
STATES OF JERSEY



GOVERNMENT PLAN 2022-2025 SCRUTINY REVIEW (CHILDREN, EDUCATION AND HOME AFFAIRS SCRUTINY PANEL) (S.R.16/2021): RESPONSE OF THE MINISTER FOR CHILDREN AND EDUCATION

**Presented to the States on 26th January 2022
by the Minister for Children and Education**

STATES GREFFE

**GOVERNMENT PLAN 2022-2025 SCRUTINY REVIEW (CHILDREN,
EDUCATION AND HOME AFFAIRS SCRUTINY PANEL) (S.R.16/2021):
RESPONSE OF THE MINISTER FOR CHILDREN AND EDUCATION**

Ministerial Response to:	S.R.16/2021
Ministerial Response required by:	26th January 2022
Review title:	Government Plan 2022-2025 Scrutiny Review
Scrutiny Panel:	Children, Education and Home Affairs Scrutiny Panel

INTRODUCTION

I welcome the Panel's review of the Government Plan 2022-2025 and thank them for a comprehensive report focused on certain aspects of the wide range of services and resources with my portfolio.

FINDINGS

	Findings	Comments
1	The Minister for Children and Education has confirmed that the removal of a social worker role in Children's Services is as a result of a redesign of the service and the early help service providing better support that historically would have been dealt with by Social Workers. It was further stated that the increased caseload and reduction in capacity was a risk relating to the efficiency but was not currently an issue.	<p>Through service redesign, social worker head count has been reduced and the number of family support workers has increased. Family support staff are more often locally recruited and can provide more continuity of care and direct work to support families to help with many of the practical tasks. The implementation of Early Help, delivering more prompt low-level help before problems escalate is reducing children requiring social care.</p> <p>Average Social Worker caseloads are 13 children per social worker, significantly lower than comparable statistics in England.</p> <p>The new Family Intervention Service has now been launched (31st August 2021) and we currently have a permanent workforce of 17 family support workers in post, 1 social worker and 1 trainee social worker in the team, a total of 19. Previously, we only had 9 family support workers.</p>

	Findings	Comments
2	<p>The reduction in non-staff and staff spend within the Integrated Services and Commissioning service of Children, Young People, Education and Skills is defined as a streamlining of the service in order to remove various hurdles for individuals accessing services through the Children and Families Hub.</p> <p>It has been stated that this will not have an impact on service delivery.</p>	<p>Agreed, better coordination of services and avoidance of duplication has enabled a streamlined service at less cost.</p>
8	<p>Throughout its review of the Government Plan, the Panel has not received any information in relation to the new funding formula for schools that is intended to be in place from 1st January 2022, despite repeated requests to have sight of this information. It is the view of the Minister for Children and Education that the work to produce a new funding formula is not connected to the additional funding provided in the Government Plan around the Education Reform Programme. The Panel does not agree with this statement.</p>	<p>The Panel have made repeated requests to see the funding formula and have repeatedly been advised that when the work is complete, it would be shared with them. At the Government Plan hearing with the Panel on 1st November 2021 they were advised “we will be able to share the formula with you as a group and with schools before the end of December”. Despite this information the Panel continued to ask to see the unfinished formula.</p> <p>At the same hearing the Panel were also advised there was no intention to implement and to execute the formula transition in one hit, and we were receiving some advice on how to transition from old to new formulas.</p> <p>Some elements of the new formula will start 1st January 2022, other elements will transition at a later date, and work on the formula will continue in 2022.</p> <p>The Minister has not stated the formula and additional Government Plan funding are not connected. The Panel will be aware that the Independent School Funding Review informed last year’s Government Plan which committed additional funds to education 2021 – 2023. The funding formula was a recommendation of the review so naturally they are connected.</p> <p>The Minister advised Members in the Assembly that as the funding formula was still not complete in November 2021 it was not used to inform the Government Plan 2022-2025 which was lodged in September 2021.</p>

