at the Ofsted Early years meeting and provide report.</p> <p><u>Sport</u> – networking and discovering links to regulators.</p> <p><u>Mental health</u> – exploring themes around increase anxiety and ASD, ADHD.</p> <p>Working with colleagues in mental health to develop knowledge.</p> <p>Specific settings co-ordinator</p>		<p>Sport- Sarah Crann developed links with the newly appointed Sports Welfare Officers</p> <p>Mental health – Susannah Burden delivered training to KMPT colleagues. There are good links in place to explore individual cases with KMPT.</p> <p>Alexia Hosker completed targeted work with multiple settings where there are numerous safeguarding concerns. This includes formulating multi-agency plans to tackle complex issues, providing in depth analysis of referrals and contacts the service has received and delivering training and support to settings where there are known issues.</p>
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11.23 As previously recorded, challenges to LADO capacity brought about by sickness, absence and vacancy has meant business processes were prioritised over the lead roles. However, despite this, there were various activities to develop knowledge and partnerships. The most important element to raise is practice challenge continued across these 12 months in relation to all lead areas. This was often alongside live case work and LADOs identifying ‘lessons learnt’ or concern that needed to be appropriately challenged. A good example is the HR lead has regular meetings with Cantium (KCC), Education and other HR providers within the children’s workforce to navigate through the complex world of employment law versus children’s safeguarding.

11.24 The Service continued being represented at both the Southeast Regional LADO Meetings and the National LADO Network meetings and subgroups. This enabled the Service to remain up to date with current practice issues, national direction and future changes on the horizon. One clear example being the recommendation for a LADO Handbook following the National Review/Hesley Report and updates to Working Together by the end of 2024.

11.25 The Service is linked in with the Kent Child Outcome Analysis (COA) process. This ensures the LADO Service is aware of practice in districts, sees how the Kent Practice Framework is used and helps to keep them up to date and visible across Integrated Children’s Services. Feedback and outcomes from the COAs are discussed at team meetings and considered alongside practice afforded by the LADO’s and any trends identified.

11.26 The County LADO maintains a strong peer to peer relationship with the Lancashire LADO where there is an agreed mutual exchange of learning through peer audit and case reflection. Following the ILACS Ofsted Outstanding grade, Lancashire LADO have sort regular advice and guidance from Kent in an attempt to improve their service. The LADO re-evaluation identified Kent LADO needed to increase its visibility, develop strong peer to peer relationships via SESLIP and through the national LADO conference.

11.27 Despite the staffing challenges described earlier in this report, LADOs continued to deliver training to both internal and external colleagues. The LADO Need To Know programme delivered via KSCMP continued in 2023 / 24. The presentation content will be reviewed in 2024 as LADOs identified the content of this needs updating and refreshing. The content will be informed via data and intelligence. Bespoke training was delivered to specific stakeholders such as the Kent & Medway Partnership Trust (KMPT), Virtual School Kent (VSK), Strengthening Independence Services (SIS). LADOs attended internal team and service meetings. LADOs played an active part in DSL catch ups hosted by Education Safeguarding Service, but much more can be done. Please see [Appendix 2](#) for details of training provided and feedback from participants.

12. CONCLUSIONS

12.1 The data, the internal quality assurance framework, the re-evaluation and the analysis evidence the LADO remains a busy and well-respected Service continuing to provide a quality service. There is a demand for a more sophisticated systemic response to managing allegations against staff within the Kent Children’s Workforce, especially a more holistic collection and analysis of data to inform strategic responses, recruitment, organisational cultures, sector guidance and awareness raising. To achieve this the LADO service needs modernisation. (Please see [Appendix 1](#)).

13. 2023 – 24 LADO RECOMMENDATIONS

	RECOMMENDATIONS	PURPOSE	TIMESCALE
1.	Refresh the LADO “Need To Know” programme delivered via KSCMP. Content needs to be informed via data and	Raise awareness of LADO Children’s Workforce aware of allegation management and the behaviours that can lead to	March 2025

	intelligence and regularly updated.	referrals. Challenge closed cultures.	
2.	Data & intelligence from LADO Service needs to inform SLG training.	Raise awareness of LADO Children's Workforce aware of allegation management and the behaviours that can lead to referrals. Challenge closed cultures. Data from Enquiries & consultations needs to better inform the training.	March 2025
3.	Bespoke training needs to be provided to Education, nurseries and Residential Homes. Fostering & Children's Homes	Children's Workforce in 'high referral' roles be aware of specific learning for their sectors. De-escalation and positive handling of children is often identified as a skill vulnerability within the staffing group.	March 2025
4.	Develop an Awareness raising campaign for the public.	Members of the public should be able to refer a member of the children's workforce if they have concerns.	March 2025
5.	Develop an Awareness raising campaign for all Faith Groups.	There needs to be an increase in referrals from this group.	March 2025
6.	Following consultation, secure senior leadership and partners agreement, LADOs and ESS participation and implement the actions identified in the re-evaluation.	Modernisation to: Systemise and sophisticate the LADO Service. Increase capacity. Improve recording, intelligence and analysis. All to improve practice in allegations management to enhance open cultures.	March 2025
7.	Establish a Task & Finish group, chaired by a senior leader to implement the strategic objectives.	The Task & Finish group will hold the leadership of LADO Service accountable against the six strategic objectives identified in the re-evaluation of: Staffing Capacity to Undertake Role. Management Information Systems.	January 25

		Data & Performance. Operational Efficiency. Strategy & Awareness. Secure resource and support from across KCC to drive forward the LADO plan (e.g. Analytics, Liberi Opps, MIU).	
8.	Staffing Capacity to Undertake Role.	To create the capacity & skills in providing an Outstanding LADO Service: Brought together ESS and LADO to increase advisor capacity to 9 FTE to reflect the needs of the Service. A Focus on Professional Development & Workforce Development. Increases Business Support capacity.	Achieved September 2024
9.	Management Information Systems.	To modernise the LADO: All LADO systems and business processes to be reviewed and mapped. Identify what spreadsheets remain in use and why. Agree what processes and systems need to be automated and systemised. Liberi to be updated to better reflect contacts and enquiries, consultations, pathways, processes and advisory footprint, form redesign (patterns & settings). Improve Search functions. The final aim is to have a case management system operating in Liberi and reported on in Power Bi. Additional KPIs Data cleanse of historic data. Ofsted category 3 complaints against schools to be included in analysis.	January 2025
10.	Data & Performance. The LADO Service is	Develop & introduce a set of KPIs: Timeliness of responses to requests for advice are important to	January 2025

	implementing Recommendation 8 of the Hesley Report: 'Systems for the early identification of safeguarding risks in residential settings should be strengthened through an enhanced role for host local authorities and ICBs in the oversight of residential settings in their area'	<p>measure. Meaningful and measurable KPIs will reduce the potential for drift and assist managers to identify practice which needs to be improved.</p> <p>Record, (and report) settings via the Provider Group and Hub or an alternative. E.g. use of Portal, numbers of strategy meetings attended, (mirroring KPIs at the Front Door)</p> <p>See Appendix 1 for comprehensive details of performance requirements.</p>	
11.	Power BI needs to be the main source of information for the Service. Data quality issues need to be cleansed to make the report usable.	Confidence in the data.	March 2025
12.	Operational Efficiency	<p>LADOs have the right equipment to do the job:</p> <p>Office Space, Phones, Laptop / screens</p> <p>Problem Solving group to ensure efficiency.</p>	December 2024
13.	Strategy & Awareness	<p>Raising Awareness:</p> <p>Greater Alignment with the Front Door.</p> <p>Implementation of 2023 / 24 annual LADO report.</p> <p>Annual report will now be the LESAS for 24/25 and will include reporting on all safeguarding training & adult learning in education, report analysing quality assurance data from training.</p> <p>A review of specialist roles.</p> <p>Develop/ reintroduce formal annual schedule of events enabling Advisors to use their specialist knowledge to raise awareness (this may evolve and change as themes and trends become apparent).</p> <p>Using intelligence & data to target resources, training, and specialism.</p>	March 2025

		Implementation, review and update of Workforce development Plan. Implementation, review and update of Communication Plan.	
14.	Lead roles to be reviewed, following potential redesign	Specialist safeguarding leadership is provided: Current lead roles are in place for existing LADOs. To be reviewed as a team and informed by data which roles need to remain, and which others may benefit the Service.	March 2025
15.	LADO Quality Assurance Framework	LADO practice is systemically measured via the following framework. QA of the training offer. Observations of training. Evaluation of training to include an evaluation of new trainers. Feedback via TEP systems. Survey and feedback systems from all who experience training. Move the training arm to Power Bi. Education Safeguarding Alerts / reviews & feedback. Multi-Agency feedback. Surveys/ feedback from professionals in receipt of LESAS. Power Bi as a case management system. Peer Review National Agenda KPIs Audit Annual Report Complaints and compliments.	September 2025

14. APPENDIXES

Appendix 1:



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ADO%20Evaluation%

Appendix 2:



Appendix%202%20-
%20KSCMP%20Train

Gavin Swann and Graeme Southern

October 2024

From: Sue Chandler, Cabinet Member for Integrated Children's Services
Sarah Hammond, Corporate Director Children, Young People and Education

To: Children's, Young People and Education Cabinet Committee
21st November 2024

Subject: Private Fostering Annual Report 2024

Classification: Unrestricted

Past Pathway of report: Children's Assurance Board 11/09/2024

Future Pathway of report: None

Electoral Division: All

Is the decision eligible for call-in? N/A

Summary:

This report is a statutory requirement laid down in the National Minimum Standards for Private Fostering (July 2005). It provides an overview of referrals, assessment and support of privately fostered children referred to Kent Local Authority from 1st April 2023 to 31st March 2024, and awareness raising with the multi-agency partnership.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER and NOTE** the annual report and its recommendations for 2024-25.

1. Introduction

- 1.1 A Private Fostering arrangement is one 'made privately (without the involvement of a Local Authority) for the care of a child under the age of 16 (under 18, if disabled or under Homes for Ukraine Scheme) by someone other than a parent or close relative i.e., a grandparent, brother, sister, uncle, or aunt, whether of full or half blood or by marriage, or a stepparent. This is with the intention it should last for 28 days or more. The Local Authority maintains a duty under s44 of the Children Act 2004 (amendment to s67(1) Children Act 1989) to satisfy themselves the welfare of privately fostered children in their area are being satisfactorily safeguarded and promoted.
- 1.2 It has been a positive year for Private Fostering with audits showing an improvement in practice across Kent. The additional audits identified good practice, for example an increase in offering Social Work Assistants to ensure stability of arrangements for those children subject to Child in Need Plans or Child Protection Plans. The audits found that some of the regulatory checks required for a Private Fostering assessments were not completed prior to

approval and furthermore that there is room for improvement for visiting timescales.

2. Key Considerations

- 2.1 This 2024 report has identified a number of areas where our data systems need to support our developing practice to really understand the lived experience of our privately fostered children in Kent.
- 2.2 The report also identified a number of tasks for the Private Fostering Leads and services to build links with various partners including health and voluntary services as well as language and private schools in each area to improve communication and practice.

3. Background

- 3.1 The 2023 Private Fostering Annual Report raised 3 overarching areas of focus to improve practice: Continue to raise awareness of Private Fostering with partner agencies and wider community, develop Private Fostering practice across Integrated Children's Services **and** ongoing audit and monitoring of practice. All actions were achieved in the 12 month period with elements now forming part of regular cycles/expectations.

4. Conclusions

- 4.1 The number of children in Private Fostering arrangements is relatively small compared to the number of children open to services but they are an extremely vulnerable group. These children are not with their birth family; may speak another language and be far from home; may have limited oversight from professionals unless identified as privately fostered; and may go under the radar and be at risk, as a result. The challenge is to ensure that all children in these arrangements are identified and the arrangements are assessed to ensure children are safe. Therefore, awareness raising is vital for both practitioners within Integrated Children's Services and other agencies. We are committed to ensuring that privately fostered children are identified, assessed, supported, and safe within Kent, and ensuring they receive the same service as other children open to services. This includes ensuring that children have stability and permanency when these arrangements are identified as being long-term.

Recommendation(s):

The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER** and **NOTE** the content of the annual report.

