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| Report Title: | An Inclusive Borough |
| Contains Confidential or Exempt Information? | NO - Part I |
| Member reporting: | Councillor N Airey, Lead Member for Children's Services |
| Meeting and Date: | Council 25 September 2018 |
| Responsible Officer(s): | Kevin McDaniel Director of Children's Services |
| Wards affected: | All |

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REPORT SUMMARY

1. This report sets out the ambition of the Royal Borough to be a beacon of inclusivity for our residents, particularly those with additional needs and ask Council to adopt an inclusion charter to direct future policy and decision making.
2. This council, along with our partners already offers a range of services to support vulnerable residents with additional needs. In May 2018, there were almost 4,000 young people identified with additional needs in our state-funded schools and less than 25% of those have an Education, Health and Care plan.
3. The inclusion charter has been developed by young people, parents & carers, schools, health and social care professionals as part to the area's response to the inspection of services for young people with additional needs by Ofsted and the Care Quality Commission in 2017.
4. By adopting this charter, the Council will be sending a clear message that those living with additional needs should always be considered when operating services, opening facilities or working with communities so everyone can take part in an inclusive manner.
5. This Council will lead the way to improving inclusion but cannot succeed alone and therefore will need commitment from all our partners, voluntary sector organisations, businesses and community groups to promote and follow the inclusion principles set out in this charter.

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Council notes the report and:

- i) **Adopts the inclusion charter set out in Appendix 1 and endorses its use as guidance to all service planning on behalf of this Council.**
- ii) **Agrees that Councillors will promote the wider adoption of the inclusion charter and it's principles with external bodies and groups which serve the residents of the Royal Borough.**

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

- 2.1 Ofsted and the Care Quality Commission inspected the area's services for young people with additional needs and/or disabilities in July 2017 and identified a number of areas that needed improvement.
- 2.2 While the inspection found that young people attended school, achieved well, and secured gainful employment at rates that were better than national averages, the inspection team felt that leadership of the system by the local authority, the Clinical Commissioning Group in health and schools could do more.
- 2.3 The arrangements for parental representation, via a Parent Carer Forum, were also restarting and there was a need for that to mature.
- 2.4 Since the inspection a great deal of work has taken place in many areas to improve the joint working between the council, health, schools and parents so that there is a better experience for children and young people.
- 2.5 Those successes include:
- All statements transferred to Education, Health and Care plans (EHCPs) by the March 2018 deadline.
 - All EHCPs completed within the 20 week deadline during 2017-18 and continuing to be so in the current financial year.
 - The capacity for 50 more Autism assessments within the east Berkshire health service during 2018, targeted at those who have been waiting the longest.
 - £450,000 investment in resources to support further mainstream school inclusion in the next three financial years.
 - A positive culture change working together with families with an increase in the role of the Parent Carer Forum co-production work from 4 hours to 94 hours over the past 12 months.
 - Parent Carer Forum membership has doubled in 2018.
 - The delivery of the first annual Inclusion Summit which was attended by 174 people. The second is booked for 2 April 2019.
 - The creation and publication of the inclusion charter for the area.

Inclusion charter

- 2.6 The ambition of the inclusion charter is to raise the awareness of the simple steps that anyone can take with children and young people with additional needs and/or disabilities so that their experience is a positive one.
- 2.7 The draft charter has been co-produced by council, health, school staff and parents. It was reviewed by young people and a wider group of multi-agency staff before publication. This is set out in more detail in section 8.
- 2.8 Each item on the charter is divided into two parts. Part one describes what service providers will do, with part two describing the benefit for the young person.
- 2.9 The inclusion charter is set out in appendix 1. It has four distinct principles:
- Ensuring that young people are heard respectfully
 - Services will try to make reasonable adjustments to support inclusion

- Sometimes new ideas will be needed and young people and their families will be part of that problem solving.
- When services need to work with others they'll make sure that those children and young people with additional needs or a disability have their wishes shared.

2.10 By adopting this charter, the council will lead the way in making sure that more children and young people can take part in the range of activities and experiences in the local area. The options are set out in Table 1.

Table 1: Options arising from this report

| Option | Comments |
|--|--|
| Adopt the inclusion charter as guidance to future Council service planning Recommended option | This will allow the council to demonstrate it's leadership of the inclusion agenda to benefit the children and young people of the Borough. |
| Councillors promote the adoption of the inclusion charter by all organisations working with children and young people Recommended option | This will support the desire for the local authority area to be seen as a 'beacon for inclusion' where young people are able to live fulfilling lives. |
| The inclusion charter is not adopted across the council. This is not recommended | Children's Services will continue to develop their specific services in isolation; however parents and young people will not experience an improvement across the area. This should reduce the risk of a possible breach of the Equality Act 2010. |

2.11 The adoption of the charter will help improve life for young people like Reuben, Bella and Vicky, their case studies are set out in graphical form in the following pages.

2.12 Reuben is 4 years old with significant medical needs that affect his physical development.

Reuben

Reuben is a 4 year old boy who has significant medical needs that affect his physical development.

If all places had a disabled bathroom that was suitable for all young people, I would be able to go more places...

Sometimes when I need to use the disabled bathroom, but they are far away and not child-friendly.

I like using the safety swings at the park as I worry that I will fall off, but now I am getting too big too big for them...


If the park always had a safety swing made for bigger young people it would mean I could carry on using the swing...

When I stayed at hospital for a long time, I wanted to speak to other children my age but there was nobody else around...

I want to go to play centres like other young people my age, but it is very loud, busy and Doctors worry that I will get an infection if they are too dirty...

If hospitals had places where young people like me could meet each other I would have made lots of friends.

If play centres were able to give me space to play with fewer people and make sure they were clean, I would be able to play like everyone else.



2.13 Bella is 16 years old and struggles with mobility.

Bella

Bella is a 16 year old girl who struggles with mobility.


"When I am included it makes me feel happy and part of the community"

I want to go places on my own but I sometimes struggle to open the doors because they're too heavy...

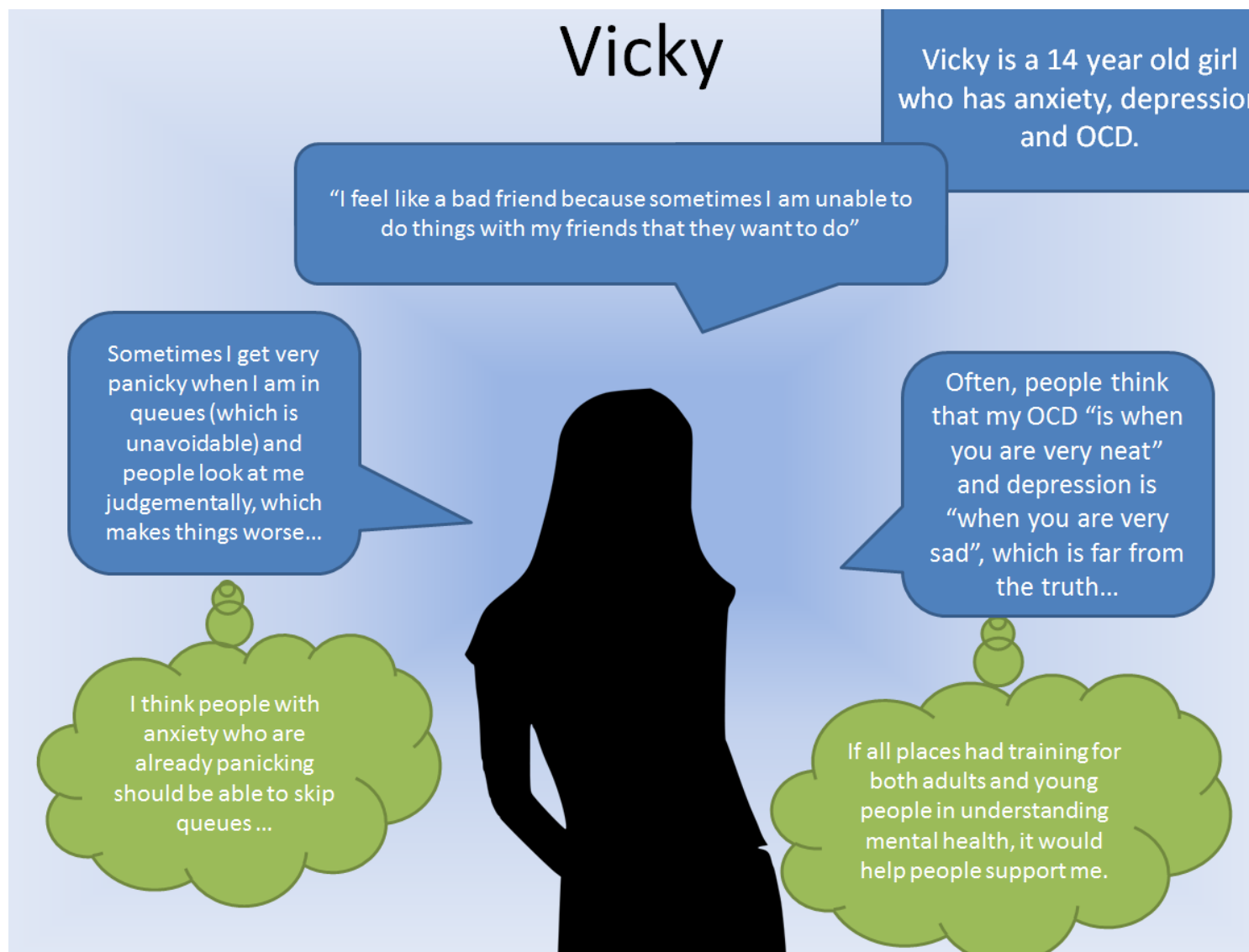
I like going to the swimming pool but I find it difficult to get in the water...

If everywhere had automatic doors... this wouldn't be a problem for me.

If all pools had a shallow bit that I could easily get in and out of or there is always someone who is able to help it would mean I could go swimming lots more!



2.14 Vicky is 14 years old with anxiety, depression and Obsessive Compulsive Disorder (OCD)



2.15 Jemma is 20 years and has autism and complex needs. She now lives at home with support.

Jemma

Jemma is 20 years old and used to live in a residential placement due to her complex needs but has now moved home.

I felt unhappy as I was not included in my community. Now I live back at home this is improving. I now attend a college that can support me to achieve.

Sometimes I find lots of things about life difficult.

I tend to withdraw and not communicate when I am sad. I am happier now I can live in my own community with support.

It is important to have a support worker. I liked it when my support worker helped me understand things and made plans to help me be more independent.

If more people knew how to read my body language it would help them understand me.

The infographic features a central black silhouette of a woman's head and shoulders. Surrounding this silhouette are several text boxes: a large blue box at the top right, a blue speech bubble at the top left, a blue speech bubble to the left, a blue speech bubble to the right, a green thought bubble at the bottom left, and a green thought bubble at the bottom right. The background is a light blue gradient.

3. KEY IMPLICATIONS

Table 2: Key Implications

| Outcome | Unmet | Met | Exceeded | Significantly Exceeded | Date of delivery |
|---|---|---|---|---|-------------------------|
| <p>Children, young people and their families feel welcome and supported in all public spaces and local schools.</p> <p>Services are trained and briefed to understand the implications of supporting the inclusion charter.</p> | <p>Resident survey - Over 20% of children and their family's sampled report that they continue to experience difficulties accessing local facilities and feeling welcomed and supports.</p> | <p>The Inclusion Charter is a familiar sight in all public areas and children and their families feel heard and supported.</p> <p>No complaints received regarding inclusive practice.</p> <p>Feedback from less than 20% of children and their families report that they continue to experience difficulties accessing local facilities and feeling welcomed and supports.</p> | <p>Schools, services and some public areas are suitably adapted and all are welcoming to all young people with additional needs or a disability</p> | <p>Services and public areas are suitably adapted and welcoming to all young people with additional needs or a disability</p> | <p>July 2019</p> |

4. FINANCIAL DETAILS / VALUE FOR MONEY

4.1 There are no financial implications from this report.

5. LEGAL IMPLICATIONS

5.1 There is existing legislation to support the rights of children and young people with disabilities. This charter does not in anyway alter the rights of any group and does not represent a binding commitment to any course of action.

6. RISK MANAGEMENT

6.1 There are few risks associated with the adoption of the inclusion charter.

Table 2: Impact of risk and mitigation

| Risks | Uncontrolled risk | Controls | Controlled risk |
|--|--------------------------|--|------------------------|
| The charter is used to argue that the council must do something specific in the future | MEDIUM | This report is explicit that the charter represents guidance for service planning and that all future decisions which consider inclusion should reference the charter when considering potential impacts | LOW |

7. POTENTIAL IMPACTS

7.1 An Equality Impact Assessment (EQIA) was not considered necessary for this work as the charter sets out some principles designed to benefit a particular group of disadvantaged residents. It is expected that services will consider an EIA for future service changes which are planned with the charter as part of the guidance considered.

8. CONSULTATION

8.1 The Inclusion Charter has been developed as part of the response to the Area SEND inspection undertaken by Ofsted and the Care Quality Commission in July 2017. That inspection noted that there was limited strategic leadership of the reforms introduced in the Children's Act 2014 and many families had to repeatedly advocate for their children across a range of services.

8.2 The following process was used to create the draft charter:

- A range of workshops with parents, health, education and social care colleagues.
- Multiagency task and finish groups
- Focus groups with children in RBWM schools.
- Email collaboration with PaCiP members and each school's Special Educational Needs Co-ordinator (SENCo).

8.3 The draft charter was presented in a workshop at the first inclusion summit on the 18 April 2018 where 174 parents and professionals from health, education, local authority and the voluntary sector contributed to the development of the final charter set out in Appendix 1.

8.4 The final version was published by the SEND steering group following their meeting on 19th June 2018.

9. APPENDICES

9.1 This report is supported by one appendix:

- Appendix 1: Inclusion Charter

10. BACKGROUND DOCUMENTS

10.1 This report is supported by one background document:

- The Written Statement of Action for Ofsted following the Area Inspection of services for children and young people with additional needs or disabilities. This can be accessed via the Local Offer web pages at :<link here>

11. CONSULTATION (MANDATORY)

| Name of consultee | Post held | Date sent | Date returned |
|--------------------------|---|------------------|----------------------|
| Cllr Airey | Lead Member for Children's Services | 13/9/2018 | 17/9/18 |
| Alison Alexander | Managing Director | 13/9/2018 | 17/9/18 |
| Rob Stubbs | Section 151 Officer | 13/9/2018 | |
| Elaine Browne | Head of Law and Governance | 13/9/2018 | |
| Nikki Craig | Head of HR and Corporate Projects | 13/9/2018 | |
| Louisa Dean | Communications | 13/9/2018 | |
| Russell O'Keefe | Executive Director | 13/9/2018 | |
| Andy Jeffs | Executive Director | 13/9/2018 | 17/9/18 |
| Hilary Hall | Deputy Director of Commissioning and Strategy | 13/9/2018 | |
| | Other e.g. external | | |

REPORT HISTORY

| Decision type: | Urgency item? | To Follow item? |
|---|----------------------|------------------------|
| Non-key decision | No | No |
| Report Author: Kevin McDaniel, Director of Children's Services, 01628 796477 | | |

Appendix 1: The Inclusion charter

Everyone Matters

We believe that all children and young people in Windsor, Ascot and Maidenhead, including those with additional needs, have the right to be included in local services, so they can thrive and reach their potential.

Inclusion Charter for children and young people

This charter sets out what all children and young people should expect when accessing services



| Services welcome and value all children, young people and their families to... | So you can.... |
|--|---|
| Make sure that you feel listened to and treated with respect | Have your say and feel safe |
| Work together to understand and support any reasonable adjustments that you may need | Belong to a community, such as your local school, leisure centre, club, etc |
| Talk with you and your family to help us understand your needs and solve problems together | Feel understood and helped to achieve your best |
| Speak to other professionals who support you, so you only have to tell your story once | Tell someone what you want to achieve and how we can help |

Understanding equality, diversity and inclusion (Equality Act 2010)

