

# Richmond upon Thames

Young people Services Schools  
Effective Skills Preventative Local Participate Learn  
**Children and** Protection Youth Enjoy and achieve  
Early help Working together  
Partnership Quality Caring Children  
Engage **Young People's Plan**  
Positive contribution Achieving Safeguarding **2013-2017**  
Value Families Improving Economic wellbeing  
Healthy Opportunity Parents



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# Foreword

Welcome to Richmond's Children and Young People's Plan for 2013-17. Over the last four years, we have been working towards achieving the vision set out in our Children and Young People's Plan 2009-13, to tackle inequality and create opportunity for all children and young people in 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 percentage of pupils achieving at least five A\* to C grades at GCSE including English and mathematics has increased. Our safeguarding work and services for looked after children were rated as good by Ofsted; we have developed a primary mental health service for pupils experiencing early signs of emotional and behavioural difficulties; and we have developed the Windham Croft Centre as a centre of excellence for children with disabilities. Multi-agency working has been fully embedded through the quindrat locality model, identifying and providing early help to children, young people and their families.

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 Richmond Council's local administration.

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. One key development in our efforts to tackle these challenges is the creation of Achieving for Children (AfC), a joint venture which will deliver services for children and young people in the boroughs of Richmond and Kingston. AfC offers a unique opportunity to pool facilities, staff talents and share assets across both boroughs. I became Joint Director for Children's Services in the summer of 2012, and with my management team I will continue to work on behalf of both local authorities to secure the best possible outcomes for children, young people and their families.

In developing this plan we have listened to a range of views from children, young people and their parents and carers, as well as the professionals who work so hard to provide high quality services. I am pleased that for the second time we have included an action plan developed by young people themselves. 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 upon Thames remains one of the very best places in which to live and grow up.

**Nick Whitfield**

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

# 1 Introduction

## Background to the Plan

The Children and Young People's Plan sets out the direction and goals for the Council and its strategic partners, covering all services for 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.

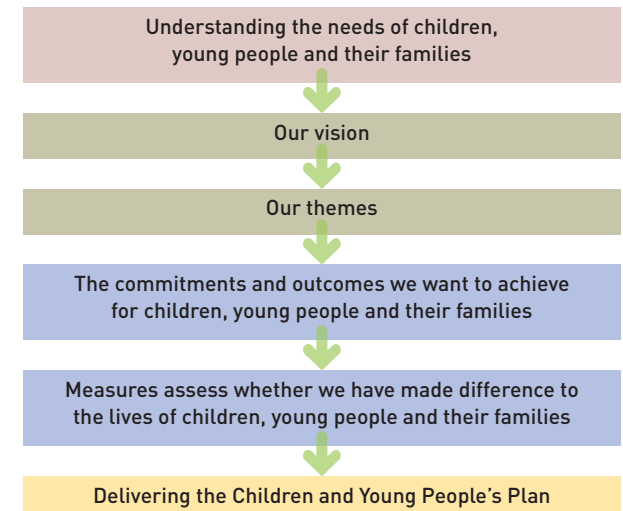
The Plan has been developed by the Council in consultation with the Children and Young People's Partnership, a group that brings together the key organisations delivering services to children and young people in the borough; for example, health organisations, police, schools and colleges, and voluntary organisations. It includes services available for every child such as education, health and youth services; services for children who may need additional help for example with attendance, behaviour or health difficulties; and services for the small number of children with complex needs, such as children in care or those with disabilities. The Plan sets out the vision for children, young people and their families and carers in the borough, and outlines the Partnership's shared commitments and the anticipated outcomes that will emerge as a result of the work delivered.

The Plan is strategically aligned to the work of the Health and Wellbeing Board and the Richmond Partnership, the multi-agency partnership group working in the best interests of the borough and its residents. It also works closely with the Local Safeguarding Children Board, an independent statutory board which co-ordinates safeguarding activities in the borough.

The plan has been developed using three main information sources:

- **'You said, we did':** a review of activities undertaken in the Children and Young People's Plan 2009-13.
- **Needs analysis:** an analysis of information about the needs of children, young people and their families, including demographic data, performance information, the recommendations from statutory inspections, survey findings, and ongoing consultation with children, young people, families and residents. The needs analysis is available on the Council's website.
- **Consultation and engagement with children, young people and their families:** we have consulted widely in developing this Plan; including asking young people to tell us what they thought were the most important issues that affected them. This work was integral to both this Plan and the separate Young People's Action Plan. In addition, we have carried out formal and informal consultation, including with children in care, children not in school, primary school pupils, secondary school pupils, parents and carers, school governors, headteachers, councillors and representatives from equalities groups.

The diagram below illustrates the approach to developing the Children and Young People's Plan, from understanding the needs of children, young people and their families, to determining the vision and outcomes we want to achieve. We will deliver the Plan by developing a four-year Business Plan, which will be reviewed annually and will be informed by the Young People's Action Plan.



