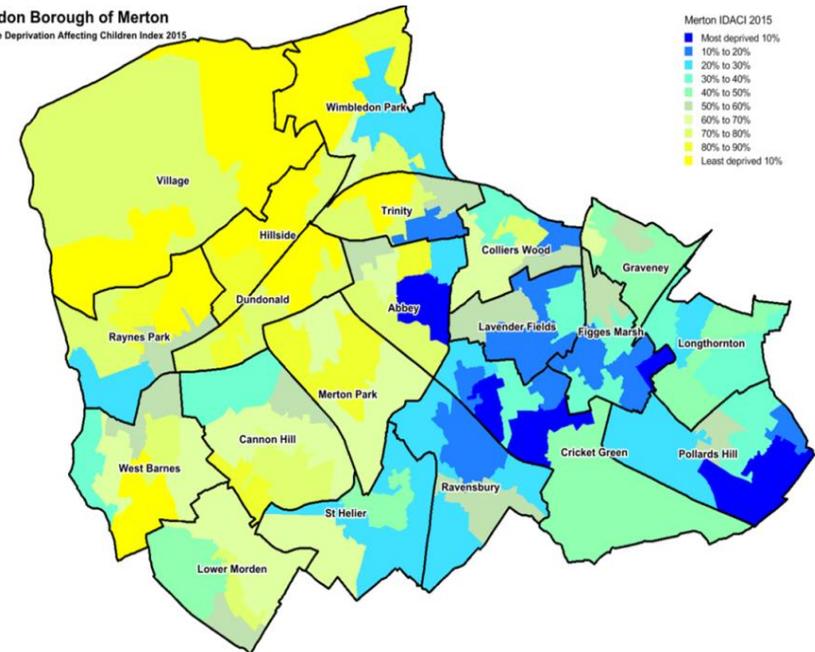


**Making Merton a place where children  
and young people feel they belong,  
stay safe and can thrive.**

Merton's Children's Workforce Induction

# Merton the place

London Borough of Merton  
Income Deprivation Affecting Children Index 2015



- Outer London borough.
- 200,543 population.
- CYP equal 23% of total population.
- Growing population - between 2011 and 2020:
  - 21% increase primary school children.
  - 11% increase secondary school children.
  - 38% net increase in births between 2002 – 2012.
- Difference between the more deprived east (Mitcham / Morden) and the more affluent west (Wimbledon) - **see map in your pack.**
- Five of Merton's 20 wards are amongst the 30% most deprived areas across England for children.
- 13% of children aged under 16 are living in low income families, and 37% of Merton school pupils are living in an area of deprivation (30% most deprived, IDACI 2015).
- Since 2010 we have seen a 46% increase of children who are eligible for free school meals
- 67% CYP BAME, compared with 30% nationally.
- Children and young people with English as an additional language: (124 languages spoken in our schools) - 47% Primary schools (national 21.2%); 35% Secondary schools (national 16.6%).
- 17% of children in our schools have a special educational need and/or disability.

# Did you know



78% - fall in teenage pregnancy rate since 1998



105 - young people taking part in police cadets



Top 10% - pupils in Merton schools are in the top 10% nationally for KS2 progress in reading and maths and key stage KS4 'progress 8'



88% of all Reception children seen by school nursing for National Child Measurement Programme ahead of schedule



Young people are part of Merton Council's scrutiny panels, working with and challenging staff and elected members



No permanent exclusions in Merton primary or special schools



98.2% of young people are in education, employment or training



94% of families identified improved outcomes from interventions provided by Merton's early years service

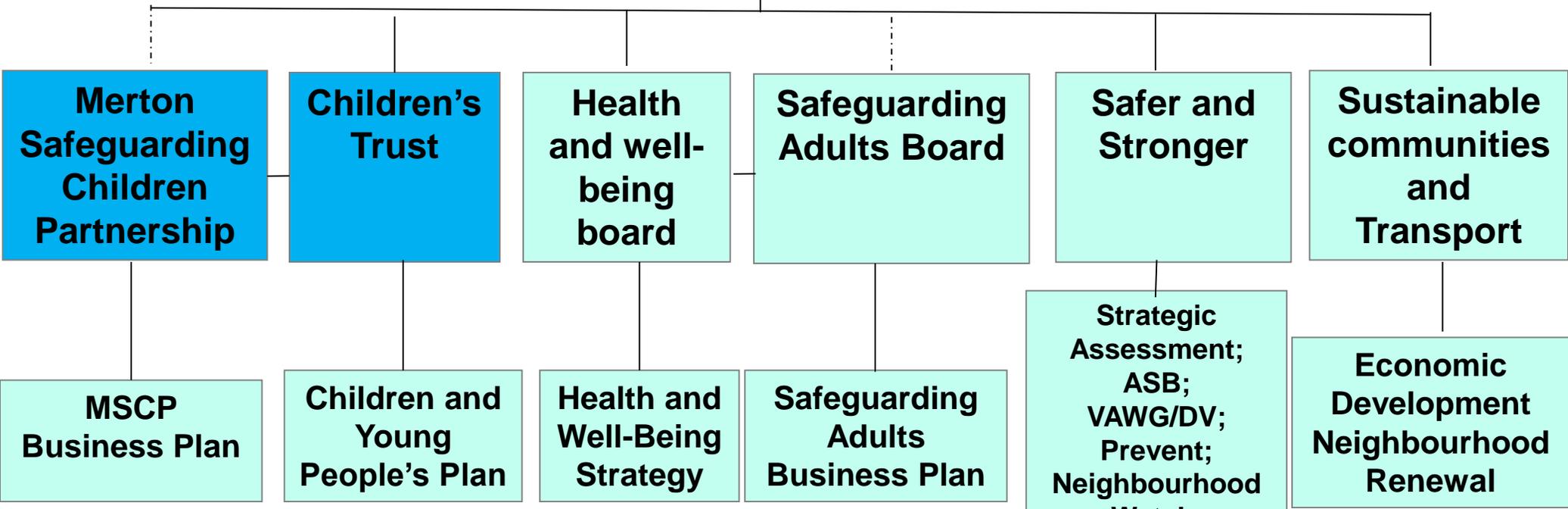


3000 - children and young people engaged in having a voice

# Key relationships: Children's Trust Board and the MSCP

**Community Plan**

**Merton Partnership**



**Video:** Working together to make Merton a place where children and young people feel they belong, stay safe and can thrive.



# Merton's Children's Trust

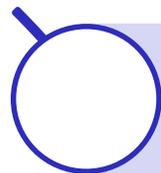
The strategic priorities of Merton's Children's Trust are supported by an understanding of need informed by data including the outcomes of user consultation.

## Our Values

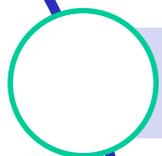
- We keep children and young people at the heart of our work.
- We work together to achieve the best for children, young people and families.
- We 'think family'.
- We are committed to doing what we say we will do.
- We work together to achieve the best for children, young people and families.
- We learn from what we do to improve the experiences of children, young people and families.
- We celebrate difference.



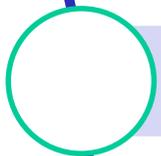
# Children and Young People's Plan 2019-23 outcome priorities



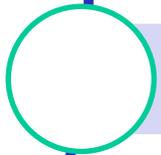
Being Healthy



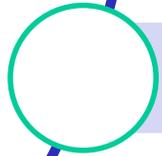
Staying Safe



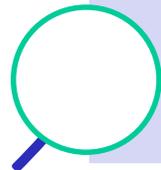
Enjoying and Achieving



Getting Involved, Having a Say



Becoming Independent



My Merton – connection with family, friends and the community

## CYPP children and young people's consultation

*Give us more fruit  
(especially  
raspberries) as we  
need to be healthy.  
Age 12.*

*That you could feel  
protected and walk  
around without being  
worried.  
Age 15.*

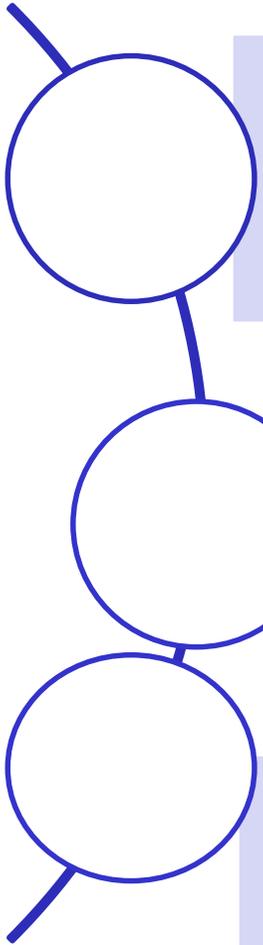
*If you don't have any  
friends, there isn't  
anything to do.  
Year 10  
There needs to be  
more youth clubs.  
Year 9.*

*I want to help in the  
library, and in a  
charity.  
Age 11.*

*I now understand  
what UCAS is and  
definitely want to go  
to Uni.  
Age 16, supported by  
My Futures Team*

*I suggest building  
cleaner parks or  
making the space  
safer to talk or  
socialise.  
Age 11.*

# MSCP Business Plan – development priorities



**Early Help:** is part of a whole system approach and is based on a clear understanding of local need. This will mean that children and their families will experience a high quality and coordinated service that meets their assessed needs

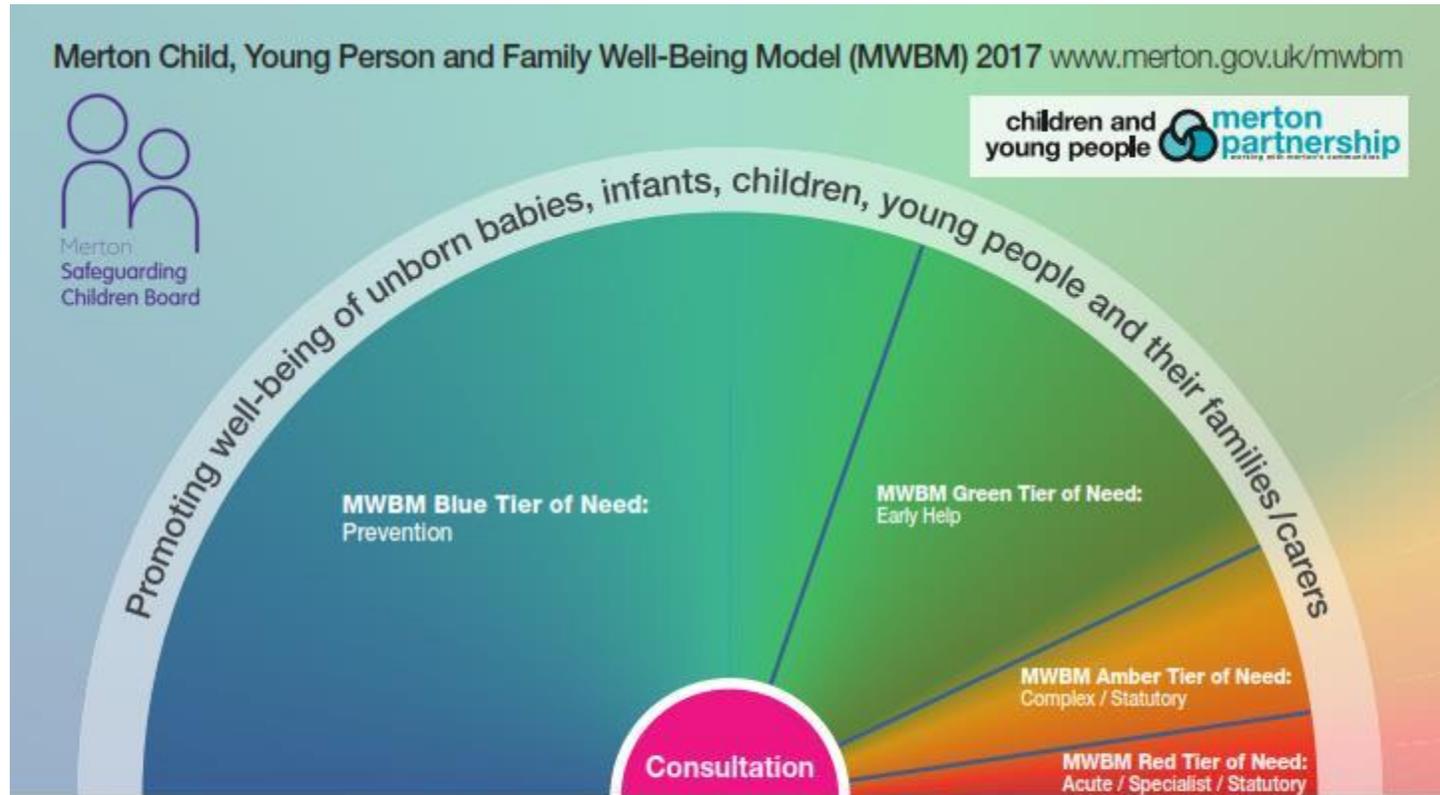
**Think Family Domestic Abuse:** to protect children who are at risk of domestic abuse, working with family to create a safe parenting environment

**Think Family Neglect:** to help children who are at risk of neglect. The Partnership will monitor, coordinate and evaluate the work of the all agencies to ensure children at risk of neglect receive help and protection.

**Contextual Safeguarding:** We safeguard children who are at risk of significant harm in contexts beyond their families. The Partnership has a highly coordinated multi-agency and whole-Merton approach.

**Addressing 'neglect' is a cross cutting theme across these priorities**

Merton Child, Young Person and Family Well-Being Model (MWBM) 2017 [www.merton.gov.uk/mwbm](http://www.merton.gov.uk/mwbm)



← Services offered in parallel with assessment of need →

Two-thirds children or young people approx have needs addressed by Universal Services

**MWBM Blue:**  
Prevention Responses:  
Universal in-house  
Assessment & Support.

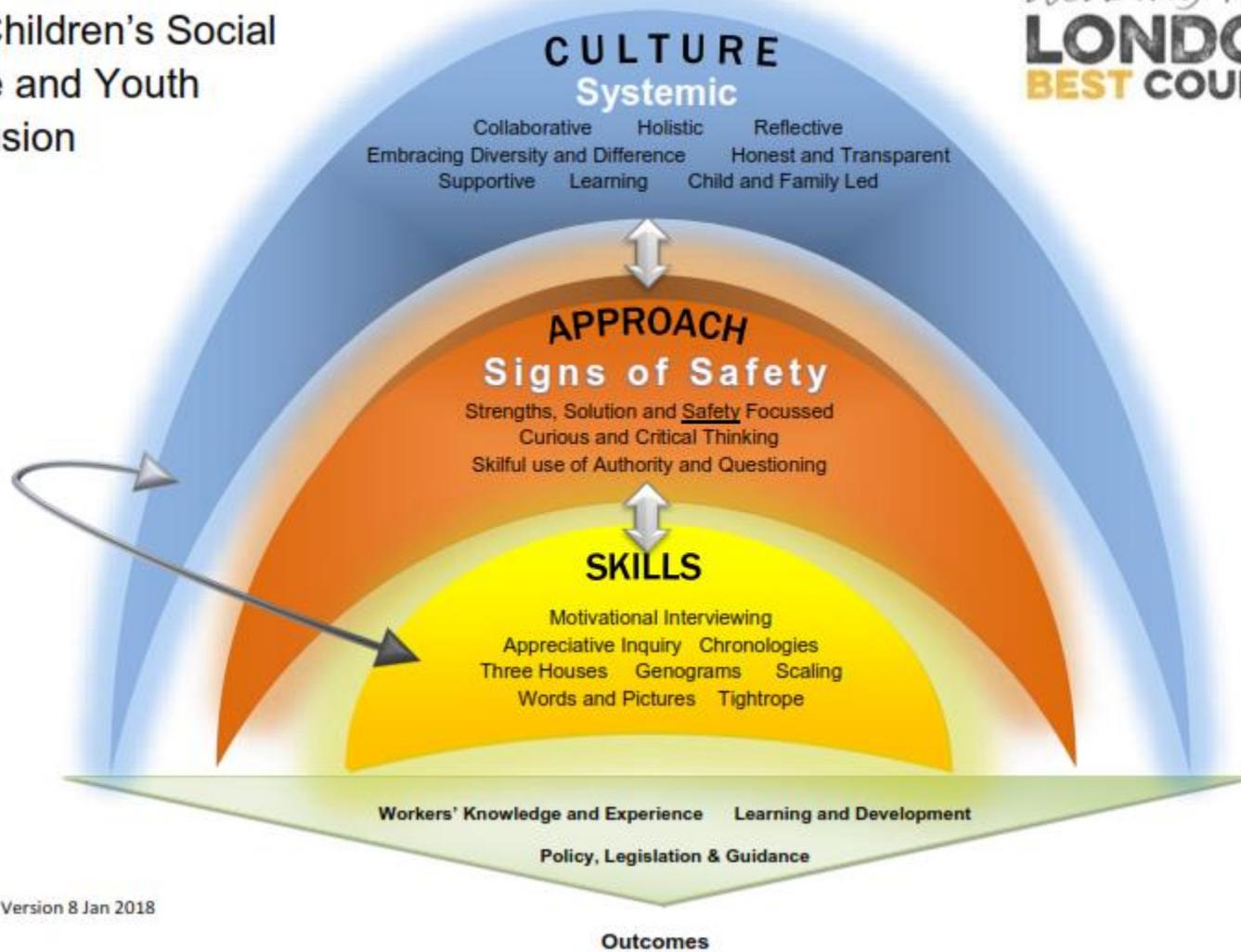
**MWBM Green:**  
Early Help: Responses to low/  
moderate additional needs via  
CASA/TAC/TAF for targeted or  
multi-agency coordinated support.

**MWBM Amber:**  
Responses to higher level complex needs  
such as Child In Need; complex Special  
Education Needs or Disabilities; CAMHS Tier 3;  
Youth Cautions-Referral Orders.

**MWBM Red:** Responses to acute or  
intensive needs where child may be at risk  
of significant harm - Child Protection; Court  
proceedings; Hospitalisation; CAMHS Tier 4;  
Residential, Remand, Public Protection.

# Merton's Practice Model for Children's Social Care and Youth Inclusion

Working to be  
**LONDON's**  
**BEST COUNCIL**



## Merton's Children's Trust – key areas of continuous improvement since 2017.

Rated by Ofsted as 'Good' overall with 'Outstanding' features: Adoption Service; Leadership and Management; and Merton Safeguarding Children Board (Summer 2017).

Positive outcome from the Ofsted 'focused visit' to assess effectiveness of our 'front door' arrangements - contacts and referrals, including decision-making within the multi-agency safeguarding hub (MASH). (February 2019)

Key developments in work to support children and young people with SEN and disabilities as part of the C&F Act reforms, the SEND local area inspection, and feedback from stakeholders.

Further enhanced focus on the 'child's voice' increasing the visibility of this work within political and management reporting to ensure that it is effectively challenged and embedded within working practices.

Extensive consultation and engagement undertaken with stakeholders - children, young people and their families and professionals/ staff - to inform a number of our key strategies: Children and Young People's Plan, Merton SEND Strategy, LAC Strategy and Care Leavers Strategy.

Strong 'universal' services with all children's centres rated by Ofsted as 'outstanding', and 95% of Merton school pupils attending a school which is graded 'good' or 'outstanding'.

## Continued...

Year on year improvement in school results in the early years foundation stage, and key stages 2 (end of primary), 4 (GCSE) and 5 (A' Levels), with all being above national.

Good reduction in young people aged 16-18 who are NEET (not in education, employment or training) between 2013 and 2018 placing Merton in the first quintile nationally.

New Merton Safeguarding Partnership arrangements in place

Enhanced implementation of the Wellbeing Model through a focus on families.

Embedding the 'Merton practice model' evidence based approach including Signs of Safety and implementing this within the Mosaic case management system.

Enhanced social care casework, quality assurance framework and multi-agency auditing including live learning events and tackling difficult issues.

## ...continued

Positive Family Partnership involving Merton and 4 other boroughs delivering evidence based approaches to keep vulnerable families together and prevent children from being taken into care.

Increased work on contextual safeguarding, gangs, CSE, CCE and county lines raising the profile of these issues across the partnership and within the community.

Implemented trauma informed approaches with young people who are supported by the Youth Offending Team and Transforming Families, with a view to extending to other service areas

Worked with the CCG, CAMHs and other partners to develop an overarching approach to the mental health needs of children and young people through 'Future in Mind: Children and Young People's Mental Well-Being'.

# Merton's Children's Trust overall strengths

**Strong management and leadership**, and committed political and professional leadership across parties.

**Strong multi-agency safeguarding arrangements** providing effective challenge across the partnership.

**Strong and shared ambitions, values and challenge** across Children's Trust, MSCP and the Health and Well-being Board.

Tradition of **partnership working**: schools, NHS commissioners and providers; police; community and voluntary sector.

Focus on **continuous improvement**: a learning culture - using evidence based practice; learning from SCRs and LIRs and good and best practice - making improvements following internal and external reviews.

Longstanding commitment to children, young people and their families' **participation and engagement** in service planning, delivery and monitoring

Building the prerequisites of **good social work practice**: recruitment and retention; fit for purpose structures; manageable caseloads; good quality professional development and support within a clear framework of practice standards including managing performance.

**Innovative approaches**: Positive Families Partnership; Multi Systemic Therapy; CAMHS single point of access; Family Nurse Partnership; Signs of Safety; multi-agency Education Health and Care team; and health co-location in children's centres.

1. As a 'new' member of staff reflect on and discuss your first impressions of Merton:

*-What is going well?*

*-What are your observations/ comments on partnership working?*

2. What help or support do you need from other teams, organisations and agencies to work in partnership effectively?

5-10 minutes: discuss these questions on your tables.

10 minutes: Plenary - one person from each table to feedback a key theme from your discussion related to working in partnership.

# The End

- *Evaluations*

# THANK YOU