	Findings	Comments
9	The Panel is unable to state whether the “increased” funding of £11.2 million in 2022 is sufficient to cover the existing deficits, training for teachers and any identified increase in demographics that may arise from the new funding formula.	Noted.
10	There has been an 18-month delay in relation to policy work within the Children’s Legislative Programme due to Policy Officers being seconded to other areas to tackle the COVID-19 pandemic. A number of pieces of legislation are due to be brought forward towards the end of the current Assembly, however, there is no certainty at this stage whether they will be lodged in time for debate prior to the election.	<p>There has been significant disruption and delay to the Governments overall legislative reform programme due to COVID-19. Council of Ministers have now agreed on a revised set of government legislative priorities that it will prioritise ahead of the election.</p> <p>Three legislative priorities are identified and prioritised that relate specifically to children.</p> <ol style="list-style-type: none"> 1. The draft Children and Young People (Jersey) Law 202-. The Minister lodged this proposition on December 6th (P.107/2021) and the Minister has agreed to postpone the debate until February 8th to allow the panel to complete its work. 2. Draft Children (Convention Rights) (Jersey) Law 202. The Council of Ministers are supportive of the Minister lodging the draft law with the Assembly which is scheduled for 15th February with a view to it being debated on the 29th March. 3. Regulations amending the Regulation of Care (Jersey) Law 2014 and the Regulation of Care (Standards and Requirements) (Jersey) Regulations 2018. The draft amendment Regulations are due to be lodged in early March for debate on 26th April.
11	The Panel is concerned that responsibility for oversight of implementing the Independent Jersey Care Inquiry recommendations now falls to a number of Ministers, whereas in previous discussions around this area responsibility was clearly placed on the Minister for	On 2nd March 2021, the Chief Minister published the States of Jersey (Minister for Children and Education, Minister for Housing and Communities and Minister for External Relations and Financial Services) (Jersey) Order under Article 29A of the States of Jersey Law 2005.

	Findings	Comments
	Children and Education (formerly the Minister for Children and Housing) to act as a champion in this area. This does not appear to be the case at present. There needs to be greater clarity over the role of the Minister for Children and Education so that accountability is clear as to where the overall responsibilities lie.	<p>The Order provides for the related transfer of functions relating to children from the current Minister for Children and Housing. The latter Minister is renamed as the “Minister for Housing and Communities.” The Order also renames the Minister for External Relations as the “Minister for External Relations and Financial Services.”</p> <p>https://www.gov.je/government/planningperformance/pages/ministerialdecisions.aspx?docid=2DB4A8A7-B6E1-4D5A-B459-EB4E8B425D75</p> <p>The draft Children and Young People (Jersey) Law 202- sets out the roles of Responsible Ministers (the Minister for Children and Education, Minister for Health and Social Services, Minister for Home Affairs and Minister for Housing and Communities) in delivering on the new laws overriding objective to promote and support the wellbeing, and safeguard the welfare, of children and young people. Article 2 of the law describes these general duties out in more detail.</p>
12	There has been further take up of the Care Leavers entitlement, with 78 people currently being supported by Children’s Services. Work is ongoing to establish an endowment fund which is expected to be finalised within the coming months following the Government Plan debate.	Noted
13	The Project Design of the Children in Need/Early Help project has now been completed and the additional the £1.7 million recurring funding in respect of the project relates almost entirely to staffing costs and commissioning of other services in respect of the Children and Families Hub. 11 roles are still to be recruited to at this stage and development of the Key Performance Indicators for the Early Help service is ongoing.	<p>Recruitment</p> <p>The implementation of the new service structure with 42 posts in February 2021 created 24 vacancies. Four rounds of recruitment have been undertaken with a fifth to be completed in January 2022. During this period, three staff (Family Partnership Workers) left the service.</p> <p>In January 2022, the number of posts filled had increased from 18 (43% of posts) to 32 (76% of posts). During this period, one agency Senior Practitioner has been employed.</p> <p>Full recruitment to the Senior Practitioner vacancies has been a priority to ensure the service has the capacity to supervise and develop the skills of Family</p>

Findings	Comments
	<p>Mentors and Family Partnership Workers, ensure a robust response to requests for support at the Children and Families Hub, provide training in the Jersey's Children First practice framework and support partners from other agencies in early help.</p> <p>Further interviews are scheduled in January for the recruitment of Family Mentors and Family Partnership Workers which will increase capacity for direct work with families. The remaining vacant posts will be advertised in February.</p> <p>Performance framework/development of KPIs An outcome-based accountability performance framework is under development to consider activity quantity (how much?), quality (how well?) and impact (is anyone better off?).</p> <p>Development of the early help workflow on the Mosaic information system will enable a range of quantitative measures to be reported routinely. Development of the Mosaic workflow for requests for support coming into the Children and Families Hub in August 2021 has enabled reporting on volume, source and outcomes of referrals and re-referral rates. The further development of the early help workflow on Mosaic planned for Q1 2022 to record case management of the Family and Community Support teams will enable automated reporting on numbers of children and families being supported with an early help plan, timeliness of case allocation and length of involvement. As part of this development work, the feasibility of partners using Mosaic to record early help activity is being explored so that the current cumbersome submission of monthly spreadsheets by each agency to capture early help activity can be replaced.</p> <p>To capture quality of service, an annual survey of families supported by the additional needs team is undertaken and qualitative surveys for participants who undertake parenting programmes are routinely administered. Further work will be undertaken in 2022 to develop methods to capture families experience of the service delivered by the generic team and both practitioners and members of the public's experience of using the Children and Families Hub. With the appointment to the Senior Practitioner posts, the</p>

