

Leicester  
City Council

**WARDS AFFECTED: All Wards**

**DECISION TIMETABLE:**

<b>Social Services Scrutiny Committee</b>	<b>18.1.06</b>
<b>Education and Lifelong Learning Scrutiny Committee</b>	<b>23.1.06</b>
<b>CABINET</b>	<b>13.3.06</b>
<b>Council</b>	<b>16.3.06</b>

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**CHILDREN AND YOUNG PEOPLE'S PLAN**

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**Report of the Corporate Director (Designate) of Children and Young People's Services**

**1. Purpose of Report**

- 1.1 To secure agreement from Cabinet for the first Children and Young People's Plan for Leicester City.

**2. Summary**

- 2.1 The Children and Young People's Plan is a statutory requirement of the Children Act 2004 from the 1st of April 2006. The plan has been in development since July 2005 and has been fully consulted upon by all the relevant stakeholders. The plan is available in several formats: the full version, an executive summary and a children and young people's version.
- 2.2 The plan covers all services for children and young people and replaces eighteen plans previously required of the local authority. The plan is a high level strategic plan which complements the community plan and the council's corporate plan. The plan will be delivered through business plans and will be performance managed through the main corporate and partner performance management machinery.
- 2.3 The plan is a new and large document which will continue to be developed during this year before its annual refresh in twelve months time. Its development and implementation will be overseen by a group of senior managers chaired by the Corporate Director of Children and Young People's Services.

**3. Recommendations**

- 3.1 Cabinet is asked to recommend the Leicester Children and Young People's Plan to Council.

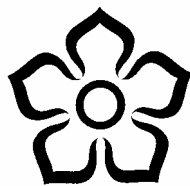
**4. Headline Financial and legal Implications**

- 4.1 There are no direct implications from having to implement a Children and Young People’s Plan. However, actions and strategies arising within the plan may result in financial implications arising and these will have to be considered at the appropriate time. (Colin Sharpe – Head of Finance, SCHD and Leicester Federation Ext 8800).
- 4.2 Section 17 of the Children Act 2004, provides for regulations to require local authorities to prepare and publish a CYPP, setting out their strategy for services for children and relevant young persons. The accompanying Children and Young People’s Plan (England) Regulations 2005 came into force on 1<sup>st</sup> September 2005. (Guy Goodman – Head of Community Services Law Ext 7054).

**5. Report Author/Officer to contact:**

Hilal Barwany, Project Manager, Leicester Federation ext 8191

<b>Key Decision</b>	Yes
<b>Reason</b>	Significant in terms of its effect on communities living or working in an area comprising more than one ward.  Part of policy and budget framework
<b>Appeared in Forward Plan</b>	Yes
<b>Executive or Council Decision</b>	Council



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**WARDS AFFECTED: All Wards**

**FORWARD TIMETABLE OF CONSULTATION AND MEETINGS:**

<b>CABINET</b>	<b>13.3.06</b>
<b>COUNCIL</b>	<b>16.3.06</b>

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**CHILDREN AND YOUNG PEOPLE'S PLAN**

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**SUPPORTING INFORMATION**

**1. Introduction**

- 1.1 This section of the report is reproduced from the executive summary of the attached plan. It follows the structure of the main document and therefore helpfully provides a guide to both its structure and content.
- 1.2 The main document is very lengthy because it provides the foundation for the new Children's Services Authority and over the coming year the business plans and the budget of the new department will be developed with reference to this plan.

**2. Purpose of the Plan**

- 2.1 The Children and Young People's Plan (CYPP) is central to the reform of children's services laid out in the Children Act 2004. The Act requires the local authority and relevant partner agencies to produce a single strategic plan covering all relevant services, showing how they will contribute to raising the Every Child Matters outcomes for children and young people in their area. In Leicester the process of agreeing priorities, objectives, strategic actions and targets has been co-ordinated by the Leicester Federation, the city's children's trust.
- 2.2 The plan covers services for children and young people: aged 0-19; those over 19 receiving services, including leaving care; and those aged 19-25 with learning difficulties. It encompasses all local authority services which impact on children and young people.
- 2.3 The CYPP has been developed with the engagement of a wide range of partners through multi-agency stakeholder groups. It is a high level strategic plan, linking to other local plans, and will be delivered through the partnerships of the Federation. The

development of the CYPP has been overseen by a multi-agency project group, chaired by the Federation's Lead Service Director.

### **3. A Shared Vision for Children and Young People in Leicester**

3.1 Our vision is to create '*A Brighter Future for Leicester's Children and Young People*' so that they are:

- Physically and emotionally healthy.
- Safeguarded from harm, neglect and abuse.
- Enabled to enjoy life and achieve their best.
- Encouraged to make a positive contribution to the community.
- Supported to achieve economic well-being.

3.2 Additionally, we must ensure that children and young people have the opportunity to contribute as active participants serving their communities, valued for that which they offer, and acknowledged as one of the city's key resources. Timely, accessible, and flexible support to parents, carers and families will underpin these aspirations.

3.3 The CYPP aims to deliver greater impact from available resources through improved inter-agency processes. One of the key components is the progressive development of locality-based networks of services, making full use of resources including schools and extended provision, children's Centres, sport and leisure facilities. We will strive to achieve the most effective use of local provision through the focused deployment of a range of multi-agency staff and skills.

