

*(The Plan will be designed to have a short overview at the start ending with commitments from main partners. The detail will be contained in the second part of the document. A separate reference paper will show the consultation process).*

## **Children and Young People's Plan refresh 2017 – 2021**

### **Introduction**

The Richmond Children and Young People's Plan for 2017 – 2021, sets a picture of what we should offer to ensure our children and young people have the best possible outcomes in life.

The plan has been coordinated by the Council alongside other key services, such as Achieving for Children (AfC) who provide the full range of children's services in this borough on behalf of the Council, the police and health services and with guidance from young people and their families. Together our vision is that:

*All children and young people achieve their potential,  
free from disadvantage and enjoy life as active, participating citizens.*

### **Welcome to Richmond's Children and Young People's Plan for 2017-2021.**

Over the last four years, we have been working towards achieving the vision set out in our Children and Young People's Plan 2013-17, to tackle inequality and create opportunity for all children and young people in the London Borough of Richmond upon Thames. We have accomplished a great deal.

Children in our primary schools achieve better in their Key Stage 2 tests than both the London and England averages, and in our secondary schools the progress and attainment eight scores (the new main accountability measures) are above the national average. Richmond remains one of the safest

boroughs in London and ongoing partnership working, including the strengthening of the Multi Agency Safeguarding Hub, strives to protect our young people who are vulnerable to domestic abuse, child sexual exploitation, online abuse and radicalisation.

Our safeguarding work and services for looked after children were rated as good by Ofsted back in 2012 and since then we have been striving to improve our services even further; we have developed our emotional health services for children and young people experiencing early signs of emotional and behavioural difficulties; and are developing a fully integrated service for children with disabilities across both boroughs. Multi-agency working has been fully embedded through the cluster model, making sure that families are at heart of decision making.

This Children and Young People's Plan builds on the successes of our previous plan and focuses on the areas which still require further improvement. It also takes into account government priorities and the ambitions of all Richmond's key strategic partners including the Council, health providers and the police. Implementation of the plan will need to be taken forward within a context of reduced funding, and in the current economic climate it is more important than ever to continue to work in partnership to mitigate some of the effects of spending cuts.

There have been some exciting developments within Achieving for Children (AfC), the community interest company which delivers services for children and young people in Richmond and Kingston. In January 2016 AfC was named as one of seven Partners in Practice, a group of Local Authorities and in our case, an organisation, selected to support the Department for Education to shape children's services policy and delivery over the next four years. As part of the PiP programme we will be developing new approaches aimed at reducing the numbers of children in Kingston and Richmond who become looked after. In September 2017, AfC will be expanding to deliver children's services in Windsor and Maidenhead. As Director for Children's Services for Kingston and Richmond, however, my number one priority will continue to be to secure the best possible outcomes for children, young people and their families in these two boroughs.

In developing this plan we have listened to a range of views from children, young people and their parents and carers, the public, groups representing children with special educational need and disabilities as well as the professionals who work so hard to provide high quality services. We recognise that publishing this plan is not the end result of this conversation, but the start of the next phase. We will continue to listen to what you tell us about services and the challenges you face; and we will continue our work to ensure Richmond remains one of the very best places in which to live and grow up.



Paul Herd

Robert Henderson

Director of Education and Children's Services, London Borough of Richmond upon Thames and Royal Borough of Kingston upon Thames

### **Why have a children and young people's plan?**

A children and young people's plan sets out the strategic direction for service providers, guiding them to ensure they match local needs and offer the best possible advantages for the work they do with children and young people up to the age of 19, and up to the age of 25 for care leavers and young people with learning disabilities.

This Plan builds upon the [Community Plan Putting People First](#)'s vision for children, young people and their families living, studying, working and enjoying life within Richmond upon Thames.

The Children and Young People's Plan has been created on behalf of the [Children's Strategic Partnership](#), a group which brings together key organisations to ensure integrated, targeted services to all young people in this borough. These organisations include the Metropolitan Police, LB Richmond upon Thames Public Health team, the Local Safeguarding Children Board, Richmond Voluntary Sector Council and AfC. This Partnership will ensure that the terms of this plan are met.

The Plan will also guide the focus for children and young people within the conversations and decisions within the [Health and Wellbeing Board](#), the [Community Safety Partnership](#) and the [Richmond Partnership](#), the multi-agency partnerships working in the best interests of the borough and its residents.