	Findings	Comments
		<p>service now has the capacity to start to develop and undertake single agency and multi-agency case audits of early help work and this will provide valuable information on quality to inform service improvement.</p> <p>Preliminary discussion has started with partners on the potential of adopting the Outcome Star system across the early help landscape to measure impact (is anyone better off?). The approach provides a range of evidence-based tools which align well with the Jersey's Children First practice framework in being person-centred, strengths-based and co-produced. The Head of Service is working closely with CYPES Head of Informatics to identify good practice from other jurisdictions in measuring the impact of Early Help and to seek opportunities to benchmark Jersey's data with other UK local authorities.</p>
14	<p>The initial service design for the Children and Adolescent Mental Health Service has been completed with a number of roles identified to be recruited to during 2022. The overall number of roles within the service is increasing from 28 to 64. There is, however, concern that this significant number of roles will prove difficult to recruit to expediently.</p>	<p>As part of the design of the service consideration has been given to what skills, knowledge and qualifications are necessary for each post. This means that some posts are designated as mental health practitioners where a range of qualifications may be appropriate such as nurse, social worker, allied health professional, thus increasing the potential number and range of applicants.</p> <p>Following the CAMHS redesign being approved in 2021 13 posts were recruited which included:</p> <ul style="list-style-type: none"> • Medical Secretaries x3 • Service Manager x 2 – Specialist CAMHS and Duty and Assessment • Quality and Assurance Manager • CAMHS Nurses x2 <p>In January 2022 adverts are live for nine roles which include:</p> <ul style="list-style-type: none"> • Service Manager – Early Intervention • Behaviour Advisor • Specialist Eating Disorder professionals • Psychologist • Mental Health Practitioners.

	Findings	Comments
		A UK based agency Penna will work with Government's recruitment staff to develop an advertising campaign for further positions / positions we are struggling to fill. this will include consideration of international recruitment.
15	The funding identified for the Improving Educational Outcomes: Early Years Project in 2022 (£1.27 million) does not cover the total estimated funding level of £3.32 million estimated for the Nursery Education Fund (NEF) support for 3-4-year-olds. This is due to a funding reduction of £1.43 million in 2021 for Early Years and the decision taken by the Minister for Children and Education earlier in 2021 to increase the NEF hours from 20 to 30 per child per week and increase the hourly rate to £6.70 per hour.	<p>Decisions by previous Ministers to reduce the Early Years growth budget and implement a significant increase in hourly rate have put pressure on Early Years funding.</p> <p>When the Gov Plan was drafted a forecast deficit of £86k in the NEF for 2022 was identified and resolved by an additional £86k within the Government Plan demographics growth bid for CYPES.</p> <p>NEF numbers for children starting in September 21 were higher than predicted and these children will create a cost pressure until they transfer to schools for the Autumn term 2022. We are predicting a reduction in numbers within the NEF for September 2022 due to lower birth numbers in recent years and this will ease cost pressure. As previously advised, these numbers are liable to fluctuate dependent on parental choice, birth numbers and any effect (up or down) caused by nett migration.</p> <p>The department remains confident that slippage due to a difficult recruitment environment, will be able to offset any likely NEF cost pressure in 2022.</p>
16	Due to the increase in the Nursery Education Fund Hours from 20 to 30 hours per week per child, and the increase in the hourly rate to £6.70 per hour agreed by the Minister for Children and Education in 2021, there is no additional funding within the Early Years budgets to implement targeted support for 2-3-year-olds as per the recommendation of the Early Years Policy Development Board.	Agreed, however there is a lot of supporting preparation work (detailed in the EYPDB report) required in conjunction with the private sector before we are ready to implement an expansion of the targeted offered for 2-3 year olds. This work will take place in 2022 and the Minister will make bids to the Government Plan 2023 process as required.
17	Funding to assist in the implementation of the	Agreed, the funding is for level 3, 4 and 5 qualifications which are not supported by the