### **4. The City of Leicester Context**

4.1 Leicester is compact and densely populated, with a population approaching 300,000. It takes pride in being the most diverse city in the UK, with 36.5 per cent of people coming from black minority ethnic groups, as classified in the 2001 census. These include a range of established and new communities, with over 80 different languages.

4.2 As measured by the Index of Deprivation, which takes into account income, employment, health deprivation and disability, education skills and training, the living environment and crime, Leicester has some of the most disadvantaged areas in England. The level of deprivation in some areas of the city is five times greater than in others, and 20 super output areas appear within the five per cent most deprived nationally.

4.3 Although the average income per household is below the national average, employment is rising. Substantial investments are set to transform the city's infrastructure with new schools, hospitals, and retail Centres.

4.4 There are approximately 70,100 children and young people aged 0-18 in Leicester. School rolls in the city show that 52 per cent of pupils are from black minority ethnic groups. There is a higher proportion, at 21 per cent, of children under the age of 15 than

the national average, and 32 per cent of these children live in the city's five most deprived areas.

- 4.5 Approximately 48,000 children and young people attend local authority schools in the city. In 2004 over 3,500 city children attended maintained schools in the county. There are also a number of private schools in Leicester, but no current data about the numbers of city children who attend them. Between 8,000 and 10,000 Leicester children regularly attend complementary schools, including Madrassas. There are at least 90 such schools in the city, catering mainly for black and minority ethnic children and young people.
- 4.6 Levels of turbulence in schools are high as a result both of families arriving new to the city, and of pupils' movements between schools. Across the city 21.6 per cent of the school age population have special educational needs, of which 3.6 per cent are statemented. Connexions report that 8.9 per cent of 16-19 year-olds have learning difficulties and/or disabilities.
- 4.7 Of the total school population 43.5 per cent of pupils have English as an additional language. Detailed monitoring of educational attainment shows clear differences between identifiable white, black and minority ethnic sub-groups, demonstrating that generalisations about pupils' attainment are not always helpful in Leicester's context.
- 4.8 Child protection and looked after children statistics are similar to those in comparator authorities. Children and young people with dual heritage are over represented in the city's child protection, looked after, and youth offending figures.
- 4.9 Health statistics show above national average rates of teenage pregnancy, childhood obesity, asthma, low birth weight, dental caries, and a low initiation rate of breast feeding. All factors are more prevalent in local areas of high deprivation.
- 4.10 Services are delivered at four nationally identified levels. Universal services, Level 1, are provided for all children and young people, such as schools, GPs, and Connexions. Level 2 services focus on children and young people who are vulnerable to social exclusion because of, for example, environmental factors or additional educational needs.
- 4.11 A smaller group receive services at Level 3 and are sometimes described as 'in need' due to, for example, disability. The smallest group of children and young people are those who need intensive support at Level 4, and may be 'looked after' or in need of urgent medical intervention.
- 4.12 In all cases children, young people and their families are likely to move between levels of support. The aim of services is always to prevent the escalation of difficulties, and to work with parents and carers to improve health, safety and well-being.

## **5. Leicester's Priorities for Children and Young People**

- 5.1 There is commitment to involving children, young people, parents and carers in the development and delivery of services. Significant consultative input into recent strategic

developments such as the Leicester Preventative Strategy and the Sure Start programmes, was integral to shaping the consultation draft of the CYPP.

5.2 During the consultation period, December 2005 - January 2006, comments, opinions and ideas were also sought through both consultation events and an open website which was publicised locally. Over 500 stakeholders submitted contributions, including approximately 160 children and young people between the ages of 7 to 19 years, and the plan has been further developed to reflect this.

5.3 There was broad support for the identified priorities, which are agreed across Leicester's agencies:

- Reduce health inequalities.
- Promote emotional resilience and positive mental health.
- Reduce teenage pregnancy and support young parents.
- Safeguard children and young people, parents, carers, and families from abuse, neglect, the impact of crime, domestic violence, substance misuse and bullying (including looked after children, children and young people with learning difficulties and/or disabilities and children from black minority ethnic groups). This includes ensuring the availability of accessible local preventative support and access to decent and secure homes.
- Reduce childhood accidents in and out of the home.
- Remove barriers to achievement by promoting attendance, engagement, addressing behaviour in school, reducing truancy and exclusion, and addressing the negative aspects of turbulence through multi-agency support for schools and colleges.
- Ensure more children and young people enjoy learning.
- Increase attainment and achievement at Key Stage 2 (age 11) and Key Stage 4 (age 16).
- Increase educational attainment of looked after children.
- Create clear ways for the voices of children and young people to be heard and acted upon across all provision.
- Improve community cohesion, including across generations.
- Prevent and reduce anti-social behaviour, offending, re-offending and racial harassment by children and young people.
- Decrease numbers of young people not in education, employment or training (NEET), especially those who are socially excluded.
- Reduce long term unemployment and numbers of children growing up in workless households.

## **6. Planned Action to Improve Outcomes**

### **6.1 Outcome 1: Being Healthy**

The World Health Organisation defines health as a 'a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity'. In the context of the CYPP to be healthy means: to be physically, emotionally and mentally healthy; sexually healthy; have healthy lifestyles; and choose not to take illegal drugs.