## National and local context in children's services

The four years since we published our last Children and Young People's Plan in 2009 have been characterised by far-reaching change, both on a local and national scale. The global financial crisis of 2009 has led to a programme of austerity and deficit reduction; consequently the Council and its partner organisations are operating within a context of unprecedented funding reductions. Despite this, demand for services continues to rise.

Alongside the financial challenges, we are also managing widespread public sector reforms. Nationally, a whole-scale review into how local authorities and other agencies work together to safeguard children and young people was led by Professor Eileen Munro. The review concluded that child protection has become too focused on compliance and procedures and has lost its focus on the needs and experience of individual children. As a result a number of changes to social work practice, recording, reporting and inspection were proposed. At a local level, protecting children from harm, maltreatment or neglect is a priority for the Council and its partners, and our reputation for providing good services to safeguard children and was validated by Ofsted in a ten-day inspection during 2012.

Educational reforms have led to greater school autonomy, with the creation of academies and free schools and a drive to improve pupil standards through revised qualifications. Working with schools, colleges and employers, local authorities are now responsible for promoting participation in education, employment or training for all 16 and 17 year olds. The introduction of the Pupil Premium offers schools additional resources to help close the attainment gap between more disadvantaged pupils and their peers. In Richmond upon Thames, all but one secondary school has become an academy, and good relationships with new free schools are being developed so they become part of the local family of schools.

Educational choice post-16 has been expanded through the development of sixth forms in all secondary schools, and there are plans in place to revitalise Richmond upon Thames College, with major building developments and new school provision planned for the site. In addition, the Council continues to expand existing primary and secondary schools to meet the increasing demand for school places; this includes establishing new Catholic primary and secondary schools, and developing special school provision.

A greater focus on early intervention has shaped policy in the early years through initiatives such as free childcare for vulnerable 2 year olds, and for families accessing multiple services through the Troubled Families Programme. In healthcare, GPs are now responsible for commissioning local health provision, supported by Health and Wellbeing Boards.

## Richmond's approach to commissioning

Reductions in funding have led local authorities to take a fundamental look at how services are delivered, to ensure that they are making the most effective and efficient use of resources. In Richmond upon Thames, the Council has agreed a new strategic direction which focuses on commissioning rather than directly providing services to residents. Commissioning is about deciding what service is needed, how it should be delivered and by whom – this could be public, private or voluntary sector provider. This approach includes exploring how services could be delivered differently rather than being constrained by how things have been done in the past. The Council and its partners have looked for opportunities to jointly commission services, evidenced by the creation of a Joint Children's Health Commissioner post.

In Richmond upon Thames, the Council has embarked on an exciting journey with Kingston Council to create AfC, a local authority company jointly owned by the two boroughs. AfC will offer: greater capacity for

safeguarding and looking after the most vulnerable children in both boroughs; responsive and joined-up preventative services; and high quality services to support schools. At the same time, the efficiencies created by bringing together services and setting up a joint management team will help meet the financial challenges ahead.

AfC will aim to meet the needs of children in a more focused and effective way, building on the strengths of both boroughs and increasing capacity to address areas for improvement. It will also work in partnership with other local organisations delivering services for children and young people, such as health providers, voluntary organisations, local businesses, schools and colleges.

## Understanding need

The Children and Young People's Plan has been informed by a comprehensive needs assessment which brings together demographic data, performance information, feedback from statutory inspections and service users' views. The section below provides a brief overview of the headline messages.

## Borough profile

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 outstanding 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.

According to the 2011 Census, Richmond upon Thames has a population of 187,000, of which 44,000 (24%) are aged between 0 and 19. The local birth rate is predicted to rise from 2,935 live births in 2011 to 3,100 live births in 2021. The workforce is generally well-qualified with

high levels of household earnings. The Office of National Statistics reports that the average annual pay in Richmond upon Thames is £48,395, making the borough one of the least deprived areas in London and in the country. No areas in the borough are ranked in the most deprived 20% of all local authority areas in England.

The 2011 Census reported that 14.1% of the borough population came from Black, Asian and Minority Ethnic (BAME) groups, compared to 40.2% in London. The largest BAME population in the borough is Indian, with the majority residing in the Heathfield ward. Compared to England as a whole, the borough has an above average number of residents from other European Union countries: 14.5% living in the borough compared to an average of 5.6% in England. The school-age population is more ethnically diverse than the whole resident population: according to the 2012 School Census, 22.5% of pupils in primary schools and 25.6% of pupils in secondary schools were from a BAME group.

There are small pockets of relative deprivation in the borough in Ham, Heathfield, Castelnau, Mortlake and Hampton North. In terms of child poverty, children are classified as living in poverty if their family is in receipt of out-of-work benefits or tax credits where their income is less than 60% of national median income. The Department of Work and Pensions estimated in 2011 that 4,290 children in Richmond upon Thames were living in poverty. These families are also likely to be particularly affected by welfare reforms. Changes to eligibility for child benefit will impact heavily on middle income earners and single earner households. Tightening of housing benefits will severely test the extent to which people can afford to live in a borough such as Richmond upon Thames, where housing costs are high. These issues will put additional pressure on families and may increase demand for services provided by the Council and its partners.