	Findings	Comments
	recommendations arising from the Early Years Policy Development Board has been identified from the Covid Health and Social Recovery Fund which sits under the Heads of Expenditure for Strategic Policy, Planning and Performance. This funding is to be allocated to the Best Start Partnership to assist with workforce training, a best start coordinator role and expansion of the Best Start Nursery Plus Scheme by 20 families. This does not, however, cover funding for degree level courses for practitioners in the private nursery settings as per policy area six of the Early Years Policy Development Board report.	Education (Grants and Allowances) (Jersey) Order 2018. Degree level courses are covered by the order and grants for full fees for relevant courses at Highlands are available to those with a relevant income below £119,000.
18	The grant allocated to the Jersey Child Care Trust in 2022 has been reduced by £30,000 due to previous agreement in the Medium-Term Financial Plan 2016- 2019 with the planned reduction from 2019 never being brought forward. This reduction will result in the charity not being able to deliver the accredited nanny service in 2022.	The Minister accepted the Panel's amendment 8 to the Government Plan to ensure the JCCT grant is not reduced in 2022.
19	The funding levels allocated to Higher Education have exceeded take up since the scheme was introduced in 2018. Changes to the manner in which parental income is assessed in 2021 by Order have raised concern that some students may be affected in terms of the amount of grant available to them from the start of the 2021/22 academic year.	The Panel were made aware through a private briefing that the Minister will ensure no negative impact is felt by current students in receipt of grants. The Minister made the Education (Grants and Allowances) (Amendment No.2) (Jersey) Order 2022 on 20th January 2022 to achieve this aim.
22	There is currently not clarity over the siting of a new North of St. Helier Youth Centre. Whilst funds are attributed to this project in 2022, the	Noted

	Findings	Comments
	Panel is concerned that the project has not been suitably prioritised in the capital programme to date.	
23	The additional funding for the Young People Intensive Support Programme is being brought forward to provide targeted support for a small cohort of young people with the greatest needs. This will help to support a multi-agency team to with training, additional staff and increase the support available in the school setting.	Noted
24	The funding allocated to the Education Demographics Pressures project is required to fund increased numbers of students moving through the school system via the Average Weighted Pupil Unit. The funding also provides a catch up on funding for students at Mont à L'Abbé where an increase has not happened for a number of years. There is £2 million allocated to demographic SEN within Government Reserves in the event need exceeds demand. The Panel is concerned, however, that without details of the new funding formula being developed, the level of funding within the Government Plan cannot be identified as sufficient or not.	Noted
29	There are a number of capital projects within the Education portfolio that are being progressed in 2022, however, there is still uncertainty in relation to the outcome of the School Sites Review which has yet to be presented. Until such time as the outcome of this review is known, there is uncertainty over the level of funding allocated to the Schools Estates programme for 2022.	The outcome of the School Sites Review will be made available following consideration by Ministers at the Regeneration Steering Group.

RECOMMENDATIONS

	Recommendations	To	Accept/ Reject	Comments	Target date of action/ completion
1	The Panel is concerned about the rationale for the removal of a social worker post which is planned as a £50,000 recurring spend reduction. The Minister for Children and Education should ensure that the impact of the cost reduction is assessed through the quarterly performance report for the department for Children, Young People, Education and Skills and an update provided to the Panel in advance of the Government Plan 2023-2026.	MC ED	Accept	The Minister will assess any impact and update the Panel in advance of the Government Plan 2023-2026.	30/9/22
2	The Minister for Children and Education should ensure that the proposed efficiency savings are not impacting service delivery within the Integrated Services and Commissioning service. An assessment of this reduction should be undertaken on a bi-annual basis against the new people strategy and any negative impact on services or wellbeing of staff rectified.	MC ED	Accept	An assessment of the impact of all efficiency savings in the department will be made at the time of proposals and there will be an ongoing impact assessment with continuous review.	31/12/22

	Recommendations	To	Accept/ Reject	Comments	Target date of action/ completi on
9	The Minister for Children and Education should publish the new funding formula for schools to the States Assembly as a matter of priority prior to the Government Plan debate taking place.	MC ED	Reject	The funding formula work is ongoing and will continue in to 2022. As previously advised, it was not possible to publish it before the Government Plan debate. The Scrutiny Panel will be offered a briefing on progress to date.	
10	The Minister for Children and Education should publish an action plan alongside the Inclusion Review report as a matter or priority with clear financial and human resources implications identified in respect of each action. This should be completed by the end of January 2022.	MC ED	Partially Accept	The Minister will develop an action plan to implement actions arising from the Inclusion Review Report. It is not possible to carry out this significant piece of work to an appropriate level of quality and accuracy in the timescales identified by the panel. The Minister will publish an action plan by the end of the second quarter of 2022.	30/06/20 22
11	The Minister for Children and Education should report, by the end of January 2022 and thereafter on a quarterly basis, the status of the outcomes from the Independent School Funding Review. This should include updates on the policy initiatives being brought forward as a result.	MC ED	Accept	The Minister will report on a quarterly basis following a request from the Panel.	31/12/23
13	The Minister for Children and Education should ensure that there is a clear plan for the recruitment	MC ED	Partially accept	The Minister received the Panel's report on 8 th December, and it is not possible to share a plan before the end of 2021.	31/12/22