6.2 There are high levels of social and economic deprivation in many parts of Leicester. Evidence shows that social and economic circumstances are the critical determinants of health. Influences which support health, such as healthy diet and secure employment, tend to increase for affluent people. Influences which damage health, such as poor quality housing and smoking, tend to increase for poorer people. Tackling the underlying causes of the city's health inequalities will be key to improving the health of its children and young people.

6.3 National reforms to the organisation and delivery of health services will present both local challenge and opportunity. The National Service Framework for children and Young People and Maternity Services (2004), for example, identifies 62 national priorities for child health, and 11 Standards to be achieved by 2014. These include Standard 8, setting out how provision for disabled children needs to be integrated to reduce barriers to provide inclusive services. Within this context a number of local public health priorities for children and young people have been identified, which have informed the CYPP.

6.4 There is a need to improve their emotional health and well-being, particularly through a multi-agency approach to promoting positive mental health and emotional resilience.

6.5 There is evidence that children of teenage parents and succeeding generations are more likely to experience poverty and ensuing poor health. The provision of effective services and support can remedy problems and break the cycle. There are also significant local issues concerning diet, lifestyle and substance misuse, including smoking.

6.6 The priorities are therefore to:

- Reduce health inequalities.
- Promote emotional resilience and positive mental health.
- Reduce teenage pregnancy and support teenage parents.
- Improve health outcomes through diet and exercise.
- Reduce smoking, substance and alcohol misuse.

6.7 The objectives incorporate the priorities, to be achieved by a focus on deprived neighbourhoods.

- 6.8 Full details of the planned strategic actions are available in the plan. They include, for example:
- Develop a multi-agency Commissioning Strategy to enable the delivery of the speech and language agenda.
  - Develop a multi-agency Resilience Promoting Training Programme and implement a delivery plan to adapt mainstream practice to increase the emotional resilience and positive mental health of children and young people.
  - Support and implement the Teenage Pregnancy Strategy and Action Plan to reduce teenage conceptions, improve sexual health, and support young parents and their children.
- 6.9 Outcome 2: Staying Safe  
Staying safe relates both to broad harm reduction measures and to personal circumstances. The government expects children and young people: to be safe from maltreatment, neglect, violence and sexual exploitation; safe from accidental injury and death; safe from bullying and discrimination; safe from crime and anti-social behaviour in and out of school; to have security, stability and be cared for.
- 6.10 Leicester has demonstrated effective services to safeguard individual children and young people who are considered to be 'at risk' of harm. All key child protection indicators remain on target, with significant recent reductions in numbers of children on the Child Protection Register. Current registrations also better reflect the city's demography. Indicators for looked after children are all in or near the top performance band, again with a recent reduction in numbers. Long term stability for looked after children, a key indicator of more positive outcomes, also continues to improve.
- 6.11 Vulnerable groups of children and young people and their families are supported through an increasing range of flexible and responsive services. There is evidence that drug and alcohol misuse is a significant factor and, as a complex issue, requires new more integrated responses. Tackling the impact of domestic violence is also a top local priority.
- 6.12 The significant variation in childhood accident rates across the city is being addressed through a Local Public Service Agreement, and schools are encouraged to consider safer routes to school in their transport plans. The numbers of Healthy Schools accredited under the National Healthy Schools Standard is high, having a beneficial impact on children's safety.
- 6.13 Children and young people themselves have raised concerns around bullying, sexual health, and substance misuse.
- 6.14 The priorities are:
- To safeguard children from abuse, neglect, the impact of crime, domestic violence, substance misuse and bullying (including black and minority ethnic and looked after children and young people, and those with special educational needs/disabilities).



- Reduce childhood accidents in and out of the home.
- To improve early practical and family support for vulnerable families and increase the proportion of families from black and minority ethnic and new communities who take up services.

6.15 The objectives include:

- Maintain effective safeguarding of children and young people during organisational change.
- Improve the safeguarding and support for privately fostered children.
- Increase the number of families accessing preventative support and increase the proportion of black minority ethnic groups who access these services.
- Reduce the numbers of children and young people killed or seriously injured in accidents.

6.16 Full details of the planned strategic actions are available in the plan. They include, for example:

- Implementation of the new 'Working Together' guidance, including transition to the Local Children's Safeguarding Board.
- Develop, implement, monitor and evaluate a multi-agency Anti-Bullying Strategy (to include a single city-wide monitoring system), which addresses all forms of bullying, including homophobic and racist bullying.
- Establish sufficient treatment programme places and set implementation targets with a view to increasing the number of problematic drug and alcohol users in treatment.

6.17 Outcome 3: Enjoying and Achieving

The national Every Child Matters outcomes framework identifies that to Enjoy and Achieve children and young people need to be: ready for school; attend and enjoy school; achieve stretching national educational standards at primary and secondary school; achieve personal and social development; and enjoy recreation. The focus is therefore on both formal and informal learning and development opportunities, recognising the importance of play and leisure.

6.18 Standards in the Foundation Stage are low compared to national averages, particularly in relation to communication, language and literacy. A multi-agency approach is required to improve the quality of teaching and learning in all schools and settings through the development of the 'Birth to Three Matters Framework' and the Foundation Stage Curriculum Guidance. Attainment in primary schools also needs to rise significantly.

6.19 Trends show improvements in attainment at Key Stage 3, and the numbers of pupils attaining five or more grades A\* - C at Key Stage 4 are rising at a rate higher than the national average.

6.20 There is an identified challenge in relation to improving the attainment and achievement of particular vulnerable groups, for example, some BME children, looked after children,

those with learning difficulties and disabilities, and those living in Leicester's most socially and economically deprived circumstances.

6.21 The voluntary and community sectors are key to providing a range of alternative learning provision for those not at school, as well as informal opportunities through play, leisure and youth and community facilities. Children and young people themselves have said that they would like more access to sport, youth provision, culture and leisure outside of school hours.

6.22 The priorities are therefore to:

- Ensure more children and young people enjoy learning.
- Raise attainment at Key Stage 2 (age 11) in order to raise achievement.
- Raise attainment at Key Stage 4 (age 16) and increase appropriate pathways post 14, in order to raise achievement.

6.23 The objectives include:

- Provide opportunities, starting in their early years (age 0 – 4), for all children to have the chance to gain the full range of language, learning and social skills to enable them to benefit from education.
- Widen access to facilities and increase take up of play, sport, youth, arts, cultural and leisure opportunities.
- Ensure that children and young people's overall spiritual, moral, social and cultural development is satisfactory as defined by Ofsted.

6.24 Full details of the planned strategic actions are available in the plan. They include, for example:

- Develop and implement a multi-agency Improving Attendance Strategy.
- Develop and implement 'Extended Services in and around Schools', linking with the Sure Start and Children's Centres strategies.
- Develop and implement a multi-agency Play and Recreation Strategy.

6.25 Outcome 4: Making a Positive Contribution

The government expects local agencies to work in ways that help children and young people to be involved in all aspects of life at home, in school and the wider community. The aims are for them to: engage in decision making and support the community and environment; engage in law-abiding and positive behaviour in and out of school; develop positive relationships and choose not to bully or discriminate; develop self-confidence and successfully deal with significant life changes and challenges; develop enterprising behaviour.

6.25 Federation partners recognise that children and young people in Leicester make an enormous contribution to the life of the city, in and outside of their homes and families; in organised and informal voluntary activity. Young carers, for example, often look after family members at a cost to their own educational and social development.

- 6.26 All of Leicester's secondary schools and about half of the primaries have school councils which influence school communities. There are also active area fora run by the Council's Youth Service, and an over-arching Youth Council is being re-developed. This section has clear links with how children, young people, families and stakeholders will also inform the improvement of services (see below).
- 6.27 Children and young people themselves have outlined issues which prevent them being able to 'make a positive contribution', for example, racial and other forms of bullying. They also want to be involved in community decision making, and to offer and receive support through peer education/mentoring.
- 6.28 The priorities recognise the collaborative value of enabling children and young people to make a positive contribution across service provision and are to:
- Create clear ways for the voices of children and young people to be heard and acted upon across all provision.
  - Improve community cohesion (including across the generations).
- 6.29 The objectives include:
- Improve multi-agency support in relation to behaviour in schools, including to reduce exclusions, particularly of over-represented groups, ie some BME groups.
  - Develop cross-agency strategies for peer mentoring and education.
  - Establish cross-agency shared values and standards in relation to children and young people's participation in service planning and delivery.
- 6.30 Full details of the planned strategic actions are in the plan. They include, for example:
- An audit of agencies' children and young people's participation mechanisms and development of relevant cross-agency training.
  - Develop and implement a cross-agency volunteering strategy based on the Russell Commission recommendations.
  - Develop, implement, monitor and evaluate a multi-agency Anti-Bullying Strategy (to include a single city-wide monitoring system).
- 6.31 Outcome 5: Achieving Economic Well-Being  
 In the ECM Outcomes Framework the government's definition of achieving economic well-being means: to engage in further education, employment or training on leaving school; be ready for employment; live in decent homes and sustainable communities; have access to transport and material goods; and live in households free from low income.
- 6.32 Local statistical data show that the households with the highest income levels are in the south and east of Leicester. Much of the council's housing stock is in the north and west of the city, which areas also have some of the worst economic deprivation in the country. The difference in wealth and opportunity has a major impact on the life chances of poorer children and young people.

- 6.33 There is a clear link between poverty and the need for economic regeneration, and good employment prospects are key. Although Leicester's employment is growing, average incomes are low and there is poor retention of local graduates. There is also a lack of choice and opportunity in the local delivery of vocational opportunities and apprenticeships.
- 6.34 The development of closer local business and public sector links is key to ensuring that young people in Leicester will be enabled to take advantage of the growth in employment sectors such as education, health, construction, engineering and retail. Advice and guidance to 14 – 19 year-olds will be critical in ensuring they understand the local opportunities.
- 6.35 Wider environmental factors also play a role in enabling the take up of opportunities. Locally these include accessible, affordable transport and the provision of affordable child care
- 6.36 The priorities link the children and young people's agenda to wider social and economic developments:
- Decrease numbers of young people not in education, employment or training (NEET), especially those who are socially excluded.
  - Reduce long-term unemployment and numbers of children growing up in workless households.
- 6.37 The objectives include:
- Ensure a coherent and sufficient 14 – 19 curriculum offer.
  - Improve access to education, training, and employment opportunities across Leicester (transport provision, cost and links).
  - Improve transition planning by addressing information, support and opportunities for children and young people with additional needs.
- 6.38 Full details of the planned strategic actions are in the plan. They include, for example:
- Build on strategic relationships with key employment sectors which are set to grow in the next ten years.
  - Help prevent NEET by increasing knowledge of staff in schools/colleges and other professions, parents/carers and young people of 14 – 19 options and pathways, and raise awareness and status of vocational options and associated jobs.
  - Sustain and develop new and existing child care provision.
- 6.39 **Looked After Children**  
 At 31st September 2005 Leicester had 448 looked after children and young people, representing a slightly higher proportion of its population than the national average. Of these 42 per cent were aged 10-15 years, and 23 per cent were from black and minority ethnic groups.

- 6.40 The educational outcomes of Leicester's LAC are significantly lower than their peers at all stages, and the city is committed to encouraging their aspirations and improving their achievements through established multi-agency working. The Youth Offending Service recognises LAC as a high priority. Their proportion as a percentage of YOS cases dropped from 7.7 per cent in 2003/04 to 3 per cent in 2004/05.
- 6.41 There is an active partnership group of looked after children and care leavers, Stand Up, Speak Out, working towards helping to develop services to improve outcomes. The re-launched Corporate Parenting initiative embodies the council's commitment across its range of functions.
- 6.42 The priorities are to:
- Provide good quality care and promote the welfare of looked after children.
  - Improve the life chances of looked after children through effective corporate parenting and multi-agency working.
- 6.43 Full details of the planned strategic actions are available in the plan. They include, for example:
- Improve educational achievements for LAC including care leavers.
  - Develop the range and choice of services that meet the needs of disabled looked after children and young people.
  - Expand adoption support and foster placement choice.
- 6.44 Children and Young People with Learning Difficulties (SEN) and/or Disabilities.  
During the last five years there has been progress in Leicester in promoting inclusion for children and young people with Special Educational Needs and disability. The definition accepted within the CYPP is the National Service Framework Standard 8, which includes physical and learning disabilities and difficulties, and complex health needs, including palliative care. Standard 8 describes how provision for disabled children and young people needs to be integrated to reduce barriers to provide inclusive services. Agencies, are, however, governed by their statutory responsibilities, which may sometimes vary with the aspirations of the NSF.
- 6.45 Statistical data in Leicester show that approximately 3,700 children and young people aged 0 -19 are eligible to be entered onto the local Database and Information Service (Children Act Register). The Valuing People initiative suggests there are 1,750 children under 18 with a learning disability, around 350 of whom have severe or profound needs. Currently 306 of the children and young people on the database are of a BME background, representing 37 per cent.
- 6.46 It is recognised that many disabled children and young people experience multiple disadvantage. Locally they are more likely to live in deprived areas of Leicester and to have single parents out of work. Ten per cent of parents/carers themselves have a registered disability.
- 6.47 There is commitment to support all schools and Early Years providers of education to respond even more effectively to the needs of SEN pupils using a graduated approach

and devolved funding. Services are committed to maintaining children and young people within their local communities through multi-agency solutions. The phased implementation of Direct Payments will increase the range and choice of options available.

6.48 The priorities for improving outcomes are:

- Reduce health inequalities.
- Promote emotional resilience and positive mental health.
- Remove barriers to achievement by promoting attendance, engagement, addressing behaviour in school, reducing truancy and exclusion and addressing the negative aspects of turbulence through multi-agency support for schools and colleges.
- Ensure more children and young people enjoy learning.
- Create clear ways for the voices of children and young people to be heard and acted upon across all provision.
- Decrease numbers of young people not in education, employment or training (NEET), especially those who are socially excluded.

6.49 The objectives include:

- Develop a Children's and Young People's Services authority inclusion policy that has the engagement of all stakeholders and partners, especially children, young people and parents/carers at all levels. This will permeate and be integral to all aspects of strategic planning, provision and practice, to incorporate the current SEN policy and other key elements of the agenda for disabled and vulnerable young people.
- Promotion of educational and socially inclusive practice in schools, early years and community settings, including sport, play and leisure.

6.50 Full details of the planned strategic actions are available in the plan. They include, for example:

- Improve detection by universal service of where children need additional early support.
- Provide multi-agency systems to ensure that children, young people and parents/carers can access services in a timely fashion.
- Ensure effective evaluation systems are in place to demonstrate evidence of participatory planning.

6.51 Children and Young People from Black Minority Ethnic Communities.

Leicester is the UK's most ethnically diverse city. School rolls show that 52 per cent of pupils are from black and minority ethnic groups. These comprise a range of well-established and new communities, with 80 different languages spoken. There are actions addressing BME issues within all sections of the plan. This section addresses additional strategic challenges faced by this group of children and young people that cut across all outcomes.

- 6.52 There is evidence of under achievement in certain ethnic groups compared to local and national statistics. These are Black African, Black Caribbean, Dual Heritage (White/African Caribbean), Asian Bangladeshi, Asian Pakistani, and White ethnic groups. Asian Indian children achieve well compared to the Leicester average, but under achieve against Asian Indian children nationally.
- 6.53 There is evidence that Muslim children with an Asian ethnic origin are disproportionately represented among disabled children and young people, and that Black African families arriving in Leicester may need to engage with HIV related services. This information shows a significant and growing need for culturally and religiously appropriate services for children and young people in the city.
- 6.54 Dual heritage children and young people, primarily of African Caribbean and White British descent, are statistically over-represented in the city's child protection, looked after, and youth offending figures.
- 6.55 The priorities are to:
- Address the inequalities across all services that act as barriers to improving life chances of Black Minority Ethnic children and young people.
  - Reduce the incidence of racism and discrimination at both an institutional and an individual level, to improve life chances for Black Minority Ethnic children and young people.
- 6.56 The objectives include:
- Ensure that all partners mainstream race equality actions into business and operational planning.
  - Increase the confidence of children and young people to report racist incidents.
  - Improve attendance through reducing exclusion, improve achievement and attainment of BME children and young people, and increase their chances of entering further or higher education, training or employment.
- 6.57 Full details of the planned strategic actions are available in the plan. They include, for example:
- All agencies implement specific actions under the Race Relations Amendment Act 2000.
  - Implement the council's and partner agencies' HIV and AIDS Strategy as it relates to BME communities.
  - Implement actions from the Attendance (and Exclusion) Strategy to reduce the number of BME students excluded from school.

## **7. Improving Services for Children and Young People**

- 7.1 Participation of Children, Young People, Service Users, Stakeholders and the Wider Community.
- Integral to government reform is the role of children and young people in working with agencies to plan, design and deliver services to improve their outcomes. They have

both a right to be involved, and the expert knowledge about what will engage and help them. The task is for agencies to establish and sustain working practices at all levels that enable their contribution to make a difference to what services do and how they do it, across all sectors.

- 7.2 There are many examples in Leicester of good practice in relation to consultation and participation of stakeholder groups. There is currently no strategic co-ordination whereby this work can inform cross-agency planning and service delivery. This has resulted in important messages from children and young people 'slipping through the cracks' between agencies, and in children and young people being repeatedly consulted but without, to them, any impact.
- 7.3 Enabling children and young people's participation is also central to enabling them to make a positive contribution. As part of the City Youth Service's Active Participation Strategy the local Youth Council is being re-developed to make it as fully representative of Leicester's young people as possible. Organisations constituted to give young people a voice may become constituent members of the Youth Council, mirroring and linking with the local democratic process.
- 7.4 Federation partners have committed to adopting the National Youth Agency Hear by Right Standards and Framework which offers an established model for agencies to develop participative ways of working. These specifically include socially excluded and 'hard to reach' groups of children and young people. The model can be adopted for use with parents, carers and other stakeholders, offering a foundation for development.
- 7.5 Effective communication systems are vital, particularly in relation to schools which, with extended service provision, will be critical in improving children and young people's outcomes.
- 7.6 The priorities are therefore:
  - To ensure that services are organised and delivered in the ways that children and young people identify are most effective.
  - To ensure that communication systems inform key partners and stakeholders and that these views are acted upon in developing and delivering services.
- 7.7 The objectives are:
  - To establish shared values within and across partner agencies.
  - To secure agreed standards within and across partner agencies.
  - To enable effective communication with key stakeholders.
- 7.8 The planned strategic actions are:
  - Development and implementation of interagency induction and training programmes to ensure the priorities.
  - Feasibility/validity study concerning the establishment of a single multi-agency Participation Team to lead the work.



- Develop a schools' extranet to facilitate e-communication/consultation with schools.

7.9 Support for Parents, Carers and Families.

Support for parents and carers in looking after their children and helping them to achieve across the outcomes is vital. The involvement of parents and carers in designing and delivering services is crucial to maximising their effectiveness.

7.10 There are areas of good practice in Leicester concerning involvement and support of parents, carers and families. These include Sure Start and Children's Centres, Children's Fund Programme, teenage pregnancy/parents provision and the multi-agency disabled children's service. They provide a firm foundation for future development, which must also include the significant role that voluntary, community, and faith organisations play in supporting family life.

7.11 Parents and carers say they want support and advice which is available in a range of ways, for example telephone, internet, and face-to-face, and available at times when they need it. They also want fathers to be more involved and included by services.

7.12 The priority is:

- To improve support to parents, carers and families, which supports them in improving the life chances of their children.

7.13 The objectives are:

- To effectively involve parents and carers in the design and delivery of services to ensure that they meet the needs of children, families and communities.
- To improve satisfaction levels of parents, carers and families with this support.
- To better co-ordinate existing support to parents and carers and enhance this where necessary.

7.14 The planned actions are:

- Develop and implement a multi-agency participation and support strategy (including communication and information sharing/provision) building on the messages from existing parent/carer consultation activities.
- Further develop and better co-ordinate parent/carer support activity across a range of strategies (Children's Centres, Extended Schools, NRF etc) by developing an over-arching Parenting Strategy.
- Develop, implement and monitor a Young Carers Strategy.

7.15 Equalities.

This section is about ensuring that the CYPP addresses the needs of all children and young people through a focus on the six equalities strands: race; gender; disability; age; sexual orientation; religion/belief.

- 7.16 Leicester is the most culturally and ethnically diverse city in the UK. Approximately 60.5 per cent of the 300,000 population is white, and 39.5 per cent minority ethnic groups. Of these the largest single group, at 26 per cent, is of Indian origin. Bangladeshis, Pakistanis and other Asian people comprise 4 per cent, African Caribbeans 3 per cent, Chinese 0.5 per cent, Dual Heritage 2.3 per cent, and other groups 0.2 per cent.
- 7.17 There are a wide range of faith groups, including Christian, Hindu, Muslim, Sikh, Buddhist and Jews. Twenty four per cent of the population either do not have, or have not stated their religion.
- 7.18 There is a higher proportion of females compared to males, and a younger than national average population.
- 7.19 Based on statistical forecasting, there may be 3500 children and young people who are lesbian, gay, bisexual and transgendered.
- 7.20 Community cohesion is crucial to promoting knowledge, respect and contact between people within and across different groups. Cohesion also includes that people are offered and enabled to take up similar life opportunities
- 7.21 The priorities are:
- Improve equality of access to service delivery.
  - The staffing of all partners is representative of the local population in terms of ethnicity, gender, disability, sexual orientation, religion and age at all levels, with a particular emphasis on senior levels.
  - Ensure that all children and young people are able to exercise the rights identified in the United Nations Convention on the Rights of the Child, and Human Rights and Equalities legislation.
- 7.22 The objectives include:
- Partner policies, procedures and plans have been subject to an Equalities Impact Assessment.
  - All agencies develop, have access to and use multi-agency equalities data in service planning.
- 7.23 The planned strategic actions include:
- All agencies implement specific duties under the Race Relations Amendment Act 2000.
  - All agencies to implement Race Equality Action Plans.
  - All agencies to conduct annual monitoring of staff by ethnicity, gender and disability.
- 7.24 Workforce Planning and Development .  
There is a requirement to have a Children's Workforce Strategy in parallel with the CYPP by April 2006.

7.25 Locally there is a need to establish a coherent and integrated workforce to deliver a comprehensive approach to improve outcomes for children and young people in Leicester. All those working with children and young people must take responsibility for the preventative approach and identifying need across the range of outcomes at an early stage.

7.26 The priority is:

- To take forward the development of an integrated approach to workforce planning and development within the context of the Children's and Young People's Services Authority to ensure that those working with children, young people and families in Leicester have the knowledge, skills and competence that they need, and can build rewarding careers.

7.27 Strategic actions include, for example:

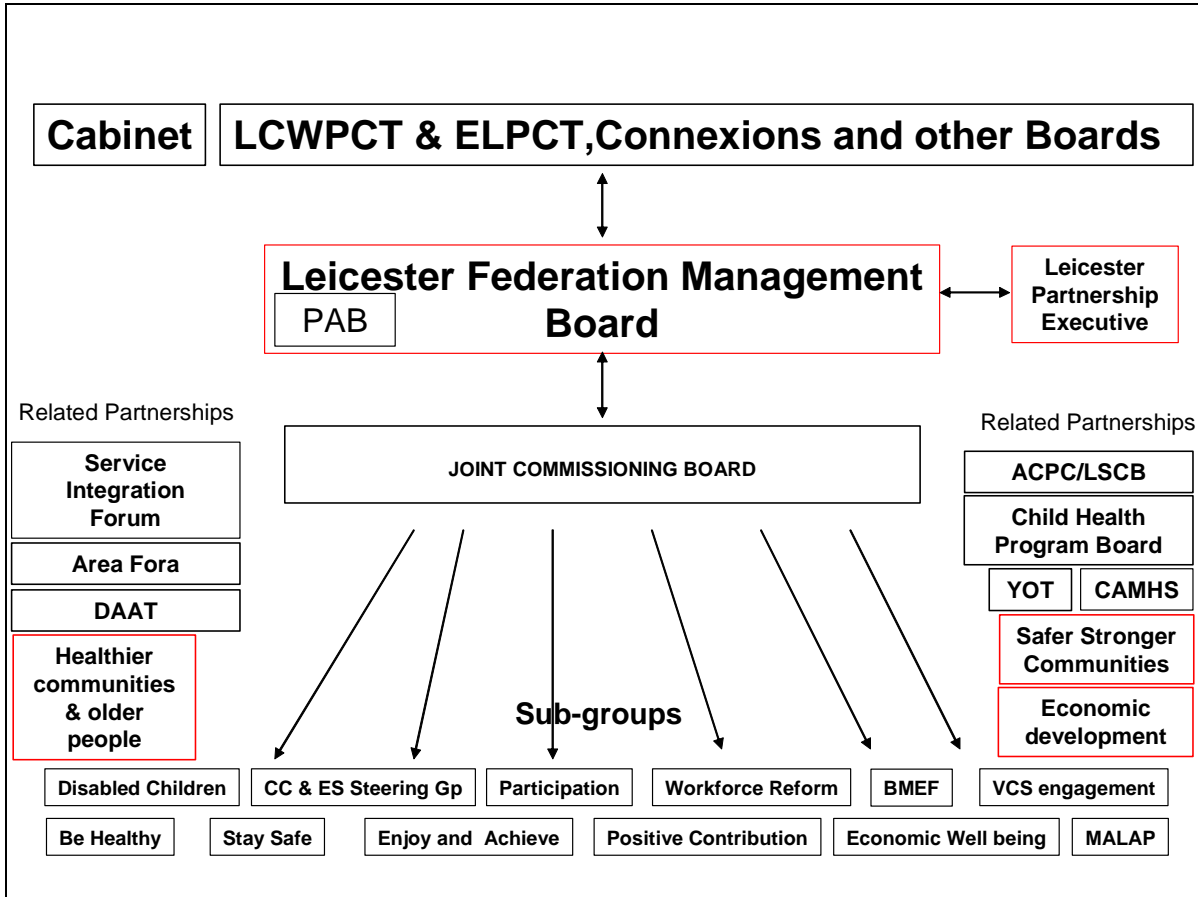
- The establishment of a workforce strategic group.
- The development and delivery of multi-agency training.
- Develop a strategy that identifies career pathways across organisations.

7.28 Service Integration.

Throughout this plan there is a focus on the integration of services in order to improve outcomes for children and young people. This includes improvements which are designed to enable agencies to work better together at all levels of service including planning, commissioning and delivery. The integration of service provision must be underpinned by integration also of processes, strategy and governance.

7.29 Inter-agency Governance and Strategy.

Leicester Federation was established as the city's children's trust in 2003, and is the mechanism which enables the relevant agencies to work together. The partnership structure has been developing throughout this period and is shown below:



- 7.30 In relation to strategy the Joint Commissioning Board will be a key mechanism in delivering improved outcomes. It will continue to agree priorities, objectives, actions and targets, and will also have a role in applying robust evaluative procedures, integrated with performance management systems.
- 7.31 Integrated Processes.  
The Bridges Information Sharing and Assessment Trailblazer is leading on the introduction of the Common Assessment Framework and Lead Professional guidance across Leicester, Leicestershire and Rutland. These will be critical in relation to cross agency understanding and collaboration concerning early intervention at the front line.
- 7.32 A supporting online service directory is managed and maintained by Bridges. Appropriate data sharing protocols have been developed, including conditions of database entry, and maintenance of data.
- 7.33 Integrated Provision.  
The most important feature of this plan is the recognition that through increased integration of services the collaboration between agencies can generate new solutions, offer consistency and coherence, and provide a cost-effective and efficient platform for the future.

- 7.34 Local exemplars of integration include Beaumont Leys Children's Centre, the Child Behaviour Intervention Initiative, Full Service Extended School at Hamilton, and the Teenage Pregnancy Strategy.
- 7.35 Additionally the roll-out of the Children's Centre Programme includes six that have been approved and a further five due over the next two years. Eight more are planned between 2007-10. The combined steering group will also develop an integrated network of wider provision across the 0 - 19 age range, including family support.
- 7.36 The full plan outlines a comprehensive list of objectives in relation to interagency processes, including the integration of structure, governance, strategy, processes and provision. Together they start to define new ways of working for staff at all levels in each partner agency.
- 7.37 **Performance Management.**  
In the context of the integration of services outlined above, the Federation will build on existing and developing performance management systems to ensure that the CYPP is delivered. This will depend on two conditions:
- The delegation of responsibility and authority to a specific Federation body to oversee progress and action (likely to be the Joint Commissioning Board).
  - The adoption of a data collection system to enable progress towards targets to be tracked so that necessary remedial action can be instigated.
- 7.38 **Resource Deployment.**  
The CYPP outlines the range of cross-agency resources available to deliver the planned improvements. It recognises prevailing financial restrictions and is therefore about using existing resources more effectively by promoting integration where and how it will most benefit children, young people and their families. Indicative figures from partner agencies are included, running into many millions of pounds.

## **8. FINANCIAL, LEGAL AND OTHER IMPLICATIONS**

### **8.1 Financial Implications**

There are no direct implications from having to implement a Children and Young People's Plan. However, actions and strategies arising within the plan may result in financial implications arising and these will have to be considered at the appropriate time. (Colin Sharpe – Head of Finance, SCHD and Leicester Federation Ext 8800).

### **8.2 Legal Implications**

Section 17 of the Children Act 2004 provides for regulations to require local authorities to prepare and publish a CYPP, setting out their strategy for services for children and relevant young persons. The accompanying Children and Young People's Plan (England) Regulations 2005 came into force on 1<sup>st</sup> September 2005. (Guy Goodman – Head of Community Services Law Ext 7054).

### 8.3 Other Implications

OTHER IMPLICATIONS	YES/NO	Paragraph Within Supporting information	References
Equal Opportunities	<b>Yes</b>	See both equalities and BME sections of the plan. The issues are also dealt with in each of the outcome sections.	
Policy	<b>Yes</b>	The plan sets the over-arching strategic context for the Children's Services Authority and its partners.	
Sustainable and Environmental	<b>Yes</b>	The plan addresses the relevant strategic issues.	
Crime and Disorder	<b>Yes</b>	The plan addresses the relevant strategic issues.	
Human Rights Act	<b>Yes</b>	The plan addresses the relevant strategic issues.	
Elderly/People on Low Income	<b>Yes</b>	The plan includes a strategic intention to address child poverty and also community cohesion across generations.	

### 8.4 Background Papers – Local Government Act 1972

Every Child Matters – Green Paper  
Children Act 2004

### 8.5 Consultations

The Children and Young People's Plan has been subject to extensive consultation including:

- Children and young people
- Parents
- Staff across all agencies
- Schools and governors
- Trade Unions
- Education and Lifelong Learning Scrutiny 23.1.06
- Social Services Scrutiny 18.1.06

## 9. Report Author

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