## Safe and healthy

Richmond upon Thames is generally a safe place for children and young people to grow up, with one of the lowest levels of crime and road accidents involving children. The rate of first time entrants to the youth justice system is far lower than the regional and national averages.

Keeping our most vulnerable children and young people safe is a key priority of this Plan. The number of children subject to a Child Protection Plan are low (64 at January 2013), as are the number of children in care (78 at January 2013). Services to these vulnerable children and young people were graded as good by Ofsted following an inspection in May 2012; however, the Council is committed to making improvements in the key areas for development identified in the inspection. This includes strengthening

the role of the Local Authority Designated Officer so that all organisations in the borough understand how to report safeguarding concerns, and improving accommodation for 17 year-olds who are assessed as homeless. A range of support has been developed for children with disabilities, notably the development of specialist provision at the Windham Croft Centre in North Richmond; however, further work is required to improve the transition of young people with disabilities to adult social care services.

Children and young people in Richmond upon Thames are likely to have a good start in life. The borough performs well in indicators that measure health and wellbeing as shown in the table below: life expectancy is high; there are high levels of participation in sport and physical activity; rates of childhood obesity are low; and the borough has one of the lowest levels of teenage pregnancy in the country.

Safe and healthy – indicator	Richmond	London	England
Life expectancy at birth for males, in years (2008-10)	81.3	79.0	78.6
Life expectancy at birth for females, in years (2008-10)	85.6	83.3	82.6
Infant mortality rate per thousand live births (2008-10)	3.7	4.1	4.3
Percentage of Reception children classified obese (2011-12)	6.5%	10.9%	9.5%
Percentage of Year 6 children classified obese (2011-12)	12.9%	22.5%	19.2%
Under-age conception rates per 1,000 girls aged 15-17 (2010)	17.6	37.1	35.4

Participate, enjoy and achieve – indicator	Richmond	London	England
Percentage of 5 year olds achieving a good level of development (2011-12)	72%	64%	64%
Percentage of primary school children achieving Level 4 or above in both English and mathematics at Key Stage 2 (2011-12)	90%	82%	80%
Percentage of secondary school children attaining 5 or more A*-C GCSEs including English and mathematics (2011-12)	62.6%	62.3%	59.0%
Percentage of young people aged 16-18 who were not in employment, education or training (NEET) (2011)	5.2%	4.5%	6.1%

## Participate, enjoy and achieve

School standards in Richmond upon Thames are high. Children aged under five have an excellent start to school, with achievement scores from the Early Years Foundation Stage among the best in the country. In our primary schools, pupils consistently achieve the highest results in the country, with 90% of pupils achieving Level 4 or above in English and mathematics at Key Stage 2; however, there are some gaps in attainment between pupils eligible for free school meals and their peers, and for boys lower achievement in English and girls lower achievement in mathematics at Key Stage 2. In our secondary schools, there has been a significant improvement in the number of pupils achieving five or more A\* to C grades at GCSE (including English and mathematics); Richmond upon Thames also ranks seventh in the country for pupils achieving the English Baccalaureate. At Key Stage 4, there are significant attainment gaps between girls and boys, between some BAME pupils and their peers, and between pupils eligible for free school meals and their peers.

Behaviour in schools is good, with high levels of attendance and a reduced number of fixed-term and permanent exclusions. According to the January 2013 School Census, there are 3,421 children (15.3% of the total school population) who have special educational needs (SEN), defined as receiving School Action or School Action Plus support or who have a statement of educational need. With the support of the borough's two special schools, children with SEN generally perform

better than their peers in other boroughs, especially at Key Stages 1 and 2.

There is a very wide variety of activities for children and people to participate in across the borough, particularly through schools, voluntary sector youth organisations, the Council's youth service, and programmes such as the Duke of Edinburgh's Award Scheme. However, there is a clear message from young people that there is a lack of things to do in the borough, and so better communication and engagement is required to ensure organisations are delivering the right services in the right places at the right times.

## Providing early help

Providing early help to children, young people and their families in order to prevent more significant issues later in life is a priority for the Council and its partners. Joined-up early help services are delivered in five localities called quindrats. This approach makes collaboration between practitioners easier and enables common issues across a quindrat to be identified and addressed as early as possible.

Children benefit from outstanding childcare provision in the borough, providing them with an excellent start in life. Childcare is known to be expensive and was identified as an obstacle to parents accessing education, training or employment in the borough's Childcare Sufficiency Assessment in 2011. Only the most vulnerable families receive support with childcare costs,

and a challenge for the Council is to ensure that there are enough high quality free places available for vulnerable 2 year olds.

Targeted support for the families most in need is being provided through the Troubled Families Programme. The number of families which meet the national criteria in Richmond upon Thames is relatively low; however, the vast majority will be known to local agencies, and the programme provides an opportunity for a renewed focus on improving these families' lives.