	Recommendations	To	Accept/ Reject	Comments	Target date of action/ completi on
	of the additional roles within the Children and Adolescent Mental Health Service. This should be provided to the Panel by the end of 2021 alongside quarterly updates on the uptake of the roles. This update should also include details of the impact of the new roles and how they have reduced waiting times within the service.			Recruitment has taken place towards the end of 2021 with a number of roles successfully recruited to with further recruitment underway in January 2022. An external company has been commissioned to assist with recruitment for roles considered more difficult to recruit to. This will be in the UK and consideration of appropriate international recruitment. The Minister is happy to provide an update on CAMHS at the quarterly scrutiny hearings.	
14	The Minister for Children and Education should ensure that the full grant amount given to the Jersey Child Care Trust is maintained over the next four-year period of the Government Plan and that funding is identified from 2023 onwards for this.	MC ED	Accept	The Minister accepted the Panel's amendment to the Government Plan 2022 – 2025.	31/3/22
15	The Minister for Children and Education should ensure that budget allocations for Early Years are revisited in the Government Plan 2023-2026 to ensure that all funding identified to support the recommendations of the Early Years Policy Development Board is placed within the	MC ED	Accept	The Minister will bring bids forward to future Government Plans when the necessary work has been completed to accurately identify funding requirements and achievable timescales for the implementation of new initiatives.	30/9/24

	Recommendations	To	Accept/ Reject	Comments	Target date of action/ completi on
	Departmental Base budget in future years.				
16	Following the publication of the Early Years Policy Development Board report, the Minister for Children and Education should publish an action plan for how the recommendations will be implemented by the end of January 2022. This should outline the financial and human resources implications of each recommendation.	MC ED	Partially accept	Following agreement made with the Panel during the Government Plan debate, the Minister will publish an action plan by the end of March 2022.	31/03/22
17	The Minister for Children and Education should continue to monitor the take-up for higher education funding as a result of the changes made in the Education (Discretionary Grants - General) (Jersey) Order 2021 to ensure that no students are adversely affected by the change in assessment of parental income	MC ED	Accept	The Minister already monitors the take-up of higher education funding and is pleased with the significant growth in numbers 2018 – 2021 since the introduction of the Education (Grants and Allowances) (Jersey) Order 2018.	31/12/22
21	The Minister for Children and Education should ensure that work is progressed in 2022 as a matter of priority to build the new North of St. Helier Youth Centre.	MC ED	Accept	The Minister will continue to work with other Ministerial colleagues and Assembly Members to deliver this important facility.	31/12/22

	Recommendations	To	Accept/ Reject	Comments	Target date of action/ completion
22	The Minister for Children and Education should establish a baseline measurement from which to assess the Intensive Support programme in order to demonstrate its effectiveness and the tangible outcomes for children and young people. The progress of this project should be reported back to the Children, Education and Home Affairs Panel on a quarterly basis	MC ED	Accept	Target outcomes are explicit in the business case for the service. It is likely that the Outcomes Star will be used for each child to measure progress towards positive outcomes and will be recorded in an individual child's care plan. This will include progress in learning, involvement in offending behaviour and missing from home episodes. In addition, CYPES is working with partners including the SOJP to develop a dashboard of measures to support and monitor performance and outcomes of the Intensive Youth Support Service, the service is part of a system response to children and young people with a range of complex and challenging needs. The service does not stand alone and should not be viewed in isolation.	30/06/22 (ongoing)
24	The Minister for Children and Education should, by the end of January 2022 provide the outcome of the school sites review to the Children, Education and Home Affairs Panel and provide a private briefing to the Panel on its outcome.	MC ED	Partially Accept	The Minister accepts the need to publish the outcome and of course is supportive of a private briefing with the Panel. However, due to the continued development of the outcomes and necessary approvals it will not be possible to do this before the end of January 2022.	TBC

CONCLUSION

I would like to thank the panel for their comprehensive review of the Government Plan 2022-2025. I really appreciate the work that was undertaken and look forward to future meetings with the panel as the department makes further progress towards Jersey being the best place for children and young people to grow up.