### **A focus on outcomes**

This Plan paints a picture of what the services should look like to offer the best outcomes for our children and young people and their families to ensure that resources are used as efficiently and effectively as possible, the Council and its partners commission services. The plan focuses on the outcomes we are trying to achieve for our children and young people, providing us with a good idea of what success should look like when commissioning and evaluating these services.

At the time of writing this Plan, the Council is introducing an outcomes based framework to its services and has a framework in place for all services for 0 to 5 year olds (*link to be added*).

## **Children and Young People in Richmond**

Richmond upon Thames is a prosperous, safe and healthy borough where many families enjoy an excellent quality of life. It has exceptional local amenities, including good schools, beautiful parks and open spaces, renowned sporting venues, internationally important heritage sites, and a vibrant arts and cultural scene. This makes the borough a very attractive place to live, work, study and visit.

*(To insert a page of infographics showing the following)*

24% of Richmond's population is aged 0-19

47,758 people are aged 0-19 in Richmond

2,935 under 16's are estimated to live in poverty

There were 2,609 live births in 2015 and has been showing a slight decreasing trend since 2010

11% of children in year 6 are classified as obese

71 hospital admissions of every 100,000 was as a result of self-harm among 10-24 year olds

14% of Richmond's 15 year olds smoke, over twice the London average

8.6% of Richmond's 15 year olds are regular drinkers, the highest figure for a London borough

201 per 10,000 children are children in need, among whom half have a learning disability

48% of pupils living in and attending a school in Richmond are from a minority ethnic group

22% of pupils speak English as an additional language

There were 20 unaccompanied asylum seeking children in 2015

214 children were reported to be affected by domestic violence in 2016

900 children and young people up to the age of 24 provide unpaid care for someone

7.9% of Richmond's dependent children live in an overcrowded household

88% of primary school children achieved Level 4 or above in both English and Maths at KS2

65% of secondary school children achieved 5 or more A\*- C GCSEs (including English and Maths)

97% are in employment, education or training upon leaving school.

*Source: Richmond Children and Young People's Needs Assessment, 2016.*

A full picture of the young people living in this borough and their needs can be seen in the [Children and Young People's Needs Assessment](#).

### **What are the best outcomes for our children and young people?**

We have identified five values which the Council, Achieving for Children and our other partners should follow to provide the best outcomes for the children and young people in this borough.

*(To insert a diagram of a road map showing the following values)*

- |         |  |
|---------|--|
| Value 1 | Keeping children and young people safe and supported at home and school.                         |
| Value 2 | Helping children and young people to be healthy and make good choices about their health.        |
| Value 3 | Ensuring children and young people enjoy life, do well in school and get involved in activities. |
| Value 4 | Prevention: providing help to families when they need it.  |
| Value 5 | Making sure services are right for families and work well.                                       |

**What these values should look like.**

| <b>Value 1: Keeping children and young people safe and supported at home and school</b>    | <b>Value 2: Helping children and young people to be healthy and make good choices about their health</b>                    | <b>Value 3 – Ensuring children and young people enjoy life, do well in school and get involved in activities</b>     | <b>Value 4 – Providing early help to children, young people and their families</b>                     | <b>Value 5 – Making sure services are right for families and work well</b>  |
|--|---|--|--|---|
| Keeping children and young people safe from abuse, neglect, harm and exploitation          | Supporting children and young people to be a healthy weight   | Ensuring children have access to good quality schools locally  | Ensuring children, young people and their families have enough money to live on and are not in poverty | Being able to have your say (consultation and engagement)   |
| Ensuring children and young people have a decent home                                      | Supporting children and young people who may self-harm  | Ensuring young people across a range of abilities have access to good quality colleges and further education locally | Ensuring children and young people are not homeless  | Collaborative working across agencies, this includes social care, schools, health services, Child & Adolescent Mental Health Services (CAMHs), charities & voluntary organisations and police |
| Ensuring disabled children and young people are supported in leading an ordinary life      | Supporting children and young people with mental health difficulties/needs  | Supporting underachieving children and young people in education   | Ensuring access to high quality and timely parenting support   | Increasing the choice and control that young people and their families have in the support they receive   |
| Protecting children and young people from becoming a victim of crime (in person or online) | Actively helping children and young people to avoid risky behaviours (smoking, drugs, alcohol, unprotected sexual activity) | Supporting children and young people in being fit and active   | Ensuring access to local, appropriate, affordable childcare  | Ensuring the accessibility of services meets the needs of children, young people and their families   |