The number of students in Richmond upon Thames who achieve a Level 3 qualification by the age of 19 is well above the national average. The vast majority of 16 and 17 year-old school leavers are in education, employment or training, with a choice of apprenticeship and work-based learning opportunities available, including the Council's own Way to Work scheme. There is still considerable work to do, particularly to prepare for the increase in the school participation age, and to re-engage those young people who are currently not in education, employment or training.

A new multi-agency approach to support children and young people experiencing emotional, behavioural and mental health issues has been agreed. Services for children experiencing emotional and behavioural issues are offered in school by a team of Primary Mental Health Workers, and there are clear pathways and referral mechanisms in place for those children who require higher-level support for mental health issues. There is more work to do in this area, particularly to support children and young people with autistic spectrum disorders.

Providing early help – indicator	Year	Richmond	London	England
First time entrants to the youth justice system (rate per 100,000 age 10-17)	2011-12	422	704	637
Students achieving a Level 3 qualification by the age of 19	2011	60%	59%	53%
Proportion of young people not in education, employment or training	2011	5.2%	4.5%	6.1%



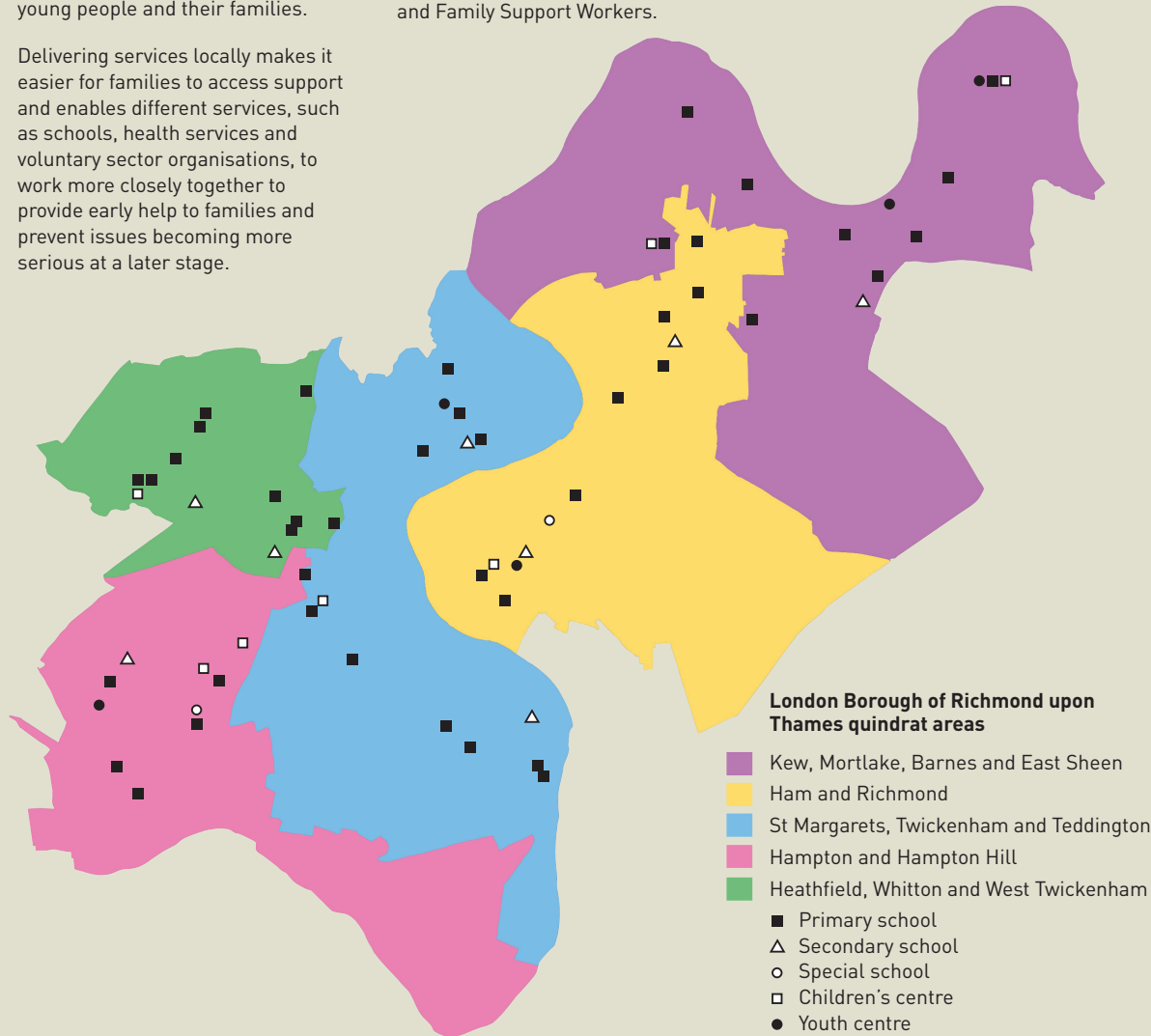
### What is a quindrat?

A quindrat is one of five areas in Richmond upon Thames established to provide joined-up and localised services to children, young people and their families.