10. Contact details *(please insert details below)*

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Kent County Council Private Fostering Annual Report April 2023- March 2024



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1. Introduction

- 1.1 This report is a statutory requirement laid down in the National Minimum Standards for Private Fostering (July 2005). It provides an overview of referrals, assessment and support of privately fostered children referred to Kent Local Authority from 1st April 2023 to 31st March 2024, and awareness raising with the multi-agency partnership.
- 1.2 A Private Fostering arrangement is one 'made privately (without the involvement of a Local Authority) for the care of a child under the age of 16 (under 18, if disabled or under Homes for Ukraine Scheme) by someone other than a parent or close relative i.e., a grandparent, brother, sister, uncle, or aunt, whether of full or half blood or by marriage, or a stepparent. This is with the intention it should last for 28 days or more. The Local Authority maintains a duty under s44 of the Children Act 2004 (amendment to s67(1) Children Act 1989) to satisfy themselves the welfare of privately fostered children in their area are being satisfactorily safeguarded and promoted.

2. Private Fostering Staffing Structure

- 2.1 Kent's Private Fostering work is undertaken within the Children's Social Work Service (CSWS), with the responsibility of assessment and support of privately fostered children sitting with district Children's Social Work Teams (CSWT's). To ensure appropriate oversight and safety of the Private Fostering arrangement, the Service Manager of the relevant CSWS approves Private Fostering assessments - the Private Fostering Arrangement Assessment Record (PFAAR) - following completion of statutory checks.
- 2.2 To support the consistency and quality of this work, Kent has a network of Private Fostering Leads (Social Workers, Senior Practitioners or Team Managers) and Business Support Leads across the county. They provide support, advice and guidance to Social Workers, as well as raise awareness and share good practice and learning within their districts. In October 2023, Early Help introduced Private Fostering Leads to increase their knowledge and understanding of Private Fostering to ensure that all arrangements were being identified and referred.
- 2.3 The county Private Fostering Lead is Anita Hiller, supported by Sarah Jenner, Social Work Standards Officer.
- 2.4 Strategic ownership for Private Fostering rests with Leemya McKeown, Assistant Director for Safeguarding, Professional Standards and Quality Assurance.

3. Actions completed since 2023-2024 Annual Report

3.1 All objectives from 2023 to 2024 were completed (see Table 1). Further information about activity throughout the year is included in sections 5, 6 and 7.

Table 1: Actions from 2023-2024

Action:	How:	Date completed
Continue to raise awareness of Private Fostering with partner agencies and wider community	Private Fostering Newsletter to be sent to partner agencies and wider community, including Education, Health, Language Schools and Faith organisations.	May 24
	Further focus to health professionals by contacting safeguarding leads in different sectors	Nov 23
	Promote Private Fostering Week to raise awareness with partner agencies	May 23
	Increase communication and links with language and private schools in each area	Ongoing work
	Advertise and provide virtual training for multi-agency partners from statutory and voluntary services. Training will be twice a year, booked via KSCMP	Twice yearly – May and Nov 23
Develop Private Fostering practice across Integrated Children's Services	Continue to provide access to Private Fostering training and relevant resources on the Kent Academy and Kent Procedures Online.	Ongoing
	Communities of Practice event	May 23
	Private Fostering promotion within induction and training programmes for new staff, Newly Qualified Social Workers, social work students on Step Up to Social Work programmes, Frontline and Apprenticeships	Dec 23
	Good Practice in Private Fostering Forums to be held with district Private Fostering Leads to discuss best practice and disseminate information. Private Fostering Leads to feed back to districts	Bi-monthly throughout the year
	Consultations available and advice given by Private Fostering Lead regarding complex Private Fostering Arrangements	As and when required

	Practice Development Bulletin and events during Private Fostering Week	May 23, yearly
	Business Support to monitor agency check requests and initial visit 'packs' which contain all necessary paperwork for proposed Private Foster carers to complete. Packs to include new Privacy Notice for Private Foster Carers.	Throughout the year
	Training for Business Support Assistants.	Dec 23
	Promotion of Private Fostering e-learning with the ICS workforce	Oct 23
	Work with Strengthening Independence Service to increase awareness	Dec 23
Ongoing audit and monitoring of practice	4 Private Fostering children to be included in each audit cycle, with moderations by moderators with Private Fostering experience	Throughout the year
	Additional audit of 10 privately fostered children to ensure the quality and consistency of practice, including identity and use of Social Work Assistant	Jan – Mar 24
	Review and improve reporting on Power Bi, to include reporting of ethnicity and nationality data, and virtual visits	Sept 23

4. Summary of data for 2023 – 2024

4.1 There were 98 different Private Fostering arrangements during 2023–2024. Of these 4 (3%) also had a Child Protection Plan and 26 (27 %) had a Child in Need Plan which overlapped with the arrangement during 2023-2024. The previous year 2% had a Child Protection Plan and 21% had a Child in Need Plan so there has been no significant change.

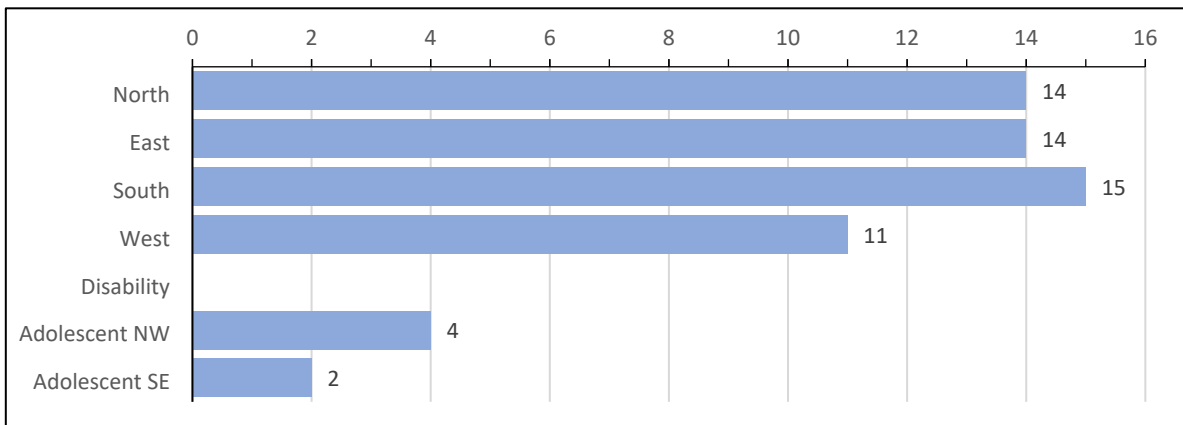
4.2 Notifications

In the year 2023-2024, there were 60 new Private Fostering notifications, a drop of 55% from the previous year and the lowest since 2014. Numbers of arrangements were expected to be higher this year as there had been an increase of international students in 2022-2023, sending figures to an overall high of 108 notifications. Figures were expected to continue increasing as confidence in travel continued following Covid. However, there was a decrease in students from Europe this year leading to lower Private Fostering notifications. The costs of travel, education and living costs have increased so this may

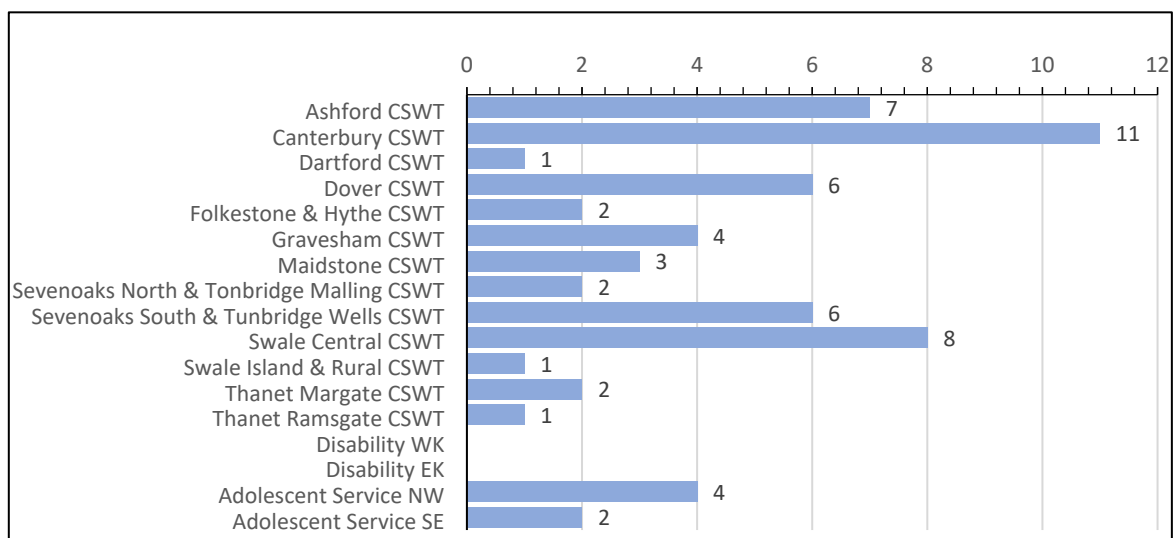
explain why this trend did not continue and students under 16 are choosing to stay for shorter periods than 28 days.

4.3 Graph 1 shows notifications by area and graph 2 notifications by service. Adolescent Service had low numbers of notifications compared to areas but the figures broken down into service show the differences are not that high. For the third year in a row the Strengthening Independence Service (recorded as Disability EK) did not have any Private Fostering arrangements. The services have a Private Fostering Lead who is promoting Private Fostering and the statutory requirements. This statistic would be an indication of arrangements not being identified in any other service but the significant needs of this group of children may make it difficult for them to be looked after by friends or family, so they are less likely to be privately fostered and more likely to access short breaks care or residential settings.

Graph 1 – Notifications Received by Area April 2023–March 2024



Graph 2 – Total PF Notifications by Received by Service April 2023–March 2024



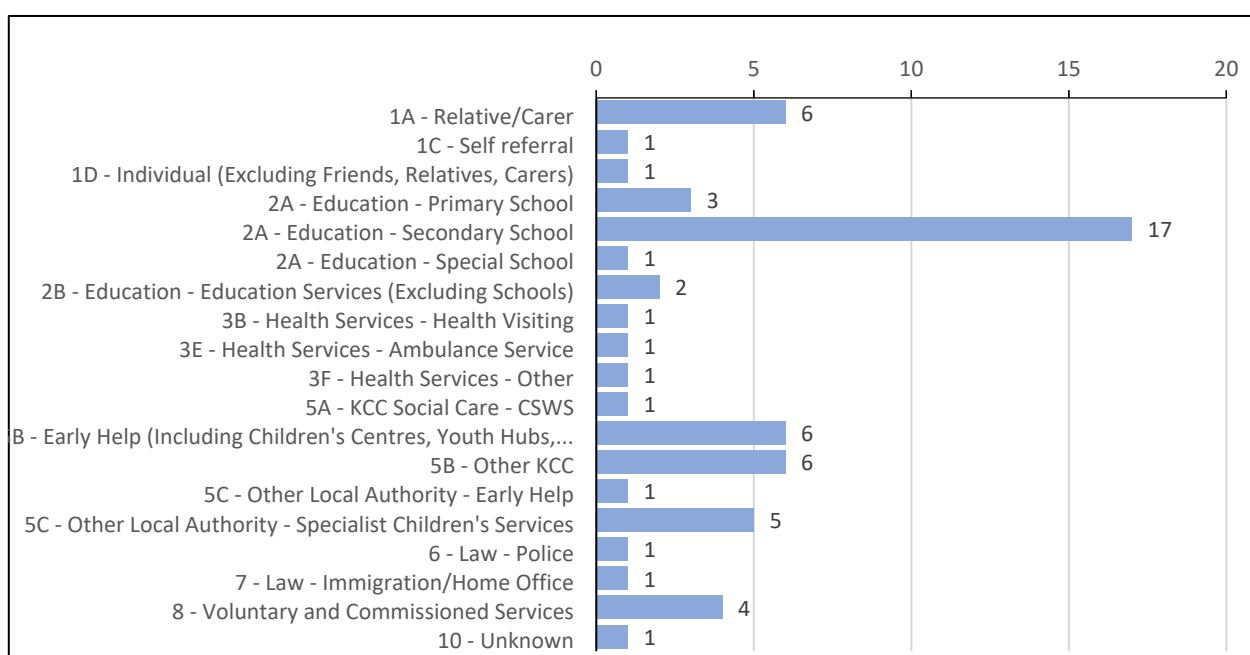
4.4 Source of Private Fostering Notification

Graph 3 shows the sources of all notifications. The largest number at 38% (23) came direct from education providers (secondary schools, English language schools, primary schools). This was similar to the previous year (42%). Generally, education is the highest source of notifications due to the combination of language students and secondary schools having access to information about adolescents not living at home.