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| Children and young people with caring responsibilities are supported | Ensuring parents/guardians have access to good quality health advice and treatment (childhood illnesses, pre/post-natal) | Ensuring all children and young people have access to good quality sports clubs, leisure centres, parks and open spaces | Vulnerable children under 3 are able to access early education and support in the community locally |  |
|  |  | Supporting children and young people to avoid anti-social behaviours  |   |  |

## Our commitments to you

The five values should support and nurture our young residents. We believe by following these values we will start to tackle inequality and create opportunities for children and young people. These values should ensure that:

- all children and young people are safe and healthy;
- all children and young people are able to participate, enjoy and achieve;
- services provide early help for children, young people and their families when it is needed; and
- organisations will work together to provide effective and quality services for children, young people and their families.

**Director for Children's Services  
London Borough of  
Richmond upon Thames**

**Borough Commander  
Metropolitan Police**

**Interim Director  
Richmond upon Thames  
Council for Voluntary Services**

**Managing Director  
Richmond Clinical  
Commissioning Group**

*Signatures*



## The Detail

The process of developing a children and young people's plan



We did this by

- **'You said, we did'** – reviewing the activities undertaken in the Children and Young People's Plan 2013-2017.

- **Needs Analysis** – the [Children and Young People’s Needs Assessment](#) 2016 informed us about the demographic data, performance information, recommendations from statutory inspections, survey findings, and ongoing consultation with children, young people, families and residents.
- **Consultation with strategic partners** – to ensure that the Plan is joined up across the services most frequently used by children, young people and their families. These partners include: Achieving for Children, Public Health, Richmond Council for Voluntary Sectors, Metropolitan Police, Healthwatch, SEND Family Voices and community and voluntary sector organisations.
- **Referring to local intelligence** – the Plan aligns with other key strategies and plans influencing services for children and young people, such as the [Community Plan](#), the [Joint Strategic Needs Assessment](#), the [Joint Health and Wellbeing Strategy](#) and the [Community Safety Plan](#). It also draws upon local information, such as the 2016 Healthwatch coordinated report [Improving Emotional Wellbeing for Young People](#), which was co-produced with AfC, Richmond and Kingston Councils, the Youth Council and in consultation with 1,580 young people.
- **Communication and engagement with children, young people and their families:** this included asking young people about what issues are most important to them, engaging with families, consulting head teachers and further education providers and councillors. There was also targeted consultation by SEND Family Voices in Autumn 2016 to engage with families with SEND issues.

We conducted extensive public consultation in Autumn 2016 to test whether the Plan was travelling in the right direction to provide the services they needed, at the same time we also ran a social media project where parents and professionals could further explore the ideas behind our thinking and give us open feedback. By Spring 2017 we were able to share the draft Plan with stakeholders including parents and professionals who considered the fine detail to ensure we have the correct measures which will give the outcomes the public wanted from this plan.

A full consultation plan outlining all the consultation used to create this plan can be accessed [here](#). *(Link not yet live, please see attachment)*

### **National and local context**

Since we published our last Children and Young People’s Plan in 2013 there have been significant changes in how we work with our youngest residents, both on a national and local scale.

The national context:

- All councils continue to best manage services within a context of reduced funding. Local authorities now need to be innovative to best use the resources available alongside a continued demand for support. Other statutory partners and the community and voluntary sectors are also facing the same challenges
- As demand increases, services are being streamlined, leading to more integrated services across providers. This is something that is likely to develop further over the course of this Plan's timeframe.
- There has been increased awareness of national child safety issues such as child sexual exploitation and sexual abuse, female genital mutilation and modern slavery.
- There is a growing national awareness of the physical and mental health needs of our children and young people, as well as the impact on younger people of living with or caring for other family members with such needs.
- There has been a national emphasis on the need to promote preventative measures to help children make healthier lifestyle choices. As well as the greater acknowledgement of the need to support young people with emotional needs. This is within the context of changes in the way primary and critical NHS services are provided, with community focused care and a greater self-awareness of caring for our own health and the health of our families coming into greater prominence.
- The set-up of further education and community based learning has been reviewed across the Country and this has prompted some local changes, such as proposals to merge some local colleges, and to introduce specialisms to further education institutions. There are also plans for an enhanced apprenticeship programme, which should give greater opportunities young adults and offer more choice of vocational programmes.
- Since 2014 local authorities have produced a [local offer](#) which sets out the support available for children and young people with special educational needs and disability (SEND) and their families. Each Council also has to provide each person with send aged 0 to 25 with their own education, health and care plan (EHCP).