Delivering services locally makes it easier for families to access support and enables different services, such as schools, health services and voluntary sector organisations, to work more closely together to provide early help to families and prevent issues becoming more serious at a later stage.

Each quindrat comprises a network of schools and a children's centre, supported by a dedicated multi-agency team of Education Welfare Officers, Educational Psychologists, Primary Mental Health Workers and Family Support Workers.

The practitioners in each quindrat meet regularly to address concerns and issues in their local area; this is supported by a budget to commission services to meet specific local needs.



### Working together to ensure effective and quality services

There is a strong ethos of working together in Richmond upon Thames to achieve the best outcomes for children and young people. The partnership landscape is well established, with a strong commitment to improving services from all partner agencies. This Plan has been developed to align with other key strategies and plans influencing services for children and young people, such as the Community Plan, the Health and Wellbeing Strategy and the Joint Strategic Needs Assessment.

There is a strong infrastructure supporting services for children and young people: a Single Point of Access ensures a single and common entry point for all children's services; the Common Assessment Framework and quindrat model of localised service delivery are well established across the borough; and children's centres offer a range of support services for children, young people and their families in their community.

Mechanisms are in place to ensure that children and young people are able to inform and influence the design and delivery of services, such as the Richmond Youth Council and the Children in Care Council. We recognise, however, that we could do more to routinely involve children, young people, parents and carers in the planning, delivery and review of the services they receive.

Map shows approximate locations. Primary schools includes Windham Nursery, and two schools have dual sites.

Map contains Ordnance Survey data. © Crown copyright. London Borough of Richmond upon Thames 100019441 2013.



# 2 What is in the Plan

## Our vision

The vision of the Children and Young People's Plan is to tackle inequality and create opportunity for children, young people and their families.

- Tackling inequality: we know that behind the story of our success there are inequalities between the relatively wealthy and poor areas of our borough, and between vulnerable children and their peers. Our vision is to target those children and young people most in need of support, so that every child in every part of our borough has the chance to reach their full potential.
- Creating opportunity: Richmond upon Thames is a vibrant and prosperous borough, and our vision is to maintain excellent services by working with families to ensure children and young people have access to the opportunities they need to enjoy safe, healthy and happy lives and a positive transition into adulthood.

Our vision is captured within the themes and commitments we have set out below.

## Our themes

The outcomes we want to see for all children and young people are set out in four overarching themes:

- **Theme 1: Ensuring children and young people are safe and healthy**

The starting point for a happy childhood, and the foundation for future success, is to grow up safe from harm and to be physically and emotionally healthy. We want to ensure that all children and young people in the borough are safe from the risk of harm. We also aim to ensure that all children and young people are supported to stay healthy, with high quality support for those with additional needs.

- **Theme 2: Ensuring children and young people are able to participate, enjoy and achieve**

Excellent schools are essential if all children and young people are to achieve success. We are committed to ensuring consistently high standards of teaching and learning in our schools, with a particular focus on narrowing the gaps in attainment. We also want to provide an exciting range of play, sports and cultural opportunities for young people to enjoy growing up and participate positively in their communities.

- **Theme 3: Providing early help to children, young people and their families**

We know that some children and young people need extra help to ensure they reach their full potential. We want to ensure that these children and their families receive targeted support as early as possible, to prevent them from needing specialist intervention in the future. We also aim to provide high quality education and training opportunities for young people, so that they are able to move successfully into adulthood.

- **Theme 4: Working together to ensure effective and quality services**

At a time of reduced funding, it is more important than ever that we work together to improve outcomes for children, young people and their families. We will focus on: shared planning and work in partnership; developing our workforce; and involving children, young people, parents and carers in the design and delivery of services.

## Our commitments, outcomes and measures of success

Each of the four themes has been broken down into a series of commitments which aim to capture the key activities undertaken by the Council and its strategic partners. Each commitment has been filtered further into the specific outcomes that we want to achieve for children, young people and their families, with a series of performance measures to evaluate our progress.

We will use a range of mechanisms to monitor our performance, including performance indicators, feedback from service users and quality assurance tools such as audit and self-evaluation. We will review the Plan regularly to assess progress in delivering against the outcomes, and to ensure that the outcomes and measures remain relevant. This approach will enable all of us to understand what we are trying to achieve, measure progress and assess whether we are making a difference to the lives of children, young people and their families.

If we fulfil our commitments and outcomes, and achieve good results against our performance measures, we will have delivered our vision for children and young people in the borough, and the aspirations set out within the Plan's four themes.

## Young People's Action Plan

It is vital that the Plan addresses what children and young people feel are the priority issues affecting their lives. That is why we have consulted with children and young people and their families in developing our Plan.

We also recognise the role that children and young people play as representatives and advocates for other children and young people, which is why we have asked the Richmond Youth Council and the Children in Care Council to lead on a Young People's Action Plan. This Action Plan will enable young people to make a real contribution to the delivery of the Plan and identify the actions that they will progress themselves.