4.5 There was a minor increase in referrals from a Relative or Carer (10% compared to 8%) and one self-referral.

4.6 Referrals from health providers are still lower than other organisations. This continues to be a focused area of awareness raising for 2024-2025. Health professionals are not entering homes like other professionals and therefore, are relying on children, parents of other carers reporting that a child is living in an arrangement which could be considered Private Fostering but it is important that they are able to recognise a Private Fostering arrangement.

Graph 3 – Notifications by Referrals source 2023 - 2024



4.7 Country of Birth

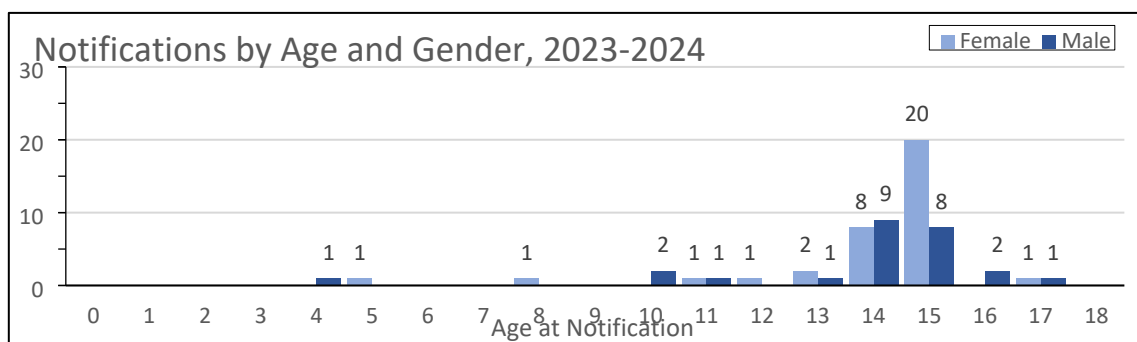
The majority of children are from the UK (40% from the UK, 32% in 2022-2023) and Europe.

4.8 The data collection on geographical ‘Country of Birth’ changed in December 2023 to ‘Nationality and Country of Birth’. This will ensure a greater understanding of where a child is from and ensure ethnicity is understood and considered in respect of the child’s lived experiences. As the method of capturing information changed this year, a year on year comparison is not possible. There will be a clearer picture for the year 2024-2025.

4.9 Age and Gender of Children at Notification

Graph 4 shows the breakdown of ages. Notifications were weighted towards the older adolescent age band of 12 to 15, with a higher ratio of females than males (58% compared to 42%). This is similar to previous years.

Graph 4 – Notifications by age and gender 2023 - 2024



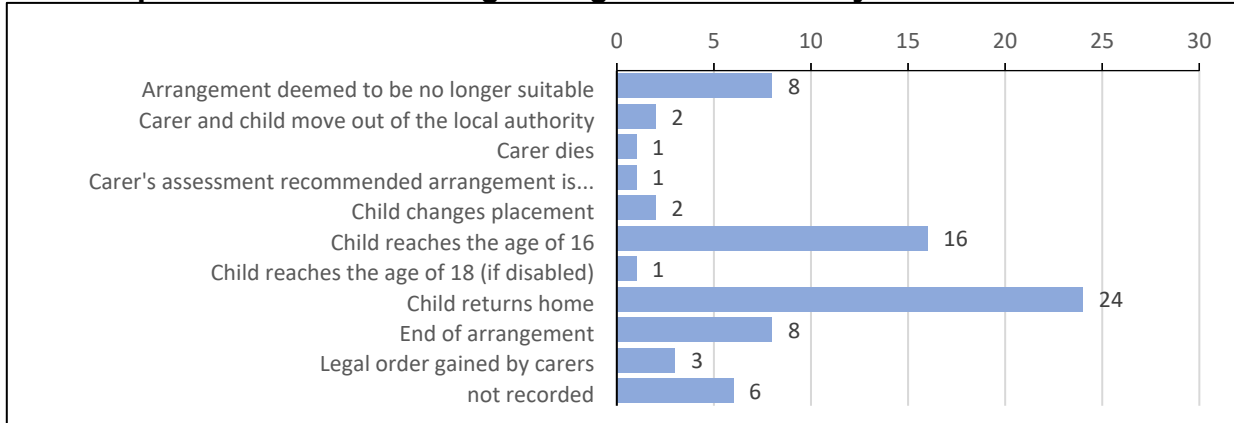
4.10 There were 7 notifications for children 11 years and younger, compared to 11 the previous year. Private Fostering arrangements are only suitable for younger children for a limited period of time. Stable permanent plans should be sought if there is no plan for the child to return home. This is monitored within moderations of audits and within the Good Practice in Private Fostering Forums.

4.11 Private Fostering Arrangements Ended

57 Private Fostering arrangements started from April 2023 to March 2024. The peak being July and September, linked with international students’ arrival into the country and those students who remained in boarding schools for over 2 weeks during school holidays, as these must be Private Fostering arrangements.

4.12 72 arrangements ended during the report period and the range of reasons is shown in graph 5. ‘Child returns home’ data will include international students returning to their country. It would be helpful to improve the data on children returning home so there is greater understanding of whether this is due to reunification work or some other reason. This will be part of the work with Management Information for 2024-2025.

Graph 5 – Private Fostering arrangements ended by reason 2023 - 2024



4.13 Children over 16 who have a disability should be subject to a Private Fostering arrangement until the age of 18. The current criterion for disability is based on the Strengthening Independence Service criteria but a recent safeguarding review has led to consideration about whether this criterion is being applied too rigidly and there may be some vulnerable children with Education Health Care Plans and mental health problems who would benefit from remaining open to services beyond 16. If not Private Fostering, there could be acknowledgement of the child's additional vulnerability and support could be provided under Child in Need procedures. Consent for support would be required under Child in Need. The Private Fostering Guidance has been updated to highlight the learning and vulnerability and this will be an area of further exploration and monitoring for 2024.

4.14 The data indicated that 8 of the arrangements ended as these were no longer deemed suitable, and 1 Private Fostering assessment concluded that the arrangement would not be suitable for the child. However, further exploration of the reasons for the arrangement ending showed that these arrangements ended for a variety of reasons and were not recorded correctly. The arrangement which ended following the assessment process resulted in a Prohibition Letter being issued. The child has moved to live with family out of county. Table 2 shows reasons for the arrangements ending.

Child	Age	Reason for end	Current status of child
Child 1	16	Application for Child Arrangements Order (CAO)	No longer in need of services
Child 2	15	PF Carer unable to continue for personal reasons	Living with family

Child 3	6	Application for CAO	No longer in need of services
Child 4	18	Application for Ukrainian child in resettlement scheme. Did not come to the UK.	In Ukraine
Child 5	16	Prohibition letter. PF carer unable to meet child's needs and deemed unsuitable for this PF arrangement.	Living with father in another local authority
Child 6	18	Application for Ukrainian child in resettlement scheme. Did not come to the UK.	In Ukraine
Child 7/8 Same child – 2 different arrangements	15	Child was due to come from China for education. Did not come initially and then mother came with him so PF arrangement did not go ahead. Now in a suitable PF arrangement.	Private Fostering arrangement while studying.
Child 9	17	Application for Ukrainian child in resettlement scheme. Did not come to the UK.	In Ukraine

4.15 Reporting of reasons why arrangements have ended needs to be accurate and social workers need to understand the importance of this.

4.16 Permanency

Permanency, stability and a feeling of belonging is important for children. Where the plan for a child is to be privately fostered long term, the gaining of a legal order takes away any ambiguity of the status of their arrangement or care provided. A legal order also observes the child's right to family life and least intervention. In 2023-2024, 3 legal orders were gained (1 more than 2022-2023), with two additional Private Foster Carers receiving financial support to seek legal advice and understand the implications of legal applications. Both have applied for Child Arrangements Orders for the children they are caring for.

4.17 The 5 arrangements leading to private law orders are low to the total number of privately fostered children. However, not all arrangements are suitable for considering long-term and the majority of arrangements are short-term

arrangements. The first consideration is always for children to return to their families, where appropriate and safe to do so. These are private arrangements between parents and Private Foster Carers and the Local Authority would signpost to possible orders. However, the Private Foster Carer would need to apply for a Child Arrangements Order directly to the Court and meet the cost of this.

- 4.18** Further analysis of the data shows that only 40% of the arrangements with have ended are children from the UK and the majority are older adolescents. There are limitations in the data in respect of arrangements ending but graph 5 indicates that only 31 children could have been considered for legal orders as all the other children either returned home or had arrangements end for other reasons. In-depth analysis is required to understand the age and circumstances of these children further to understand whether there are circumstances where we would want permanent arrangements to have been put in place.
- 4.19** Permanency is an agenda item within each Good Practice in Private Fostering Forum so this is a live discussion and it remains part of moderation discussions within audits. Accurate data and analysis are required to ensure we are addressing permanence and considering the suitability of these arrangements and in particular, for our younger children.

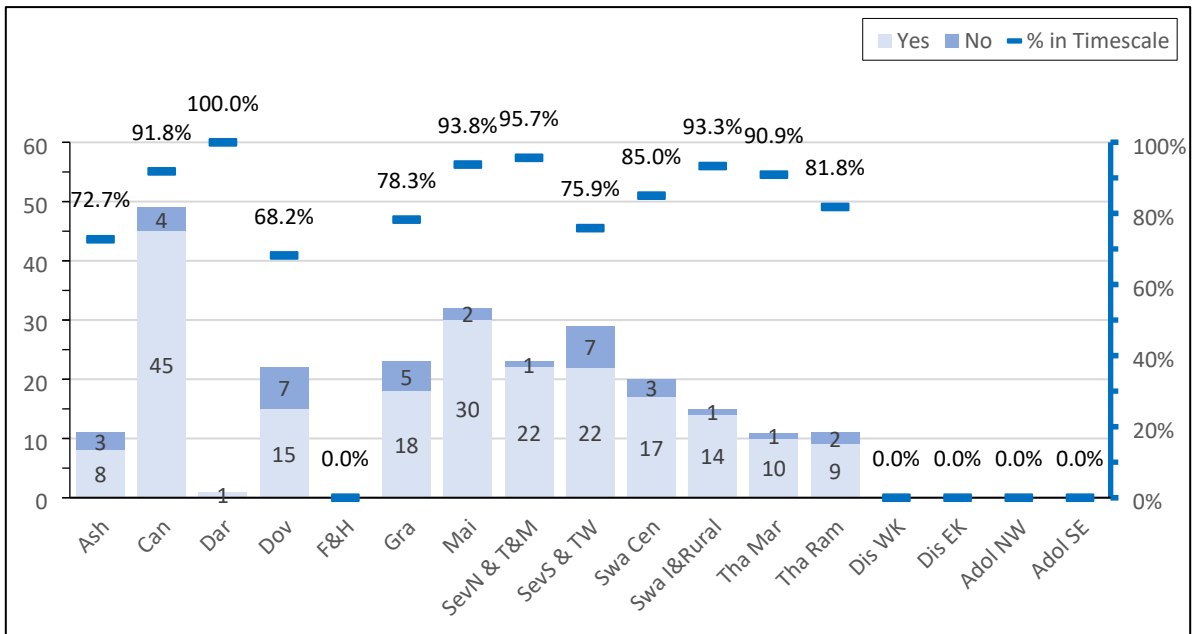
4.20 Ongoing Visiting Requirements (reg. 8 visits)

Each Private Fostering visit is recorded on a statutory Regulation 8 form. The target for visits to be completed within timescale in Kent is 90%. Children are visited 6 weekly within the first year and 12 weekly thereafter. The average percentage of visits within timescale over the 12-month period was 85%. A slight increase from 2023 (83%). The KPI is a rolling 12-month figure so overdue visits impact on average percentages for the whole year. This is particularly evident when notifications (expected 6 weeks prior to a Private Fostering arrangement starting) are for children who are not yet in the country and cannot be visited. This usually applies to foreign students or Ukrainian children waiting for a visa (60% of the arrangements). The assessments and statutory checks can be started but the child cannot be seen in person until arrival which is then out of the statutory timescale. The initial visit in person is required within 7 days of being in the arrangement, or within 24 hours if from Ukraine. The new case note 'Out of Country PF Communication' will help to identify the children that cannot be visited due to these circumstances, improving reporting of data.