#### Local context:

- AfC now provides Richmond's children's services. AfC is a social enterprise company owned by Richmond and Kingston Councils and provides a range of services to children and young people (up to the age of 18 and young people with special educational needs up to the age of 25). AfC is able to work collaboratively across the two boroughs where there are similar or specific needs. Working in collaboration with other key service

providers, AfC has also developed a single point of access (SPA) as a central point for young people, their families and professionals to seek guidance and advice on the full range of services.

- In October 2016 Richmond and Wandsworth Council staff joined forces into a single, cross borough, staffing unit. This has led to savings by each borough and enabled a greater sharing of good practice and improved partnership working across these neighbouring boroughs, whilst retaining the sovereignty of each borough and continuing to support the differing aspirations and desires of the local communities.
- Locally we have seen the effects of the wider Government move towards more services being delivered sub-regionally (across boroughs). The new NHS Sustainability and Transformation Plan for South West London brings together Richmond, Croydon, Kingston, Sutton and Merton health services into a collaborative commissioning arrangement. While within the Metropolitan Police, the CID formed one Richmond and Kingston service in April 2017 and the Borough Operational Command Units are likely to merge in March 2018.
- The Council has recently implemented a Prevention Framework which ensures that all services consider a preventative approach to supporting healthy residents, with an emphasis on initiatives such as encouraging active transport (walking and cycling). This framework includes the need to address the health and wellbeing of children and young people and taking a whole systems approach across all services.
- The timeframe of this Plan sees the development of the Richmond Education and Enterprise Campus (REEC); a state of the art campus in Twickenham which will offer a new secondary free School for 11 to 16 year olds, Richmond upon Thames School; a new SEN school, development and expansion of Richmond upon Thames College and opportunities for business nurturing and direct business support for young people developing the best skills for their career.

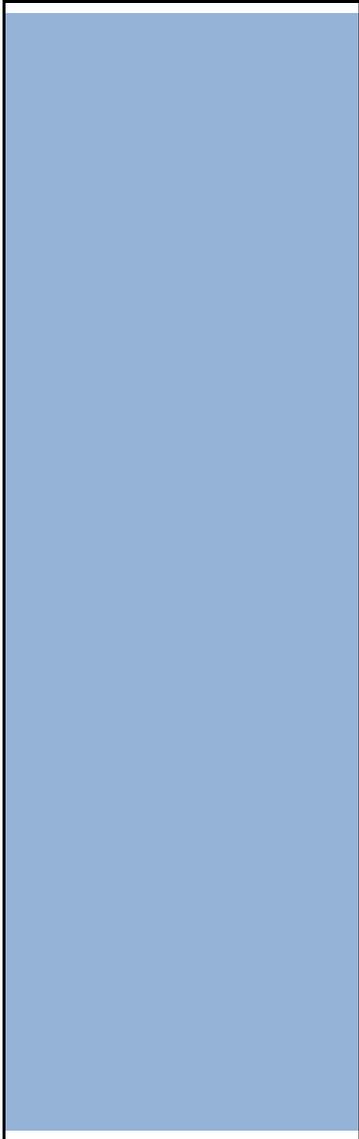
### **How we will measure success**

For each of the values we have created a picture of what we want to achieve for the borough's children, young people and their families. The measures will indicate how the partners intend to achieve this picture. Our success in delivering the Plan will be reviewed on an annual basis, based on these measures and any headline new measures which are developed between now and 2021.

|  | <b>This is the picture we aim to achieve</b>   | <b>We will know if we have achieved this picture by measuring:</b>   |
|--|--|--|
| <p align="center"><b>Value 1</b></p> <p align="center"><b>Keeping children and young people safe and supported at home and at school</b></p> | Fewer children and young people experience domestic abuse, parental substance misuse or parental mental ill-health   | Cases referred to the Multi Agency Risk Assessment Conference (MARAC)  |
|  | Children and young people at risk of harm and/or requiring protection and identified and safeguarded effectively with a well trained workforce, giving guidance and tools to families. | <p>Children’s social care referrals and assessments</p> <p>Number of children becoming the subject of a child protection plan for a second time</p> <p>Cases which are reviewed within required timescales: a) child protection b) length of placements</p> <p>Ensuring the workforce understand their role in relation to new and emerging safeguarding risks – including female genital mutilation (FGM), the PREVENT duty, and child sexual exploitation (CSE).</p> <p>Measuring the quality of multi-agency interventions with local children regularly.</p> <p>Learning from serious incidents, child deaths and learning and improvement case reviews and completed actions in action plans.</p> |
|  | Fewer children and young people run away from home   | Number of children who run away:   |