# Commitments grid

Borough themes	1. Ensuring children and young people are safe and healthy	2. Ensuring children and young people are able to participate, enjoy and achieve	3. Providing early help to children, young people and their families	4. Working together to ensure effective and quality services
Our commitment is to work to...	1.1 Ensure children and young people are protected from harm and live in stable and supportive environments	2.1 Ensure children and young people, including those with special and additional educational needs, enjoy high quality learning to fulfil their potential	3.1 Support children, young people and families to have a successful start in life	4.1 Enhance partnership working and commissioning to support integrated working
	1.2 Ensure children and young people are safe and feel safe in school, online and in their local communities	2.2 Reduce achievement gaps at all key stages to enable pupils to make good progress throughout their time in education	3.2 Ensure families are supported to reduce the impact of poverty	4.2 Ensure children, young people and their families are engaged in improving services to meet their needs
	1.3 Ensure children and young people enjoy good physical health, and those with additional needs and disabilities get the support they need	2.3 Ensure children and young people participate in and enjoy a range of activities and make a positive contribution to their communities	3.3 Ensure young people post-16 are supported to access education, employment or training	4.3 Ensure effective professional development for the children's workforce
			3.4 Ensure children and young people enjoy good emotional and mental health, and get the support they need to address emotional and behavioural challenges	4.4 Ensure the most effective use of resources to achieve best value and improve services
			3.5 Maintain high quality and localised preventative services	

## Theme 1: Ensuring children and young people are safe and healthy

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>1.1 Ensure children and young people are protected from harm and live in stable and supportive environments</b>	1.1.1 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 for domestic abuse
	1.1.2 Children and young people at risk of significant harm are identified, referred to social care and assessed promptly	Referrals to social care where 'no further action' is the recorded outcome Re-referrals to social care Children's social care assessments carried out within statutory timescales: a) initial assessments, b) core assessments
	1.1.3 Children and young people requiring protection are safeguarded effectively	Children becoming the subject of a child protection plan for a second or subsequent time Cases which are reviewed within required timescales: a) child protection, b) looked after children
	1.1.4 Looked after children are in safe, stable and supportive placements	Timeliness of placements for looked after children who are being placed for adoption Stability of placements for looked after children: a) number of placements, b) length of placements
	1.1.5 Fewer children run away from home or care placements	Children who run away: a) from home two or more times in six months, b) from care
<b>1.2 Ensure children and young people are safe and feel safe in school, online and in their local communities</b>	1.2.1 Children and young people do not suffer from bullying	Pupils who have been afraid to be in school because of bullying Pupils who have been bullied on the internet
	1.2.2 Children and young people are not the victims of crime, and fear of crime among younger people is lower	Pupils who have been the victim of a crime in the past month Pupils who feel safe going out in the day Pupils who feel safe going out after dark

## Theme 1: Ensuring children and young people are safe and healthy

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>1.3 Ensure children and young people enjoy good physical health, and those with additional needs and disabilities get the support they need</b>	1.3.1 Families are supported to keep children healthy during their early years and to protect them against avoidable disease and infection	Prevalence of breastfeeding at six to eight weeks from birth Uptake of the mumps, measles and rubella immunisation (MMR): a) first dose by the second birthday, b) second dose by the fifth birthday
	1.3.2 Children and young people are supported to lead healthy and active lifestyles	Children who are overweight or obese in: a) Reception year, b) Year 6 in primary school
	1.3.3 Teenage conceptions and sexually transmitted infections are reduced	Under-18 conception rate Pupils who are aware of the special contraception and advice services for young people available locally
	1.3.4 Children and young people are free from the risks associated with smoking, drinking alcohol and substance misuse	Pupils who have tried smoking Pupils who smoke regularly Pupils who drink alcohol Pupils who have drunk alcohol on at least one day in the past week Pupils who have been offered an illegal drug Pupils who have taken an illegal drug Young people in substance misuse treatment Young people leaving substance misuse treatment in a planned way
	1.3.5 Children and young people with additional health needs, disabilities and learning difficulties receive the support they need particularly at the transition stages	16 to 25 year olds with learning difficulties and/or disabilities in employment, education or training Additional progress will be measured for this commitment through feedback from service users and quality assurance mechanisms such as audit and self-assessment

## Theme 2: Ensuring children and young people are able to participate, enjoy and achieve

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>2.1 Ensure children and young people, including those with special and additional educational needs, enjoy high quality learning to fulfil their potential</b>	2.1.1 Parents and carers are supported to help their children develop and learn in their early years	Achievement at the Early Years Foundation Stage Gap between the lowest achieving 20% in the Early Years Foundation Stage profile and their peers
	2.1.2 Children enjoy high quality learning throughout their primary school education	Families resident in Richmond upon Thames who are able to send their children to one of their preferred primary schools Pupils achieving Level 2+ at Key Stage 1 in: a) reading, b) writing, c) mathematics Progression by two levels between Key Stage 1 and Key Stage 2 in: a) English, b) mathematics Achievement at Level 4 or above in both English and mathematics at Key Stage 2
	2.1.3 Children and young people enjoy high quality learning throughout their secondary school education	Families resident in Richmond upon Thames who are able to send their children to one of their preferred secondary schools Achievement of five or more A* to C grades at GCSE or equivalent including English and mathematics Pupils achieving the English Baccalaureate
	2.1.4 Pupils with special educational and additional needs make good progress at school	Special educational needs statements issued within 26 weeks Ofsted inspections validating teaching learning as 'good' or 'outstanding' in special schools Young people with special educational needs provided with high quality individual learning programmes Pupils with special educational needs but without a statement achieving Level 4 or above in English and mathematics at Key Stage 2 Pupils with a statement of special educational needs achieving Level 4 or above in English and mathematics at Key Stage 2 Pupils with special educational needs but without a statement achieving 5 A* to C grades at GCSE including English and mathematics Pupils with a statement of special educational needs achieving 5 A* to C grades at GCSE including English and mathematics

## Theme 2: Ensuring children and young people are able to participate, enjoy and achieve

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>2.2 Reduce achievement gaps at all key stages to enable pupils to make good progress throughout their time in education</b>	2.2.1 Primary schools improve pupil attainment and achievement	Schools where 60% or more of pupils achieve Level 4 or above in English and mathematics at Key Stage 2  Ofsted inspections validating teaching and learning as 'good' or 'outstanding' in primary schools
	2.2.2 Secondary schools improve pupil attainment and achievement	Schools where greater than 35% of pupils achieve five or more A*-C grades at GCSE including English and mathematics  Ofsted inspections validating teaching and learning as 'good' or 'outstanding' in secondary schools
	2.2.3 There is improved attendance and behaviour in schools and other educational settings	Persistent absentee pupils in: a) primary schools, b) secondary schools  Attendance rates at: a) primary schools, b) secondary schools  Schools judged as having 'good' or 'outstanding' standards of behaviour in their Ofsted inspections: a) primary schools, b) secondary schools
	2.2.4 The gap in attainment between those eligible for free school meals and their peers is reduced	Pupils eligible for free school meals achieving Level 4 or above at Key Stage 2  Achievement gap between pupils eligible for free school meals and their peers achieving the expected levels at Key Stage 2  Achievement gap between pupils eligible for free school meals and their peers achieving the expected levels at Key Stage 4  Pupils eligible for free school meals achieving five or more A* to grades at GCSE (and equivalent) including English and mathematics
	2.2.5 The gap in attainment between boys and girls is reduced	The gap in attainment between boys and girls achieving Level 4 or above in English and mathematics at Key Stage 2  The gap in attainment between boys and girls achieving five or more A* to C grades at GCSE including English and mathematics

## Theme 2: Ensuring children and young people are able to participate, enjoy and achieve

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>2.2 Reduce achievement gaps at all key stages to enable pupils to make good progress throughout their time in education</b>	2.2.6 The gap in attainment between all pupils and under-performing Black, Asian and Minority Ethnic (BAME) groups is reduced	BAME pupils achieving Level 4 or above at Key Stage 2 Achievement gap between BAME pupils and their peers achieving the expected levels at Key Stage 2 BAME pupils achieving five or more A* to C grades at GCSE (and equivalent) including English and mathematics Achievement gap between BAME pupils their peers achieving the expected levels at GCSE
	2.2.7 Attainment and achievement of looked after children is improved	Looked after children reaching Level 4 at Key Stage 2 in: a) English, b) mathematics Looked after children achieving five or more A* to C GCSEs (or equivalent) at Key Stage 4 including English and mathematics
<b>2.3 Ensure children and young people participate in and enjoy a range of activities and make a positive contribution to their communities</b>	2.3.1 Children and young people can access a range of enjoyable play, sports and cultural opportunities	Pupils who have visited parks or open spaces in the last four weeks Pupils who have taken part in a sports club or class or attended a youth centre or club in the last four weeks Pupils who have taken part in a cultural activity in the last four weeks
	2.3.2 Children with disabilities and learning difficulties enjoy a range of positive activities and facilities in specialist and mainstream settings	Children and young people receiving a short break
	2.3.3 Children and young people are supported to participate and make a positive contribution to their communities	Pupils who have been involved with a voluntary or charity group in the last four weeks Young people voting in the Youth Council and Youth Parliament elections



## Theme 3: Providing early help to children, young people and their families

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>3.1 Support children, young people and families to have a successful start in life</b>	3.1.1 Parents can access high quality childcare to allow them to work or undertake training or education	Ofsted inspections rating early years settings as 'good' or 'outstanding' Vulnerable two years olds accessing early education places Free or subsidised places in early education for three or four year olds Three and four year olds accessing early education places
	3.1.2 High quality targeted support is available for families through children's centres	Ofsted inspections rating children's centres as 'good' or 'outstanding'
<b>3.2. Ensure families are supported to reduce the impact of poverty</b>	3.2.1 Families are able to access support to help get back into employment, education or training	Children in Richmond upon Thames living in poverty Parents or carers using children's centres to enhance their employability
	3.2.2 Families who are in need are supported to improve outcomes	Outcomes of families identified as part of the Troubled Families Programme
	3.2.3 Young people have access to suitable accommodation and housing support	16 and 17 year olds living in suitable accommodation Young offenders access to suitable accommodation Care leavers in suitable accommodation
<b>3.3 Ensure young people post-16 are supported to access education, employment or training</b>	3.3.1 Young people are provided with information, advice and guidance to find learning pathways into post-16 education and training	Participation of 17 year olds in education or training Average points score per candidate at A-Level Pupils achieving three or more A grades at A-Level 16 to 18 year olds who are not in education, employment or training 16 to 18 year olds whose current activity is not known Apprenticeships created in Richmond upon Thames
	3.3.2 Harder to reach young people receive targeted advice and support to succeed in education and training post-16	Care leavers in education, employment or training Young offenders' engagement in suitable education, training or employment

## Theme 3: Providing early help to children, young people and their families

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>3.4 Ensure children and young people enjoy good emotional health, and get the support they need to address emotional and behavioural challenges</b>	3.4.1 Children and young people enjoy good emotional and mental health	Young people referred to Child and Adolescent Mental Health Services (CAMHS) Young people who are referred to CAMHS as an emergency who are seen within 24 hours Young people who are referred to CAMHS for an urgent appointment who are seen with seven working days Young people on the waiting list for first CAMHS assessment Primary mental health cases for children and young people that are stepped up to specialist CAMHS Pupils who report good levels of self-esteem
	3.4.2 Children and young people have access to targeted support regarding self-esteem, anger and challenging behaviour	Children permanently excluded from school Children who received fixed-term exclusions Children who receive managed moves Children who are considered by the Pupil Placement Panel
	3.4.3 Children and young people educated in alternative provision have access to an appropriate curriculum and make good progress	Children educated in alternative provision
	3.4.4 All young people are supported to stay out of crime and anti-social behaviour	First time entrants into the youth justice system Young offenders who re-offend
<b>3.5 Maintain high quality and localised preventative services</b>	3.5.1 Families have access to joined-up early intervention services in their local area	Progress will be measured for this commitment primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment

## Theme 4: Working together to ensure effective and quality services

Our commitment is to work to...	The outcomes for children, young people and their families will be that...	We will monitor our progress on outcomes by measuring...
<b>4.1 Enhance partnership working and commissioning to support integrated working</b>	4.1.1 Local safeguarding arrangements are efficient and effective	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
	4.1.2 Local partners work together to improve services through the Children and Young People's Partnership	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
	4.1.3 Services are commissioned in line with need	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
	4.1.4 Services are continually improved through performance management and quality assurance	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
	4.1.5 Information systems are effective and secure	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
<b>4.2 Ensure children, young people and their families are engaged in improving services to meet their needs</b>	4.2.1 Children, young people and families are engaged in planning the services that affect their lives	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
<b>4.3 Ensure effective continuing professional development for the children's workforce</b>	4.3.1 Well-trained and motivated professionals work together to provide seamless services	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
<b>4.4 Ensure the most effective use of resources to achieve best value and improve services</b>	4.4.1 Resources are effectively and flexibly deployed to deliver relevant and responsive services	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment
	4.4.2 Services are delivered in appropriate buildings and community spaces	Progress will be measured primarily through feedback from service users and quality assurance mechanisms such as audit and self-assessment

# 3 How we will deliver the Plan

The Council and its strategic partners have a long history of working together to improve outcomes for children and young people. Although the Government no longer requires local areas to have a Children and Young People's Plan, partners in Richmond upon Thames are committed to using this new Plan to drive improvement in children's services in the borough.

The Council, through AfC, will oversee delivery of this Plan, with scrutiny provided by a range of partnership bodies including the Council's Overview and Scrutiny Committee for Education and Children's Services, the Children and Young People's Partnership Board, the Richmond Local Safeguarding Children Board, the Health and Wellbeing Board and the Richmond Partnership.

The main tool for delivering the priorities set out in the Plan will be an annual Business Plan managed by the Joint Management Team for AfC. The Business Plan will also be the vehicle for setting performance targets against the measures included within this Plan. In addition, the Business Plan will consider the equality implications of service delivery through a comprehensive equality monitoring process.

Providing excellent services for all children relies on the workforce responsible for delivering them. We have a dedicated and hard-working workforce spanning a number of areas, such as teachers, GPs, health visitors, social workers, librarians, youth workers, nurses and police officers, operating across a range of statutory, private and voluntary settings. Our commitment to valuing, respecting and investing in the children's workforce is reflected in this Plan.

Finally, we will continue to consult and engage children, young people and their families. Maintaining an ongoing dialogue with service users, parents, carers (including young carers), professionals and advocates will be vital in driving improvement, ensuring challenge and accountability, and ensuring that our priorities remain relevant.

# Richmond upon Thames

# Children and Young People's Plan 2013-2017

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large print, on audio tape or in another language.  
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