Table 3 Reg 8 Visits by Area with % within Timescale

Service at Visit Date	Visit in Timescale		Total	% in Timescale
	Yes	No		
North	50	9	59	85%
East	64	7	71	90%
South	23	10	33	70%
West	74	10	84	88%
Disability	0	0	0	-
Adolescent NW	0	0	0	-
Adolescent SE	0	0	0	-
Total	211	36	247	85%

Graph 6 – Reg 8 visits by district (% in timescale on right axis)



4.21 Private Fostering is reported on PowerBI and the monthly scorecard. Percentages are discussed in the bi-monthly Forums. Further exploration of month-on-month figures shows a more accurate picture of visiting timescales within each area and by each District. It is noticeable Reg 8 visits are not recorded by the Adolescent Service in addition to the statutory Private Fostering visit. This is an area of development which the Private Fostering Lead will undertake with the Adolescent Service. The Adolescent Service Private Fostering Lead will support staff, alongside the Management Information Officer, to understand visiting requirements and recording on Liberi.

5. Private Fostering Awareness Raising 2023-2024

5.1 Multi-agency partners

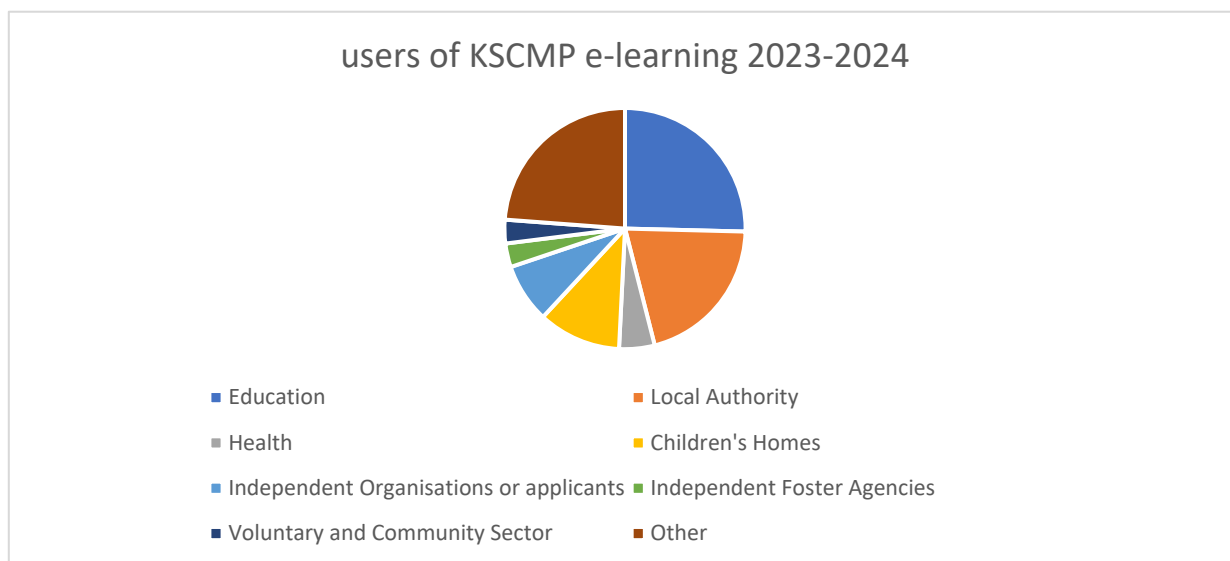
The Local Authority has a duty to promote and raise awareness of Private Fostering with partner agencies.

5.2 In May 2023, a Private Fostering Newsletter was circulated to partner agencies who may encounter children in Private Fostering arrangements, including English language schools, faith organisations and youth groups. The timing was linked to the promotion of Private Fostering week by Kent from 9th to 12th May. Following this Coram BAAF announced they were reinstating celebrating Private Fostering with a day in November 2023). Kent advertised the Coram BAAF events to partner agencies as well as within Integrated Children's Services.

5.3 The Practice Development Team provides two virtual training events per year for multi-agency partners, advertised through the Kent Safeguarding Children Multi-Agency Partnership (KSCMP). 12 participants attended the training on 12th May 2023 and 31 on 8th November 2023. The training included information about Private Fostering, the risks and vulnerabilities for privately fostered children, the duties and actions for external professionals as well as Children's Social Work Teams. In addition, there were speakers to talk about the Homes for Ukraine and Unaccompanied Minor Scheme. Participants at the event included Safeguarding Leads and Headteachers from primary and secondary schools, health practitioners, 2 faith organisations and colleagues from Integrated Children's Services.

5.4 KSCMP also provide a Private Fostering e-learning course and during the period 1st April 2023 to 31st March 2024 this was completed 63 times by Kent learners. (KSCMP share their system with Medway, so these figures are for learners who have accounts registered as being in Kent or Kent and Medway, but not those registered as a Medway only organisation). Chart 1 shows a breakdown of sectors who undertook the training.

Chart 1 – Pie chart showing breakdown of organisation type/sector for KSCMP e-learning



5.5 Additionally, awareness raising has taken place with language schools throughout the year.

5.6 Integrated Children’s Services

Good Practice in Private Fostering Forums continued bi-monthly throughout the year, chaired by the Private Fostering Lead. As of 1st April 2024, all service, including the Adolescent Service had a Lead. There is an expectation a representative from each Service attends the forums but there were some regular gaps in attendance, which were highlighted with the Service Managers to address. Early Help Unit Leads from three areas in Kent also attended the Good Practice in Private Fostering Forums from October 2023.

5.7 Agenda items at the Forums include trends and themes (including from audit findings), key performance indicators, challenging aspects of the work, and good practice examples. This helped inform changes to the Private Fostering resources, Liberi and the Private Fostering guidance. Information was disseminated back to services by the Leads and audits continued to indicate practice improvements throughout the last year.

5.8 The county Private Fostering Lead provides individual consultations and guidance to practitioners to help inform practice. The Lead maintains links with the County Team Manager for Ukraine Refugee Response and their Cultural Officer, which assists with ongoing learning, development and training.

5.9 Resources are continuously updated and promoted on Kent Academy. Guidance is regularly reviewed for Kent Procedures Online.

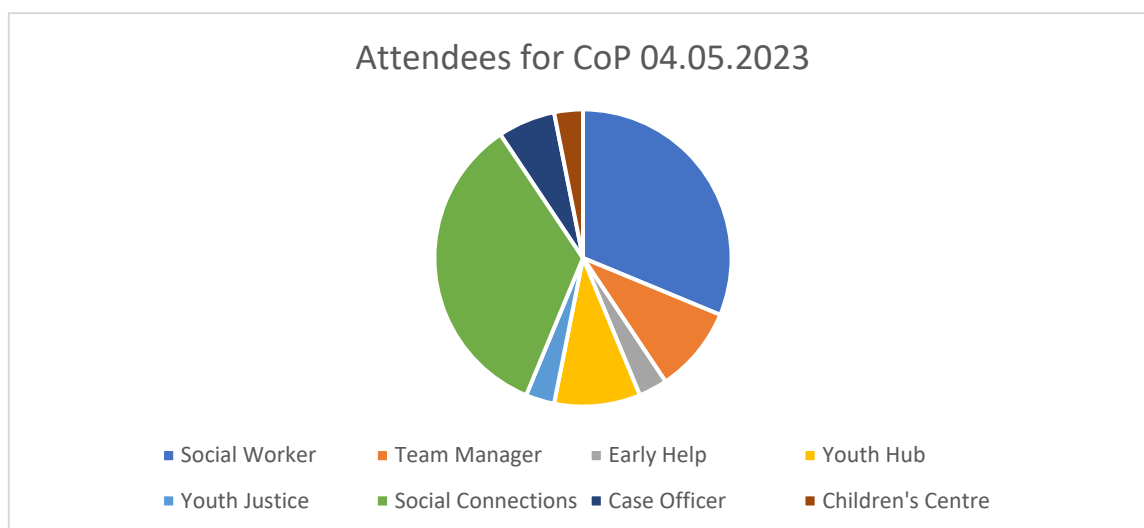
5.10 Awareness raising and work has been undertaken with Strengthening Independence Service to increase awareness.

5.11 Additional training for Integrated Children's Services

A Communities of Practice event was held on 4th May 2023 for Integrated Children's Services attended by 32 staff. 11 staff have since accessed the video. Attendance by job role is shown in chart 2. Roles with low attendance figures will be targeted in future.

5.12 A training session was also held in June 2023 for Newly Qualified Social Work staff and in February 2024 for the Front Door Service.

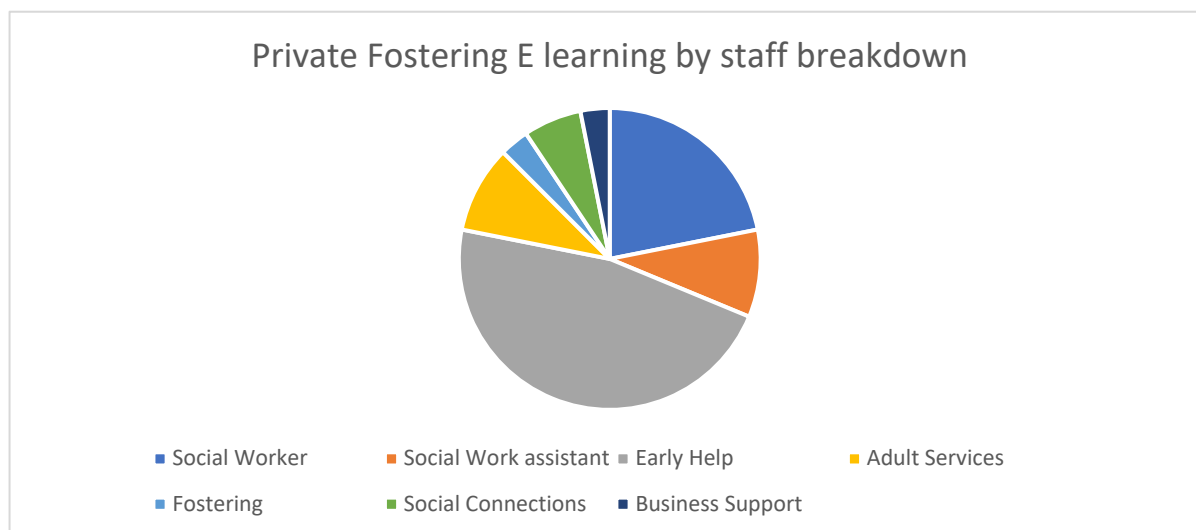
Chart 2 – Pie chart showing ICS staff roles at the Communities of Practice 04.05.2023



5.13 Kent Academy provides dedicated training and resources for Integrated Children's Services and 33 members of staff accessed the Private Fostering e-learning during 2023-2024 (one less than the previous year).

5.14 Generally, we need to promote training within Early Help, Youth Justice and Family Hubs to ensure awareness across all sectors of the workforce.

Chart 3 – Pie chart shows ICS staff professions accessing e-learning 01.04.23 – 31.03.24



5.15 A Practice Bulletin was created and circulated in May 2023 covering information about Private Fostering, expectations, developments and links to the guidance. This had 125 views up to April 2024.

5.16 Whilst it is positive that staff are engaging with ways to learn more about Private Fostering, the numbers of attendees or views are low in relation to the total workforce. However, staff have said at training events they are disseminating information amongst colleagues and access to learning continues to be promoted at Good Practice in Private Fostering forums. The grades from audits would appear to evidence this.

6. Audits

6.1 Private Fostering work is audited as part of the county audit process in line with other children receiving support from the Children’s Social Work Service. From April 2023 to March 2024 inclusive, 21 privately fostered children’s records were audited by the allocated districts. 1 was moderated by a Service Manager and 20 by the Private Fostering Leads in the Practice Development Team, given their in-depth knowledge of Private Fostering legislation and processes. Moderation is a valuable check on the quality of audits undertaken, as well as an opportunity for the Private Fostering lead to give informal training.

6.2 Audit analysis

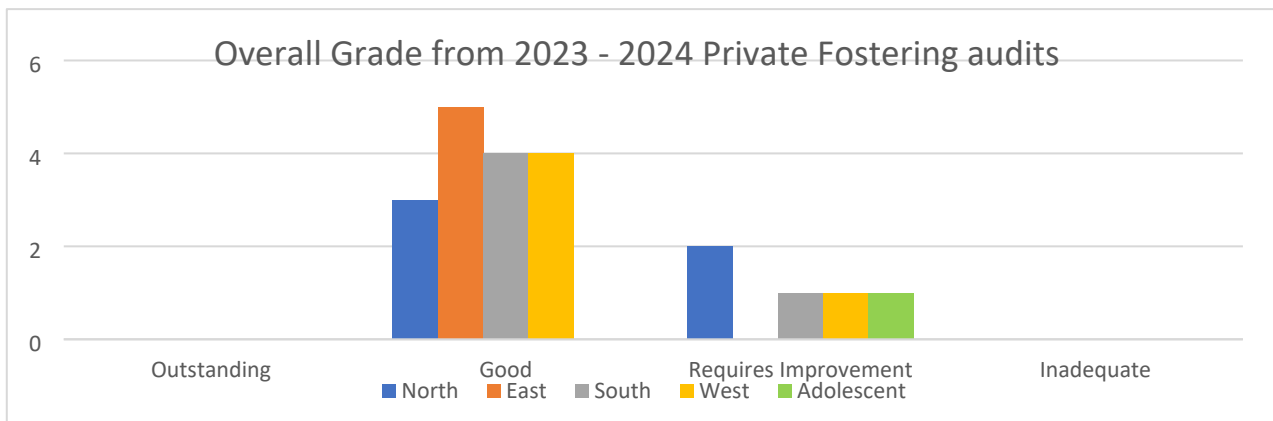
Audits showed an improvement in overall grades. Within the sections of the audit, assessment and child focused intervention had improved from last year. Management oversight was an area for improvement.

Table 4 – Grade comparisons from year to year

Percentage grades	2022-2023	2023-24
Good	57%	76%
Requires improvement	29%	24%
Inadequate	14%	0%

6.3 Chart 4 shows the breakdown for different areas and shows a strong focus on Private Fostering in East Kent. East Kent has a Service Manager lead for the area and internal meetings to promote PF within their districts. This has led to performance in East Kent being significantly better than other areas, as reported in previous reports. Other areas would benefit from replicating this system but numbers vary from area to area and are relatively low compared to children subject to Child in Need and Child Protection Plans.

Chart 4 – Table showing audit gradings broken down by Area



6.4 Additional audits

Ten additional audits were undertaken by the Private Fostering Lead in the Practice Development Service, to focus on recommendations from the 2022-2023 report. This included reviewing how identity was considered within assessments; support and plans; annual reviews; allocations of Social Work

Assistants for Child in Need and Child Protection; statutory checks and management oversight.

- 6.5** The audits were not graded but identified some areas of good practice and some areas of development.

6.6 Visits to children

6/10 of children were seen within 7 days. Of the 4 children not seen within timescale, only 1 had a rationale recorded as to why. It should be noted that there are a high number of children who cannot be seen due to them not being in the country, although this needs to be made clearer on the child's file.

- 6.7** Visits were completed within timescale for 7/10 children. All children should be seen within timescale to ensure they are safe in the arrangement.

- 6.8** 6/10 children were not seen alone and 1 was too young to see alone. To ensure children are able to speak freely and independently to the Private Foster Carer, they must be seen alone.

6.9 Assessments

8/10 assessments were not completed within timescale with 4/10 not having a completed DBS before being signed off. This is significant as a police check is not sufficient before signing off. This is being addressed through the Good Practice in Private Fostering Forums.

- 6.10** 2/4 annual reviews had not completed at the time of the check. District teams need to ensure reviews are completed in a timely manner.

6.11 Management Oversight

All assessments have been signed off by the Service Manager which demonstrates improved practice and oversight. However, Service Managers need to ensure all aspects of practice are reviewed when signing off to ensure social workers are complying with policy as key practice issues above were not always noted by the Service Manager. Some of the issues identified above but were not identified by Service Managers, e.g., DBS not received or Ofsted check, so a wider review of the file was not always undertaken.

- 6.12** 3/10 had no formal supervision recorded, although the files indicated management oversight at key points.

- 6.13** Exploration for culture and identity is an improving area, showing Social Workers are more curious about children and exploring how these impacts on the child. Work on culture and identity for all children has been undertaken across Integrated Children's Services.

6.14 For those children subject to a Child in Need or Child Protection Plan when they enter a Private Fostering arrangement, the district team must allocate a Social Work Assistant (SWA). There has been a significant improvement in Social Work Assistants being offered for support, allocated or rationales recorded about why one was not allocated or required.

6.15 One audit raised practice concerns which were addressed directly with the Service Manager. This was a complex set of circumstances for this child and advice had been sought by the district to the Private Fostering Lead previously. However, circumstances had become more complex and mother has moved into the home while concerns had been raised by another Local Authority regarding her care of the privately fostered child's sibling in mother's care.

6.16 Learning from the audits was shared at the Forums to be disseminated back to districts and will continue to be areas specifically addressed in training. There will also be general communication of the findings via the CYPE bulletin in June 2024, to remind all staff of their roles and responsibilities.

6.17 Future audits

Bi-monthly audits of 4 children who are privately fostered will continue as part of the audit cycle. additional dip-sample audits will take place. Themes will continue to be discussed at Good Practice in Private Fostering Forums and where grades are a concern, staff will be offered additional advice and training.

7. Systems

7.1 A Management Information Officer in the Management Information and Intelligence Team continues to work closely with district CSWT's to improve recording, reduce data errors, and ensure compliance with statutory requirements. The Management Information Officer attends the Good Practice in Private Fostering Forums and training events and offers one-to-one support to practitioners. In 2023, MI created "bitesize" videos to help understand the Private Fostering pathway on Liberi.

7.2 The Liberi Operational Group approved three key changes in December 2023 to enable more sophisticated data collection, including around the circumstances leading to Private Fostering and to inform work around culture and identity.

Out of Country PF Communication. This case note is now used to record contact with the child/young person when a visit to them is not possible due to them being out of the country. It replaced Initial Visit – virtual (Private Fostering) as the rationale is self-explanatory.

A new mandatory question has been added to the PFAAR – Reason for Private Fostering. This has a picklist for answers to help understand the reason for the arrangement. This will help when looking at trends and understanding the increase and decline e.g., if linked to language students.

Place of birth (by geographical region) has been replaced by Nationality and Country of Birth in the PFAAR. This will assist when considering identity within assessments, the plan for the child and support for a Private Foster carer.

8. Summary

- 8.1** The number of children in Private Fostering arrangements is relatively small compared to the number of children open to services but they are an extremely vulnerable group. These children are not with their birth family; may speak another language and be far from home; may have limited oversight from professionals unless identified as privately fostered; and may go under the radar and be at risk, as a result. The challenge is to ensure that all children in these arrangements are identified and the arrangements are assessed to ensure children are safe. Therefore, awareness raising is vital for both practitioners within Integrated Children's Services and other agencies. We are committed to ensuring that privately fostered children are identified, assessed, supported, and safe within Kent, and ensuring they receive the same service as other children open to services. This includes ensuring that children have stability and permanency when these arrangements are identified as being long-term.
- 8.2** It has been a positive year for Private Fostering with audits showing an improvement in practice across Kent. The additional audits identified good practice, for example an increase in offering Social Work Assistants to ensure stability of arrangements for those children subject to Child in Need Plans or Child Protection Plans. It was concerning to find that some regulatory checks required for a Private Fostering assessments were not completed prior to approval and there is room for improvement for visiting timescales.
- 8.3** The current trajectory for improvement will continue with further promotion, training, auditing, systems improvements and advice offered to district social work teams and practitioners in other services, such as Early Help.

8.4 This report has identified a number of areas where data systems need to support our collection of data to really understand the practice in Kent and understand our lived experience of our privately fostered children. This will include work with our Management Information and Intelligence Team but also, work with our social work teams to ensure children are seen alone.

8.5 The action plan highlights the work which needs to continue over 2024-2025.

9. Next Steps Plan

9.1 See next page

	Objectives 2024 - 2025	Responsible person	Complete by
1	Continue to raise awareness of Private Fostering (PF) with partner agencies and wider community		
1.1	Advertise and provide virtual training for multi-agency partners from statutory and voluntary services. Training will be twice a year, booked via KSCMP with one coinciding with Coram BAAF Private Fostering day. Build training into Family Hubs Workforce Development Plan.	PF Lead / KSCMP	Bi-annual June 2024 Nov 2024
1.2	Share Private Fostering Week events, including Coram BAAF activities	PF Lead	May to Nov 2024
1.3	Focus on increasing health professionals' awareness by contacting safeguarding leads in different sectors. The new Practice Framework Roadshows to multi-agency partners will include a focus on Private Fostering.	PF Lead	Starting Sept 2024
1.4	Build links with language and private schools in each area to improve communication and practice. Utilise current newsletters and organisations such as Education Safeguarding Service and British Council.	PF Lead	July – Dec 2024
1.5	Private Fostering Newsletter to be sent to partner agencies and wider community, including Education, Health, Language Schools and Faith organisations	PF Lead	Nov 2024
2	Develop Private Fostering practice across Integrated Children's Services		
2.1	Highlight in CYPE bulletin practice expectations and statutory requirements for Private Fostering and link to updated guidance.	PF Lead	June 2024

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2.2	Consider Private Fostering post 16 in respect of disability and widening to ENCP/mental health. Give clear direction to district social work teams.	PF Lead to liaise with senior managers	June 2024
2.3	Good Practice in Private Fostering Forums to be held with district Private Fostering Leads to discuss best practice, learning from audits and data and disseminate information. Private Fostering Leads to feed back to districts.	PF Lead and District Leads	Bi-monthly
2.4	Continue to review and highlight if absences from the Good Practice in Private Fostering Forums with Service Managers and link with data/audit findings	PF Lead	As and when required
2.5	Consultations available and advice given by Private Fostering Lead regarding complex Private Fostering Arrangements	PF Lead	As and when required
2.6	Provide Private Fostering Bulletin and Communities of Practice event during Private Fostering Week.	PF Lead	Nov 2024
2.7	In conjunction with Private Fostering Business Support leads, provide training for Business Support colleagues.	PF Lead	Dec 2024
2.9	Continue to promote Private Fostering training and relevant resources on the Kent Academy and Kent Procedures Online.	PF Lead	2024-2025
2.10	Private Fostering promotion within induction and training programmes for new staff, Newly Qualified Social Workers, social work students on Step Up to Social Work programmes, Frontline and Apprenticeships.	Team Managers/ district Leads / ASYE and student programme co-ordinators	Throughout 2024-2025

2.11	Liaison with specific services regarding identifying PF – Adolescent Service, Strengthening Independence. This may include visits to service meetings.	PF Lead	Throughout 2024-2025
2.12	Exploration of top tips sheet or built in checklist within the PFAAR for Service Managers to assist with checks prior to signing off assessment.	PF Lead	Sept 2024
2.13	Improve recording of Regulation 8 visits, especially within services where this is poor, e.g., Adolescent Service. This will be through the visits to service meetings, within awareness raising/moderations/Good Practice in Private Fostering Forums, and COP in Private Fostering Week.	PF Lead and Practice Development Team	Throughout 2024-2025
2.14	Legal briefing session on achieving permanence to incorporate children in private arrangements, such as Private Fostering.	Legal Briefings Co-ordinator	Dec 2024
3	Ongoing practice monitoring		
3.1	4 Private Fostering children to be included in each audit cycle, with moderations by moderators with Private Fostering experience	Management Information Team	2024-2025
3.2	Via Power Bi review completion of ethnicity, country of birth, regulatory and out of country visits and highlight and address any gaps	PF Lead / Management Information	2024-2025
3.3	Work with Management Information and Intelligence to: Improve PF pathway on Liberi to capture data Ensure more in-depth analysis of reasons why arrangements end Improve reporting of timescales for visits and assessments Capture information about prohibitions and disqualifications Understand data on nationality and country and correlate this to initial visits to report separately regarding Kent children and international students or Ukrainian nationals. Capture and monitor child seen alone data.	PF Lead / Management Information	Oct 2024

3.4	Further analysis required to understand and report on initial visits to children within Private Fostering arrangements. Changes to Liberi already made will support this but further work is required to improve reporting.	PF Lead / Management Information	Oct 2024

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From: Sue Chandler – Cabinet Member for Children, Young People and Education (Integrated Children’s Services)
 Rory Love – Cabinet Member for Children, Young People and Education (Education and Skills)
 Sarah Hammond – Corporate Director of Children, Young People and Education

To: Children’s, Young People and Education Cabinet Committee – 21 November 2024

Subject: **COMPLAINTS AND REPRESENTATIONS 2023-24**

Classification: Unrestricted

Previous Pathway of Paper: None

Future Pathway of Paper: None

Electoral Division: All

Summary: This report provides information about the operation of the Children Act 1989 Complaints and Representations Procedure in 2023/24 as required by the Statutory regulations. It also provides information about the ‘non-statutory’ social care complaints and complaints received about Education Services.

Recommendation: The Children’s, Young People and Education Cabinet Committee is asked to **CONSIDER** and **COMMENT** on the contents of this report.

1. Introduction

- 1.1 This report provides detailed information about complaints and other representations received across the whole of the Children Young People and Education Directorate (CYPE).
- 1.2 There is a statutory requirement on the directorate to operate a robust complaints procedure for children, and those who are eligible to make a complaint on their behalf, about the social care services they receive. The statutory complaints procedure is designed to ensure the rights and needs of the child are at the heart of the process and that young people’s voices are heard. Children in Care in Kent are advised how to make a complaint and are informed of their right to access the advocacy service.
- 1.3 The statutory requirement to produce an annual complaints report in respect of children’s social care services is included in the Children Act 1989 Representations Procedure (England) Regulations 2006. The Regulations are specific about the type of information which must be included in this annual report.

- 1.4 Complaints about children's social care services that meet published criteria are considered under the Children Act statutory complaints procedure. However, complaints which meet the eligibility criteria but cannot be progressed formally because of concurrent legal proceedings (in family and/or criminal court), active child and family assessment, or an active child protection enquiry, are progressed as an informal 'representation'. A 'representation' ensures that the concerns of the eligible child, parent or carer can be taken into consideration by the social care team without a risk of being prejudicial to the relevant concurrent proceedings. All informal representations are recorded on the complaints database, and where appropriate, on the child's social care record.
- 1.5 Functions excluded from the complaint procedure include multi-agency child protection decisions and decisions made in a court of law. Complainants are advised of the alternative routes available for challenging such decisions. Complaints which fall outside of the scope of the statutory complaints' procedure are considered under the KCC corporate complaints procedure, these include complaints about SEN and other non-social care services. All complainants, and those making representations, are routinely advised of their right to challenge the decision of the Council via the Local Government and Social Care Ombudsman.
- 1.6 Complaints which do not fall within the scope of either the corporate complaints procedure or the statutory Children Act procedure are handled as 'Enquiries' and customers are advised of alternative routes to progress their concerns, for example appeals processes, safeguarding referrals and school complaints.
- 1.7 Issues raised by Members of Parliament (MP) and Elected Members on behalf of constituents are registered and responded to as 'Member Enquiries'. However, if there is an active complaint, or the most appropriate way to address the concerns would be to progress them as a formal complaint, then the elected representative is advised of this course of action and subsequently provided with a copy of the complaint response when it is provided to the constituent/complainant.

2. Representations received

Table 1 - Representations received for CYPE Directorate

Type of Record	2020/21	2021-22	2022-23	2023-24	Direction of travel from 2022/23
Children Act complaint	48	57	30	22	↓27 %
Corporate complaint	792	981	1210	1119	↓8 %
Representation ⁽¹⁾	3	10	0	0	
Member Enquiry	386	524	739	640	↓13 %
Enquiry	252	227	288	625	↑117 %
Comment	43	42	36	21	↓42 %
Compliment	78	90	39	42	↑8 %
Total complaints	840	1038	1240	1141	↓8%
Total all representations	1602	1931	2342	2469	↑5%

(1) 'Representation' – until 2018 this category was used for all complaints not eligible to progress through the formal complaint process. Complaints not eligible for progression are now rejected at the assessment stage, and this category is only used for cases that are eligible, but legal or statutory processes prevent them being progressed as formal complaints under the Children Act.

- 2.1 The total number of complaints and representations received increased by 5% in the year 2023-24, although formal complaints decreased by 8%. The opening of several new reception centres for Unaccompanied Asylum-Seeking Children contributed to an increase in the number of 'enquiries' received. The above table does not include rejected or withdrawn complaints, of which there were an additional 461 cases in 2023-24.
- 2.2 The volume of Member Enquiries has reduced slightly, down 13% from the previous year. A proportion of customers have continued to pursue several different routes to seek resolution to their issues and concerns.
- 2.3 Whilst it is important to record the volume of complaints received, performance cannot be measured against this figure. Anybody who receives a service from KCC has a right to submit a complaint if they are dissatisfied with that service. However, performance can be measured by the percentage of those complaints subsequently upheld, either in full or part. Section 4 of this report provides an analysis of complaints received, with Tables 8 and 10 focusing on the key themes raised and the proportion of those that were upheld either in full or part.

Table 2 - Representations received by type and service/division

Type of record	Integrated Children's Services	Education Planning and Access	SEN	Disabled Children's Service	Other*	Total
Children Act complaint	12	0	0	10	0	22
Corporate complaint	384	145	553	35	2	1119
Representation	0	0	0	0	0	0
Member Enquiry	85	132	396	24	3	640
Enquiry	194	76	332	19	4	625
Comment	7	14	0	0	0	21
Compliment	16	14	9	1	2	42
Total complaints	396	145	553	45	2	1141
Total representations	698	381	1290	89	11	2469
% complaints received	35%	13%	48%	4%	<1%	

*Corporate Director's Office, and Commissioning

- 2.3 In 2023-24 there were an additional 425 complaints/enquiries received but not progressed. Of these, 439 were rejected at assessment stage, for the reasons identified below, and 22 were subsequently withdrawn by the customer.

Table 3 – Rejected complaints

Reason for complaint rejection	Number	% of total
Duplicate complaint	134	31%
Complaint subject to legal proceedings	85	19%
Representative not authorised to act on behalf of client	76	17%
Complaint for another organisation	40	9%
Customer refused to provide name and address	34	8%
Ongoing social care assessment	19	4%
Appeal not a complaint	17	4%
Service request not a complaint	8	2%
Complaint about an issue more than 12 months old	8	2%
Enquiry not a complaint	7	2%
Customer declined to provide sufficient information to be able to investigate	5	1%
Complaint about council's legal or professional opinion	2	<1%
Same complaint already dealt with at all stages	1	<1%
Same complaint already investigated by the Ombudsman	1	<1%
Signposted to Ombudsman	1	<1%
Forward to public body	1	<1%
No. of complaints rejected	439	

Table 4 - Method of receipt – all representations

Method of receipt	Number	% of total
Email	1393	56%
Self service	520	21%
Contact Centre	246	10%
Telephone	206	8%
Contact via MP/Member	76	3%
Post	19	<1%
Face to face	4	<1%
Comment Card	2	<1%
Contact via Corporate Director	1	<1%
Premature Ombudsman	1	<1%
Online	1	<1%
Total	2469	

3. Consideration of complaints

- 3.1 Dependent on what is being complained about, there is a legal requirement to handle complaints from Looked After Children and Children in Need, or those eligible to make a complaint on their behalf, through the three-stage procedure specified in the Children Act 1989 Representations Procedure (England) Regulations 2006.
- 3.2 The three stages for the statutory Children Act complaints procedure are:
- Stage 1 - Local Resolution (up to 20 working days)
 - Stage 2 - Independent Investigation (up to 65 working days)
 - Stage 3 - Independent Review Panel (30 working days)
- 3.3 The KCC complaints procedure consists of two stages:
- Step 1 – Local Resolution (up to 20 working days)
 - Step 2 – Director Review (up to 20 working days)
- The final stage for both procedures is escalation to the Local Government and Social Care Ombudsman.
- 3.4 The following table shows the number of Children Act complaints dealt with at each stage.

Table 5 – Children Act complaints requested and accepted at each stage

Stage	2020/21	2021/22	2022/23	2023/24	Direction of travel from previous year
Stage 1 – Local Resolution	48	57	30	22	↓27%
Stage 2 – Independent Investigation	9	9	4	10	↑150%
Stage 3 – Independent Review Panel	1	10	1	1	↔

- 3.5 The number of complaints accepted and handled through the statutory Children Act complaints procedure decreased by 27% from the previous year. There is no clear identifiable reason for less complaints being received and progressed under the statutory Children Act complaints procedure. Several cases were identified, both through team auditing and via feedback from the Ombudsman, to have been incorrectly progressed as corporate complaints when they met eligibility criteria for consideration under the statutory Children Act complaints procedure. Consequently, further training has been provided to Complaints Advisers on triaging/assessing new complaints and identifying those that should be progressed under the statutory complaints procedure.
- 3.6 Triaging new cases involves giving consideration to who is making the complaint, the type of issues being raised, and when the issue being complained about occurred. Complaints which do not relate to an alleged injustice to an eligible child or young person are progressed through the corporate complaints' procedure.
- 3.7 Complainants are encouraged to allow the local social care team an opportunity to resolve their concerns before requesting progression as a formal complaint. This is particularly the case where it appears that services have not been afforded an opportunity to address matters locally before being raised as a formal complaint. Such cases are recorded as 'enquiries', and most are resolved successfully without the need to then progress as a formal complaint.
- 3.8 The two main reasons requests were received for progression to Stage 2 of the statutory procedure, were because the customer disagreed with the outcome of Stage 1, or not all issues had been appropriately addressed at Stage 1. One Stage 3 Review Panel was requested in the reporting period for 2023/24.
- 3.9 Customers who approach the Local Government and Social Care Ombudsman without first completing all stages of the complaints process are usually referred back to the Council by the Ombudsman. As a matter of course, customers are advised how they can escalate their complaint if they are dissatisfied with the outcome at each stage of the process.

4. Analysis of complaints

4.1 Integrated Children's Services and Disabled Children's Service

Table 6 - Complaints received by service

Service	No. received	% of total complaints	Snapshot of relative service caseload as of 31/3/24	% of complaints as a proportion of service caseload
Children's Social Work Services	236	54%	6615	4%
Children with Disabilities	45	10%	1429	3%
Children in Care	41	9%	1671	2%
Early Help & Preventative Services	30	7%	2725	1%
Front Door Service	27	6%	50506^	<1%
UASC	17	4%		
18+ and Care Leaver's Service	15	3%	1893	<1%
Other (including countywide issues)	9	2%	n/a	n/a
Fostering Service	8	2%	636	1%
Adoption Service	7	2%	106	7%
Safeguarding & QA Service	6	1%	3138	<1%
Total number complaints received	441			

^number of contacts made to Front Door Service (includes Out of Hours Service)

Table 7 - Complaints received by customer type

Customer	Total	% of total complaints
Parent	338	77%
Other customer (incl. providers/professionals)	40	9%
Family member	21	5%
Foster carer	16	4%
Care leaver/leaving care	8	2%
Adoptive parent/prospective adoptive parent	8	2%
Child in care	6	1%
Carer (grandparent/special guardian)	3	<1%
Child or young person (not in care)	1	<1%
Total number of complaints received	441	

Table 8 - Key themes and outcomes from complaints received

	No. received	No. Upheld/ part upheld	% upheld/part upheld
Communication issues <i>(e.g. delays or failure to communicate, quality of communications, incorrect information/advice given)</i>	86	40	47%
Equalities and regulatory issues <i>(e.g. discrimination, data protection issues, health and safety)</i>	32	16	50%
Issues with service <i>(e.g. delays or failure to do something, quality of service, cancellation or withdrawal of a service)</i>	229	100	44%
Policy and procedure issues <i>(e.g. procedures not followed, disagree with policy or procedure, disagree with decision)</i>	59	16	27%
Staff conduct	72	31	43%
Total number of issues raised	478	203	42%

- 4.2 There is no direct correlation between the number of complaints received and the number of services or issues being complained about. This is due to the multi-faceted and often complex nature of some complaints which can span multiple services.
- 4.3 Overall, 42% of complaints received against Integrated Children’s Services and Disabled Children’s Services were either upheld in full or part. This is an increase from 36% in the previous year, indicating a possible decline in the quality of services provided or an increase in client expectations.
- 4.4 The majority of complaints received and progressed through the statutory Children Act complaints procedure were in relation to the disabled children’s services. Many of these were disputed outcomes, where parents believed that their children were eligible for support from the service.
- 4.5 Eight complaints were received from children and young people who are either in care, transitioning from care, or who have already left the care of KCC. We also received one complaint from a young person who receives services under s17 of the Children Act, as a child in need.
- 4.6 The following are key themes raised in complaints from children and young people who are currently in or leaving the care of KCC:

Communication – 3 received (3 upheld)
 Disagreement with decision – 4 received (1 partly upheld, 3 not upheld)
 Delay in doing something – 1 received (1 not upheld)
 Failure to do something – 3 received (1 upheld, 1 partly upheld, 1 not upheld)
 Service issues – 1 received (1 not upheld)
 Staff conduct – 1 received (none upheld)

4.7 Education Planning & Access, and SEN

Table 9 - Complaints received by service

Service	No. received	% of total complaints	Snapshot of relative service caseload as of 31/3/24	% of complaints as a proportion of service caseload
Special Educational Needs (SEN)	531	79%	19,736	3%
Home to School Transport	44	7%	13,996	<1%
Community Learning & Skills	63	9%	22,194	<1%
Fair Access	37	5%	16,188	<1%
Area Education Officers	0	0%	600	n/a
Planning and Access	1	<1%		n/a
Total no. complaints received	676			

Table 10 - Key themes and outcomes from complaints received – Education

	No. received	No. Upheld/ part upheld	% upheld/part upheld
Communication issues <i>(e.g. delays or failure to communicate, quality of communications, incorrect information/advice given)</i>	27	16	59%
Equalities and regulatory issues <i>(e.g. discrimination, data protection issues, health and safety)</i>	5	0	0%
Issues with service <i>(e.g. delays or failure to do something, quality of service, cancellation or withdrawal of a service)</i>	81	45	56%
Policy and procedure issues <i>(e.g. procedures not followed, disagree with policy or procedure, disagree with decision)</i>	29	9	31%
Staff conduct	5	3	60%
Total number of issues raised	147	73	50%

Table 11 - Key themes and outcomes from complaints received – SEN

	No. received	No. Upheld/ part upheld	% upheld/part upheld
Communication issues <i>(e.g. delays or failure to communicate, quality of communications, incorrect information/advice given)</i>	161	87	54%
Equalities and regulatory issues <i>(e.g. discrimination, data protection issues, health and safety)</i>	2	2	100%
Issues with service <i>(e.g. delays or failure to do something, quality of service, cancellation or withdrawal of a service)</i>	483	210	43%
Policy and procedure issues <i>(e.g. procedures not followed, disagree with policy or procedure, disagree with decision)</i>	33	13	39%
Staff conduct	4	2	100%
Total number of issues raised	683	314*	46%*

*At the time of writing the report the outcome from 333 reported issues remained outstanding

Top five issues raised against the SEN service (with known outcome*):

1. **Delay in doing something** – 169 complaints were received, of which 56% were upheld either partially or in full.
2. **Failure to do something** – 92 complaints were received, of which 52% were upheld either partially or in full.
3. **Failure to communicate** – 84 complaints were received, of which 74% were upheld either partially or in full.
4. **Quality of service delivered** – 52 complaints were received, of which 60% were upheld either partially or in full.
5. **Delay in communicating** – 35 complaints were received, of which 66% were upheld either partially or in full.

4.8 Complaints about schools are managed within each school’s own complaints procedure and some disagreements, for example, disputes relating to Education Health and Care Plans, are considered through the appropriate appeals route, including statutory tribunal.

4.9 In 2023-24, there were 145 Education complaints received and progressed, a 62% decrease from 235 in 2022-23. Of these, 50% were upheld either partially or in full, an increase from 44% in 2022-23.

4.10 In comparison, 531 complaints were received and logged for Special Education Needs (SEN), a 0.5% decrease from 2022/23, and a cumulative increase of 96%

from 271 received in 2020/21. Of the complaints received in 2023/24, 46% were upheld in part or full. A decrease from 68% 2022/23. This figure is not an accurate reflection of the outcome of complaints. At the time of writing the report, 333 issues reported in SEN complaints were yet to have an outcome recorded. These complaints form part of a backlog of overdue SEN complaints.

5. Complaints considered by the Local Government and Social Care Ombudsman

- 5.1 The number of complaints heard at Ombudsman level increased for the directorate in 2023/24 by 54%.
- 5.2 A total of 186 complaints were received by the Local Government and Social Care Ombudsman in 2023/24 relating to services provided by the Children, Young People and Education directorate. Of these, 62 resulted in further detailed investigation by the Ombudsman, 90% of those being investigated were upheld against Kent County Council, in improvement on the directorate's performance of 95% the previous year.
- 5.3 The Ombudsman has noted that the way in which they choose which complaints they will investigate has changed, leading to a higher number of complaints being upheld vs not upheld. The below is the Ombudsman's explanation of the change.
- 5.4 *"Over the past two years, we have reviewed our processes to ensure we do the most we can with the resources we have. One outcome is that we are more selective about the complaints we look at in detail, prioritising where it is in the public interest to investigate. While providing a more sustainable way for us to work, it has meant that changes in uphold rates this year are not solely down to the nature of the cases coming to us. We are less likely to carry out investigations on 'borderline' issues, so we are naturally finding a higher proportion of fault overall. Our average uphold rate for all investigations has increased this year and you may find that your organisation's uphold rate is higher than in previous years. This means that comparing uphold rates with previous years carries a note of caution. Therefore, we recommend comparing your authority's uphold rate with that of similar organisations, rather than previous years, to better understand performance."*

Table 12 – Local Government and Social Care Ombudsman involvement

	Detailed investigation		Closed*	Premature	Total
	Upheld	Not upheld			
Children’s Social Work Services	12	1	23	3	39
Kent Test/ School Admission appeals	3	1	8	0	12
Home to School Transport/Free School Meals	0	1	3	0	4
SEN	41	3	14	41	99
The Education People	0	0	0	0	0
Community Learning and Skills	0	0	1	0	1
Closed by LGSCO – not sent to KCC	0	0	3	28	31
Total	56	6	52	72	186

**out of jurisdiction/no further action or withdrawn*

- 5.5 The Local Government and Social Care Ombudsman found fault with 56 complaints relating to the Children Young People and Education directorate in 2023/24. Examples of Ombudsman findings from each relevant division are attached at Appendix A.

6. Advocacy services provided under these arrangements

- 6.1 The Council has a statutory obligation to offer independent advocacy services to any eligible child or young person wishing to make a complaint under the Children Act complaints procedure.
- 6.2 A change was made to Kent’s advocacy arrangements on 1 April 2015 so there is one point of contact for independent advocacy for all children and young people in Kent wishing to make a complaint, irrespective of their status as Children in Need, Children in Care, subject to a Child Protection Plan, or as Care Leavers. The advocacy service in Kent is provided by the Young Lives Foundation and has been since 1 April 2015.
- 6.3 In 2023-24 a total of 9 complaints were received from young people. It is a positive point to note that 4 young people made a complaint without the support of an independent advocate, this would indicate that they felt empowered and confident about raising their concerns. Whilst it is right that children and young people have access to the support of advocates, in recent years there has been an emphasis on advocates supporting young people in trying to resolve their concerns rather than going direct to the complaints procedure.

7. Compliance with timescales

Table 13 – Response performance – Integrated Children’s Services

Procedure/stage	No. of responses made	No. of responses in timescale	% of responses provided within timescale	Performance Direction of travel from 2020/21
Statutory complaint (Stage 1) (standard timescale)	12	4	33%	↓
Statutory complaint (Stage 1) (extended timescale)	12	7	58% ¹	↓
Statutory complaint (Stage 2)	3	0	0%	↓
Statutory complaint (Stage 3)	0	0	n/a	
Corporate complaint (Stage 1)	384	186	48%	↓
Corporate complaint (Stage 2)	64	32	50%	↓
Member Enquiry	86	45	52%	↓

⁽¹⁾ includes those complaints responded to within 10 working days

Table 14 – Response performance – Disabled Children’s Service

Procedure/stage	No. of responses made	No. of responses in timescale	% of responses provided within timescale	Performance Direction of travel from 2020/21
Statutory complaint (Stage 1) (standard timescale)	10	1	10%	↑
Statutory complaint (Stage 1) (maximum timescale)	10	3	30% ¹	↓
Statutory complaint (Stage 2)	7	2	29%	↓
Statutory complaint (Stage 3)	1	1	100%	n/a
Corporate complaint (Stage 1)	35	8	23%	↓
Corporate complaint (Stage 2)	8	1	13%	↓
Member Enquiry	23	5	22%	↓

⁽¹⁾ also includes those complaints responded to within 10 working days

- 7.1 The maximum timescale of 20 working days for Stage 1 Children Act complaints was achieved in 85% of complaint responses from Integrated Children’s Services, and 25% for Disabled Children’s Services. An improvement from 79% from the previous year for Integrated Children’s Services, and a decrease in performance from 50% the previous year for Disabled Children’s Services. The standard timescale for responding to Children Act Stage 1 responses is 10 working days, which can be extended up to 20 working days if required.

7.2 There continued to be an issue with completing Stage 2 independent investigations within the statutory timescale of 65 working days. Much of this has been due to the capacity of managers appointed to undertake the role of investigating officer. Investigations are in addition to their substantive role as social care team managers, with the requirements of both roles running alongside each other.

Table 15 – Response performance – Education

Procedure/stage	No. of responses made	No. of responses in timescale	% of responses provided within timescale	Direction of travel from 2020/21
Corporate complaint (Stage 1)	145	109	75%	↓
Corporate complaint (Stage 2)	6	2	33%	↓
Member Enquiries	132	49	37%	↓

Table 16 – Response performance - SEN

Procedure/stage	No. of responses made	No. of responses in timescale	% of responses provided within timescale	Direction of travel from 2020/21
Corporate complaint (Stage 1)	553	36	7%	↓
Corporate complaint (Stage 2)	86	13	15%	↑
Member Enquiries	396	15	4%	↓

7.4 Complaint performance has declined across all divisions of the directorate during 2023/24. A proportion of the delays with complaint handling in 2023/24 can be attributed to capacity issues. A significant backlog of SEN complaints impacted the workload of staff; this coupled with a significant increase in Ombudsman cases for SEN has impacted on the handling of the majority of customer feedback cases across the directorate.

7.5 A public report was issued in June 2023 which identified problems with the delayed handling of SEN complaints. Steps have since been taken to address the issue, specifically the introduction of a temporary team dedicated to responding to the backlog of SEN complaints. Combined efforts and support from across the wider KCC customer feedback service have also contributed to a positive shift in clearing the backlog. Regular progress reports have been provided to the Local Government and Social Care Ombudsman as part of the monitoring of the issues identified in the public report.

7.6 Work is continuing within the SEND service to ensure the handling of complaints is effective and parents feel more confident that their concerns are being heard.

8. Learning the lessons from complaints

8.1 Several complaints received in 2023/24 informed wider service development:

Area for development	Identified Actions
EHC Plans	<p>Staff reminded of:</p> <p>The Council's duty to decide whether to keep, cease or amend the EHC plan within four weeks of the review meeting, and to notify the parents in writing and include what the proposed changes are.</p> <p>The Council's duty to issue an amended plan as quickly as possible and within eight weeks of the original amendment notice.</p>
Communication	<p>Staff reminded of:</p> <p>The importance of ensuring that parents understand the processes we use, and the outcome of assessments.</p> <p>The need to be professional in all communications, both external and internal.</p>
Complaint Handling	<p>Staff reminded of:</p> <p>Communicate properly with families and respond fully to complaints within the timescales set out in its complaints procedure.</p> <p>The importance of responding to all issues raised in a complaint, so complainants do not need to escalate their concerns to get a response.</p> <p>The importance of sending complaints to the Children's Complaints Team for handling.</p>
EHCP Annual reviews	<p>Action plan developed to indicate how it intends to address ongoing delays and issues with EHCP annual reviews.</p>

9. Review of the effectiveness of the complaint's procedure

- 9.1 Management of the children's complaints team transferred over to form part of a wider centralised KCC customer care and complaints function in April 2023. Social care complaints are required to remain detached from the delivery of those services being complained about. Having a centrally managed service has helped facilitate delivery of an impartial complaints process. Additional resources from the wider centralised customer care service have also been utilised during what has been a challenging year for CYPE customer feedback. The ability to draw on centralised resources has been key in supporting the progression of overdue cases for SEN, and in ensuring that the handling of customer feedback for CYPE has been able to continue despite the challenges.
- 9.2 The effectiveness of the complaints procedure depends on the wider organisational culture and the tendency to learn the lessons where the service has not been to the required standard. The Children's Complaints and Customer Care Team continue to receive support from Senior Management for the prioritisation of complaints, and in ensuring the availability of Independent Investigators where a Stage 2 investigation is required.
- 9.3 On receipt of new representations, the Children's Complaints and Customer Care Team assess each case paying attention to complaints with regards who is making the complaint, what is being complained about, when the alleged injustice occurred, and whether there are any concurrent investigations or legal proceedings taking place. This assessment informs the decision-making process for determining which process is most appropriate for addressing each element of customer feedback. Many of the complaints can be complex and require sensitive handling.
- 9.4 The Children's Complaints and Customer Care Team has continued to experience further significant challenges during 2023-24. The volume of overdue complaints and Member Enquiries continued to rise until January 2024, when we started to witness a decrease in the number of overdue SEN complaints. The complexity of complaints and managing customer expectations continue to be one of the more challenging areas of work for the team. An increase in requests for support with the management of challenging behaviours from customers indicates that this is not limited to the handling of complaints, but instead a shift in behaviours from the public towards KCC staff. Recent media reports would suggest that this behaviour is replicated across the country, particularly in public services such as local authorities, healthcare, and public transport.

- 9.6 **Training** – capacity within the complaints service continues to impact the delivery of complaints training for staff. Sessions are provided on demand for those services requiring awareness raising for staff, or for individuals tasked with undertaking independent investigations.
- 9.7 **Young Lives Foundation** - The Young Lives Foundation is an independent organisation which provides an Advocacy Service and the Independent Persons for the Stage 2 complaints. The reports produced by the Independent Persons have generally been to a good standard and delivered within the required timescales. The Advocacy Service has also been proactive in supporting and representing children and young people to make their views known. Regular contract monitoring meetings take place between the Young Lives Foundation, KCC's Commissioning Service, with the Children's Complaints and Customer Care Manager also participating.

10. Compliments

The Children's Complaints and Customer Care Team also record and share compliments received about staff and services. In 2023/24 the number of compliments formally received and logged increased from the previous year by 10% to 43. Staff are encouraged to share any compliments they receive; it is important we use positive feedback to help drive improvements as well as use them to celebrate achievements and good practice.

- 10.1 Set out below are a few examples of the compliments received in 2023/24 across the directorate:

Feedback from parent

'I would like to take the time to compliment my social worker! During the time with our family and during our assessment I really feel V listened to each and everyone of us where as previous social workers never did that. I think she did her job professionally and took in to account all of our feelings. I'm happy we had [social worker] as a social worker. So thank you.'

Feedback from headteacher

'We have been working closely with a social work team. They supported us as a school in a particularly complex safeguarding case. The team went over and above to support this family and us as a school. Their tireless efforts to protect 5 children has transformed the lives of these children, at least in the short term. They deserve recognition for all of their hard work and professionalism.'

Feedback from parent

'I would like to acknowledge [SEND Manager] who took time to call me regarding my son's application to School. Last week I sent in a complaint about the length of time it has taken for my son's application to be assessed (7 month's) [SEND Manager] took time to explain to me the situation of her team and also to call to say that our application was successful. Please pass on my gratitude for resolving things.'

Feedback from prospective foster carer

'We would like to take this opportunity to thank all staff involved in the training course; they were amazing, very helpful and openly shared their experiences. The feedback assessment shows just how attentive and observant they were throughout the 3 days. We couldn't thank them enough & thank you again for your kind words. [Fostering social worker] made this course, interesting, and the content itself is very valuable.'

Feedback from a parent

'I want to say thank you so greatly for your support towards myself and especially my children. I do not know how to thank you enough.

All I can say is you are an angel in human form

My children would probably have been all over the place and be vulnerable if not for your firm and positive impact .

I couldn't have fought for them on my own without your intervention.

Feedback from parent

'I would just like to say thank you so much for your help with my application. I must say that the level of correspondence and assistance thus far has been outstanding.

Given the SEN journey we have been on for the last 5 years has been such a battle, it is really refreshing and reassuring that this part of the process is so well handled.'

Feedback from young person and their sister

'I'm not sure if you remember me and my younger sister, you worked with us around 2 years ago. Me and my sister want to thank you so much for everything you did for us, you have really changed our lives and honestly we can't thank you enough.

We will honestly never forget you, thank you for being so kind. I hope you're well, just wanted to send an email as we're constantly thinking about how lucky we got to get such a lovely social worker.

Thank you!'

Feedback from parent

'Many thanks for your email and the attached letter with offer of places for my children at [school].

We are so glad this has been resolved and we are extremely grateful to your team for this. [Admissions and Placement Officer] and your team performed exceptionally well in this matter and my family is so delighted and thankful.'

Feedback from parent

'I really hit the jackpot when you got involved with sorting A's EHCP and securing him a place.

You have been persistent, kind and understanding from start to finish and we can't thank you enough for that.'

Feedback from Headteacher

'[Early Help worker] is simply a phenomenal early help worker. She has transformed the lives of one particular family and has achieved more in her time working with them than social workers were able to do throughout child protection and child in need. Her dedication and nurturing approach should be an example to all. I have worked with lots of brilliant early help workers and social workers and X is up there with the best!'

11. Objectives for 2024/25

Objectives for 2024/25 include:

- Focus on improving the quality of data entered on the customer feedback system to ensure accurate and informative performance and learning data is captured.
- Continue to ensure the operation of the complaints procedures in line with statutory requirements and monitor performance standards.
- Increase the provision of training for staff across the CYPE directorate on the effective handling of complaints.
- Focus on developing the skills of the Children's Complaints and Customer Care Team to ensure effective and good quality handling of customer feedback.
- Continue to work with all services, particularly SEN, in improving response times for customer feedback.

12. Conclusion

This year, the Children's Complaints and Customer Care Team saw an 8% decrease in the volume of complaints handled in comparison to the previous year. In addition, there was a 54% increase in the number of complaints heard at Ombudsman level, these cases are often more complex and carry a risk of reputational damage for KCC.

Although there has been a decrease in the total volume of complaints received, the number of complaints that have been upheld has increased across the directorate. Integrated Children's Services saw the number of complaints upheld rise from 36% in 2022/23, to 42% in 2023/24. The number of complaints upheld in the relation to the Education Service also increased, from 44% in 2022/23, to 50% in 2023/24. Although the SEN service saw a drop in the number of upheld complaints in 2023/24, down from 68% in 2022/23 to 46% in 2023/24. However, as with the previous year, there is a significant number of overdue complaints still to be addressed for SEN, which will inevitably impact performance statistics for response times and outcomes as they are closed. The increase in complaints being upheld across the directorate is potentially an early warning sign of issues that may need to be resolved.

This high volume of overdue complaints, and a continued increase in the complexity of some complaints has continued to impact performance. Capacity issues and the backlog of cases, also had an impact on the progression of new cases for a short period of time at the beginning of 2024. The delays in triaging and logging the new cases had a knock-on effect on the available time to respond to cases.

13. Recommendations

Recommendation: The Children's, Young People and Education Cabinet Committee is asked to **CONSIDER** and **COMMENT** on the contents of this report.

14. Background Document

None

15. Report Author

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Children Social Care - Upheld example – 22 015 191

Complaint

Miss X complained about the Council's actions and decision in relation to her daughter, F's care in 2020 when she was discharged from a mental health hospital.

Outcome

The Council has upheld Miss X's complaints after investigating them under the statutory children's complaints procedure. It agreed to pay Miss X and F £250 each to acknowledge the distress and uncertainty caused by poor placement planning upon F's discharge. It agreed to pay Miss X a further £500 to acknowledge the significant delays in completing stage 2 of the complaints procedure.

Children Social Care – Not upheld example – 22 013 930

Complaint

Miss X complained the Council has failed to properly consider an application she made for a blue badge for her son. She said without a blue badge, it limits the opportunities he has to access the community. The Ombudsman does not find fault in the Council's actions.

Education - Not upheld example – 23 003 616

Complaint:

Mr X complains:

- a. about the Council's decision to refuse to carry out an education, health and care needs assessment for his son and the conduct of officers who dealt with the matter. Mr X says the actions of the Council caused significant distress to him and his family.
- b. that the Council delayed in carrying out the needs assessment following the Tribunal order and in issuing the education, health and care plan. As a result, Mr X's son's special education needs were not met for longer than necessary.

Outcome

The Council did not issue Y's final EHC plan within the statutory timescale. But, on balance, I do not consider the Council is at fault for the delay.

The delays were caused by the need to rearrange the educational psychology assessment on two occasions. This was because Mr X could not attend the assessment arranged for December 2022 and Y could not be at school for the assessment scheduled for January 2023. The educational psychologist then

could not carry out the assessment until late February but, on balance, I do not consider this is fault. It is inevitable that the assessment would take some time to rearrange due to the educational psychologist's work commitments.

The educational psychologist took a month to send their report to the Council. On balance, I consider the time taken to produce the report was not excessive and does not amount to fault. The Council then issued the draft EHC plan and the final EHC plan within appropriate timescales.

Education - Upheld example – 23 001 283

Complaint

Mrs X complains the Council did not issue her son, Y's, Education, Health and Care plan (EHCP) within the required timescales. Mrs X complains Y was unable to receive a suitable education until his EHCP was issued at the end of June 2023.

Mrs X says this has caused distress and frustration for her and Y. She says that he has lost out on provision he should have received if the plan had been issued on time.

Outcome

To remedy the injustice caused by the faults I have identified, the Council has agreed to take the following action within four weeks of the date of my final decision:

- apologise to Mrs X for the delay in finalising Y's EHCP, the delayed appeal rights and the lost opportunity for Y to access the educational provision set out in his EHCP;
- pay Mrs X £250 to acknowledge the distress and frustration caused by the wait for the EHCP to be issued;
- pay Mrs X £900 to acknowledge Y's lost opportunity to access specialist educational provision set out in his plan, whilst it was delayed.

Children's, Young People and Education Cabinet Committee 2024/25 Work Programme

16 JANUARY 2025		
• Performance Monitoring	Standing item	Katherine Atkinson
• <u>School Expansions/Alterations</u> Blean Primary School proposal Coxheath School Expansion	Key Decisions	Nick Abrahams / David Adams / Ian Watts / Rob Veale Lorraine Medwin Nick Abrahams/Paul Wilson
• Future of Ofsted Reporting to CYPE CC		Item requested at CYPE Sept 24 - Katherine Atkinson
• Work Programme	Standing item	James Clapson
• Co-ordinated Scheme of Admissions 26-27	Annual Decision	Craig Chapman
• School Funding Arrangements for 2024-25	Annual	Karen Stone
• SEND Funding Arrangements	Key Decision	Karen Stone
• SEND Strategy 2025-28	Key Decision	Sophie Dann
• 16-18 sub - contract	Key Decision	Jude Farrell
• The Education People Contract Changes for 25-26	Key Decision	David Adams
• Specialist Teaching and Learning Service	Key Decision	Sam Sheppard
• 24/00072 - Education Accessibility Strategy 2024-27	Key decision	Lee Round
• 24/00073 - School Access Initiative Policy and Procedure	Key decision	Lee Round
• governance to transfer the 18-25 section of the Strengthening Independence Service (SIS) from the Children Young People and Education directorate to the Adult Social Care and Health directorate (Title TBC)	Key Decision	Sian Deleware/Kevin Kasaven/Susan Ashmore
• In House Provision	Information Key decision	Sue C/ Kevin Kasaven/Rebecca Ralph
• LGSCO	Information	Alice Gleave

Updated 12/11/2024

27 FEBRUARY 2025

• Performance Monitoring	Standing item	Katherine Atkinson
• School Expansions/Alterations	Standing Item	4 x Ad's
• CYPE Contract Register- Overview of Commissioned Contracts	Standing item	Christy Holden?
• Work Programme	Standing item	James Clapson
• LADO Annual report 24-25	Annual	Leemya Mckeown
• Private Fostering Annual Report 24-25	Annual	Leemya Mckeown
• Complaints and Representations Report 2-24	Annual	Claire Thomson
• Risk Management: Children, Young People and Education	Annual	Mark Scrivener
• SACRE Report	Annual	James Clapson
• Education Strategy	Annual	Michelle Stanley
• Post-16 Transport Policy	Annual	
• Recommissioning of Domestic Abuse Support Services	For info (Key Decision to Cabinet in June)	Florah Shiringo
• NMISS DPS		Samantha/Sheppard/Christy Holden

25 JUNE 2025

• School Expansions/Alterations	Standing Item	
• Kent Commissioning Plan Update	Bi-annual report	
• School Term dates 2024-25		
• Performance Monitoring	Standing item	
• Work Programme	Standing item	