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|  | or care and are at risk of sexual exploitation  | a) from home<br>b) from care<br><br>Cases referred to Richmond Multi-Agency Sexual Exploitation Group (MASE)<br><br>Number of prosecutions linked to CSE   |
|  | Increasing development and availability of affordable family sized homes in the borough | Housing Authority Monitoring Report (Richmond Housing AMR) data on number of housing completions & future projections  |
|  | Young people have access to suitable accommodation and housing support                  | Number of 16 -17 year olds accommodated<br><br>Number of young offenders accommodated<br><br>Number of care leavers accommodated   |
|  | Reducing the number of children and young people who are the victims of crime           | Number of children and young people who have been the victim of a crime in the past month<br><br>Number of children and young people are e-safety aware and know how to keep themselves safe on the internet and social networks |
|  | Carers are identified and a programme of support is put in place.                       | Number of young carers identified during single assessment process   |

|  | This is the picture we aim to achieve   | We will know if we have achieved this picture by measuring:   |
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| <p style="text-align: center;"><b>Value 2</b></p> <p style="text-align: center;"><b>Helping children and young people to be healthy and make good choices about their health</b></p> | <p>Children and young people are supported to lead healthy and active lifestyles</p>                                  | <p>Number of children who are overweight or obese in:</p> <ul style="list-style-type: none"> <li>a) Reception year</li> <li>b) Year 6 in primary school</li> </ul> <p>Numbers involved in the roll out of “Family Start”, a 12 week healthy lifestyle programme for Year 6 children and their families. Programme targeted at schools with high obesity rates.</p> <p>Total number of eating disorder referrals</p> <p>Number of children and young people with eating disorders</p> <p>Waiting time to treatment for an eating disorder (routine and urgent)</p> <p>Average length of stay for a tier 4 admission for eating disorder</p> <p>Percentage of tier 3 CAMHS service users and carers who are satisfied with the transition planning process</p> <p>Number of families supported by Homestart</p> |
|  | <p>Reduce levels of self-harm, ensuring all professionals are equipped to identify signs of self-harm and provide</p> | <p>Number of primary and secondary schools participating in CAHMS training</p>  |

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|  | <p>advice and support.</p>  | <p>Number of children and young people seen by the self-harm nurse</p> <p>The rate of self-harm related admissions per 100,000 population (10-24 years)</p> <p>Percentage of children and young people seen by Psychiatric Liaison Services within 4 hours</p>   |
|  | <p>Children and young people enjoy good emotional and mental health</p> | <p>The total number of referrals into the SPA</p> <p>The number of referrals to face to face counselling from the SPA</p> <p>The total number of referrals into the SPA receiving a telephone triage within 72 hours</p> <p>The total number of referrals to Emotional Health Service (EHS)</p> <p>EHS waiting time for routine assessment</p> <p>EHS waiting time for treatment</p> <p>The total number of referrals into tier 3 CAMHS</p> <p>Percentage of young people seen within 12 weeks of referral to tier 3 CAMHS (first assessment)</p> <p>Length of wait for access to tier 3 CAMHS (average weeks)</p> |

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|  | Children and young people are supported and receive appropriate care to help them avoid risky behaviours                             | <p>Under 18 conception rate</p> <p>Number of young people who are aware of sexual health &amp; contraception services available locally</p> <p>Number of pupils who smoke regularly</p> <p>Number of pupils who drink alcohol</p> <p>Number of young people completing substance misuse treatment and leaving in a planned way</p> |
|  | Families are supported to keep children healthy during their early years and to protect them against avoidable disease and infection | <p>Prevalence of breastfeeding at six to eight weeks from birth</p> <p>Uptake of the mumps, measles and rubella immunisation (MMR) a) first dose by the second birthday b) second dose by the fifth birthday</p> <p>Development of an Early Years Pathway.</p>   |

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|  | <b>This is the picture we aim to achieve</b>             | <b>We will know if we have achieved this picture by measuring:</b>  |
|  | Sufficient choice of primary and secondary school places | Number of families resident in Richmond upon Thames who are able to send their children to one of their preferred |

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| <p><b>Value 3</b></p> <p><b>Ensuring children and young people enjoy life, do well in school and get involved in activities</b></p> |  | <p>primary and secondary schools</p> <p>The expansion of current schools where appropriate and the creation of independent free schools to increase choice of school places</p>  |
|   | <p>Young people are provided with information, advice and guidance into post-16 education and training.</p>          | <p>Participation of 17 year olds in education or training</p> <p>Average points score per candidate at A-Level</p> <p>Number of 16-18 year olds who are not in education, employment or training (NEET)</p> <p>Number of apprenticeships created in Richmond upon Thames</p>   |
|   | <p>Harder to reach young people receive targeted advice and support to succeed in education and training post-16</p> | <p>Achievement gap between care leavers and their peers is reduced – as measured by achieving Level 4 at Key Stage 2 in English and Maths/five or more 4-9 grades GCSEs or equivalent</p> <p>Number of young offenders’ engaged in suitable education, training or employment</p> <p>Number of care leavers in education, employment or training</p> <p>Number of 16-18 year olds who are not in education, employment or training</p> |

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|  | Working jointly with local schools and sports clubs to ensure sports facilities are meeting the demands of users         | <p>Increase participation in sports by 1%</p> <p>Successfully deliver the legacy of the 2015 Rugby World Cup through the all schools programme.</p> <p>Numbers of participants in the Sport and Fitness Junior programme.</p> <p>Numbers of participants in the Richmond upon Thames Inclusive Support and Exercise programme (RISE).</p> |
|  | Developing new and improved sports facilities including and upgrading fitness suites at public sport and fitness centres | <p>Delivery of new facilities at Richmond upon Thames school as part of Richmond Education and Enterprise Campus (REEC) programme</p> <p>Programme of upgraded fitness suites at public sport and fitness centres</p>   |
|  | Improve the facilities available in our parks, open spaces and riverside areas   | Deliver the Parks Improvement Programme   |
|  | All young people are supported to stay out of crime and anti-social behaviour  | <p>Reduction in first time entrants into the youth justice system</p> <p>Number of young offenders who re-offend</p>  |

|  | <b>This is the picture we aim to achieve</b>   | <b>We will know if we have achieved this picture by measuring:</b>  |
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| <p style="text-align: center;"><b>Value 4</b></p> <p style="text-align: center;"><b>Prevention: providing help to families when they need it</b></p> | Families are able to access support to help get back into employment, education or training  | Number of children in Richmond upon Thames living in poverty  |
|  | Families who are in need are supported to improve outcomes   | <p>Outcomes of families identified as part of the Strengthening Families Programme</p> <p>Number of families assisted through SPA</p> <p>Support for perinatal mental health</p>  |
|  | Seek to prevent homelessness and secure appropriate accommodation for homeless households  | Complete Homelessness Review and develop new Housing Strategy (2017-2021)   |
|  | All families have access to joined-up early intervention services in their local areas, and families with additional needs are supported to improve outcomes | <p>Outcomes of families identified in the Strengthening Families Programme.</p> <p>Families assisted through SPA</p> <p>Access to specialist parenting support programmes for those families with children and young people with additional needs</p> |
|  | Parents can access high quality childcare to allow them to work or undertake training or education   | Monitor and encourage take up of 15 hours a week free childcare (children 3 and above) by working parents, and the  |

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|  |  | <p>planned extension of free hours to 30 hours (children aged three &amp; four)</p> <p>Monitor take up of the new in-work voucher scheme once implemented</p>   |
|  | <p>Families have access to joined-up early intervention services in their local area</p> | <p>Procure Health Visiting service, with an increased focus on integration with other services.</p> <p>Outcomes of families identified in next phase of Strengthening Families programme</p> <p>Increased take up of 15 hours free childcare per week for two year olds who are eligible</p> <p>Family access to Single Point of Access</p> |

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|  | <p><b>This is the picture we aim to achieve</b></p>   | <p><b>We will know if we have achieved this picture by measuring:</b></p>   |
|  | <p>Children, young people and their families are engaged in planning the services that affect their lives</p> | <p>Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment</p> |

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| <b>Value 5</b><br><b>Making sure services are right for families and work well</b> | Local partnership arrangements are effective and partners work together to ensure services are continually improved                         | Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment |
|  | Ensure children and young people are at the heart of the SEND reforms and that the Local Offer is there to support them and their families. | Monitoring of Local Offer accounts<br>Review of policy for parental choice for educational placements for pupils with SEND                 |
|  | Ensure services are delivered in appropriate community spaces and made accessible on-line   | Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment |