



be healthy



stay safe



economic wellbeing



positive contribution



enjoy and achieve

# harrow children & young people's plan 2009-2011



Let's keep Harrow safe



# Every Harrow Child Matters

## THE FIVE OUTCOMES

and the UN Convention on the Rights of the Child (UNHRD)



### BE HEALTHY

Enjoying good physical and mental health and living a healthy lifestyle



### STAY SAFE

Being protected from harm and neglect and growing up able to look after themselves



### MAKING A POSITIVE CONTRIBUTION

To the community and society and not engaging in antisocial or offending behaviour



### ENJOY AND ACHIEVE

Getting the most out of life and developing broad skills for adulthood



### ACHIEVE ECONOMIC WELLBEING

Not being prevented by economic disadvantages from achieving their full potential in life



### Early intervention and prevention

- ★ Tackle inequalities by targeting obesity, teenage pregnancy, binge drinking and substance misuse
- ★ Improve maternity services and reduce low birth weight babies
- ★ Continue to strengthen the 'Healthy Schools' programme
- ★ Improve oral health of our children
- ★ Improve uptake of all immunisations and vaccinations
- ★ Continue to improve CAMHS
- ★ Promote positive sexual health

### Narrowing the gap

- ★ Improve transition services for Children with Disabilities



### Early intervention and prevention

- ★ Strong focus on Child Protection and practice
- ★ Respond swiftly and robustly to protect children from harm
- ★ Earlier intervention and support
- ★ Bullying, cyberbullying and keeping safe on the internet
- ★ miss Dorothy.Com programme
- ★ Placement stability and choice for children who are looked after
- ★ Accident prevention programmes (incl. teaching first aid in schools)
- ★ Raise awareness of risks posed to children by domestic violence
- ★ Raise awareness of the risk to children and young people posed by adult mental health and substance misuse
- ★ Clear governance and accountability

### Narrowing the gap

- ★ Improve support to children and parents with additional needs



### Early intervention and prevention

- ★ Continue to make good progress to attain high standards
- ★ Improve overall school attendance and reduce persistent absence
- ★ Reduce permanent exclusions
- ★ Increase activities and short breaks for Children with Disabilities
- ★ Improve achievement at foundation stage

### Narrowing the gap

- ★ Narrow the gap between overall achievement and particular groups of students



### Early intervention and prevention

- ★ Engagement and participation of all children and young people, in particular those who are considered vulnerable
- ★ Engage young people in decision-making
- ★ Raise the positive profile of children and young people
- ★ Opportunities for volunteer work

### Narrowing the gap

- ★ Reduce crime, fear of crime and reduce the number of victims of youth crime



### Early intervention and prevention

- ★ Reduce the number of young people not in Education, Employment or Training (NEET)

### Narrowing the gap

- ★ Provide opportunities for parents' employability/ economic wellbeing
- ★ Provide high quality childcare
- ★ Narrow the gap between those children at risk of under-achieving and the mainstream population, and helping every other child achieve their potential

## Children who may need some help to achieve their full potential

### Children whose parents:

- ★ have a learning disability
- ★ have a mental health problem
- ★ are involved in substance misuse including alcohol
- ★ suffer from chronic health conditions
- ★ are from Somalia, Bangladesh, Pakistan, Irish travellers
- ★ are teenagers
- ★ do not speak English
- ★ newly arrived in Britain






### Children who are:

- ★ experiencing transition
- ★ young carers
- ★ black African Caribbean and male
- ★ white working class and male
- ★ residing in areas of high socio-economic deprivation
- ★ living with domestic violence
- ★ 'newly arrived' in Britain/Harrow
- ★ living with acute & chronic health needs
- ★ living with a learning difficulty/ mental health problem and not receiving statutory services

## Children receiving statutory intervention

### Children who are:

- ★ subject to a Child Protection Plan
- ★ children who are looked after and care leavers
- ★ young offenders
- ★ for whom adoption is the plan
- ★ have disabilities and/or learning disabilities especially those in transition to adults services
- ★ have enduring mental health needs
- ★ who are privately fostered

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## Foreword

Harrow Council is proud of our young citizens. They are a creative and positive contribution to our community. I have the pleasure of working with Harrow children and young people from all walks of life in my role as portfolio holder and I greatly enjoy listening to their views which are very well expressed! It is very positive to see their views in this our formal plan. Harrow's parents, schools and our partners will be proud of their achievements.

Everyone involved has worked hard to agree on what is most important in a child's life. We have a shared understanding and common goals for everyone to work towards so that we can achieve the best we can for our children and young people.



**Councillor Christine Bednell**  
**Portfolio Holder, Children's Services**



## Message from Harrow Youth Parliament

Harrow has improved dramatically since the last CYPP(2006-2009) but there is still some work to do! As young people ourselves we want to see a Harrow where Every Child Matters everywhere; every boy and girl in Harrow has a voice; that they are able to influence the right people and to make sure that the important leaders take action so that they can get best possible start in life.

We believe that some of the most important issues affecting young people residing and studying in Harrow are the lack of leisure and social activities available locally. In the past, projects such as the redevelopment of Pinner Hill Community Centre have helped tackle this problem and we hope to see more youth clubs opening for young people. We hope to see an increase in the amount of activities available and more publicity on initiatives which are currently in place. Though only minority of young people are involved in gun and knife crime, it affects the majority of the community and we aim to aid prevention of such behaviour by working with various projects such as Gig in the Park and Sports Central.

We believe that by enabling young people to channel their energies into something positive such as sports and music, youth crime and anti-social behaviour will be reduced. The Weeks of Action projects are very effective as they work at ground roots level with the young people who may be at risk of exclusion and encourage them to make a positive contribution to their community.

We are also aiming to introduce a youth concessions and contraception card available to all young people between the ages of 11-19 who live or study in Harrow. This card will not only enable young people to get discounts and major stores and facilities but will also serve as identification for free contraception which should be available at all pharmacies. This will make contraception more widely available and easier to get hold of instead of having the embarrassment of going to a clinic.

Children and young people are an important part of our society and safeguarding them can be difficult, but by working together we can achieve an even more supportive Harrow, as I have said before:

**“We are a BIG part of the present, and 100% part of the future!”**

Aakash Bharania

Harrow Member of Youth Parliament (MYP)

Harrow Youth Parliament



## Our Vision for Children and Young people

### Welcome to the Harrow Children and Young People's Plan 2009 – 2011

The true test of this document and all those who work together to deliver services with, to and for young people, will be to succeed in developing a sense of achievement, value, self-worth and respect that the young people of Harrow have for themselves, each other and the rest of society.

The everyday lives of children today are constantly evolving. This is especially true in regards to developments in communication technology, which is growing at a great speed each year, creating both opportunities and challenges. It is easy to assume in such an advanced age that young people can cope with this new technological world they are exposed to and all the challenges that come with it.

However, it is essential to remember that the core needs of all children remain constant: love, safety and guiding boundaries. It is therefore the task of families, carers, professionals and voluntary organisations to work with children and young people so they are equipped to take on these challenges, manage them and seize every opportunity.

The Children and Young People's Plan 2009 - 2011 builds on the excellent work of all our partner agencies and young people over the last 3 – 4 years and show our shared determination to be ever more successful in achieving our vision for children and young people.

It is a privilege to work with the staff and young people in Harrow, our harmonious and diverse community. Hard work, humour and determination to improve are its defining characteristics.

This plan sets out realistic, but optimistic, proposals for our work as a Children's Trust Partnership.

I commend them to you.



*Paul A. Clark*

**Paul Clark, Chair Harrow Children and Young People Strategic Partnership (CYPSP)**



## 1. Introduction and context

The United Nations Convention on the Rights of the Child sets out the standards that we, as a local and an international community agree as the basic rights of every child. It makes clear our aspirations for equality of opportunity and respect for personal and cultural integrity of every child and young person.

The Children and Young People's Plan (CYPP) is guided by the United Nations Convention on the Rights of the Child and UK legislation through the Children Act 1989 and the Children Act 2004. Government policy, Every Child Matters, 'Working Together to safeguard children and their families' 2006, the national Children's Plan 2007 and accompanying policy documents are our key reference points for developing our local CYPP.

On a local level, the Children and Young People's Plan is guided by the Sustainable Community Strategy that is developed by the Harrow Strategic Partnership together with the local community, local agencies, stakeholders and residents involved in identifying its priorities. The plan shows how the organisations making up the Harrow Strategic Partnership will try to shape the effects of global, national, regional and local trends and events to work towards successful outcomes for Harrow. It includes the Council's Corporate Priorities and the Corporate Plan 2009.

The national response to the Baby P case will continue to inspire our vision to help people work together to improve the lives of children and young people in the borough. We work to ensure that children and young people who are most in need of support, receive the help they need when they need it. We work to support parents in raising their children so they grow up in a safe and healthy environment, that they are given every chance to achieve their potential, that their contributions to our community are valued and respected and that they achieve economic prosperity as adults.

A list of references to local and national plans can be found at the end of this document.



## 1.1 What is the Children and Young People's Plan (CYPP)?

All Children's Trusts in England are required to set out in writing how they will work together to improve outcomes for children and young people in their area.

The Harrow Children and Young People's Plan 2009-2011 explains our agreed partnership priorities and how we aim to achieve these over the next two years.

## 1.2 Who is responsible for making it happen?

Harrow Children's Trust is made up of leaders from Health Services, Police, Local Authority, Schools, the Voluntary Sector and other services and includes young people. This CYPP is produced by this group, and is owned by everyone who works with children and young people and their families in Harrow.

## 1.3 Scope of the Children and Young People's Plan

Together we aim to develop and ensure a wide understanding of what we want to achieve for children and young people. As a Partnership we pay particular attention to our shared key priorities.

The key themes throughout this plan are:

- early intervention and support to prevent long term problems;
- narrowing the gap between those children who may not achieve their full potential without help and support and the rest of the child population and
- developing trusting partnerships with parents and amongst practitioners and their leaders and managers.

## 1.4 How we worked out our Priorities

The CYPP priorities have been developed by using local and national information, consultation with parents, children and young people and staff, the views of Inspectors and looking at our performance figures.

The impact of poverty on the potential of children and young people is undisputed. We anticipate local impact of the world financial crisis through possible increase in unemployment, debt and resulting family and social problems. This is likely to affect families from a variety of social classes, including those who have not been affected by such issues before. We will work with Harrow Council on its strategy to support our local community through this difficult period.

We are already seeing the impact on our local population with some early signs of increasing deprivation in some wards (Indices of deprivation 2007). There are small increases in the numbers of children attending our schools who need extra help with their learning. Through our shared knowledge of Harrow, we can anticipate trends and target those young people who may need additional support.



#### 1.4.1 Evaluation of the first CYPP 2006-2009

The first Children and Young People's Plan 2006-2009 has been subject to annual review (CYPP Annual Review 2008-2009) which takes into account our progress on the aims and objectives we set ourselves. It also informs the style and presentation of this current plan so that we make it accessible to as many people as possible.

#### 1.4.2 Information on our local child population

We assessed information and statistics on our changing local population. Most of this information has been derived from the Harrow Joint Strategic Needs Assessment 2008, and regular collation of the School rolls at the start of the academic year (Ethnicity, Lang and FSM January 2003 to 2009). It shows that there are increasing numbers of young families arriving from Pakistan, Bangladesh, Somalia and the Balkan states. We need to shape our services to support the needs of these families.

#### 1.4.3 Recent Inspection and Assessment

The most recent Harrow Annual Performance Assessment Report 2008 made helpful recommendations to us about how we can continually improve our performance. We worked with Central Government and Harrow Strategic Partnership (HSP) on developing the Local Area Agreement 2008-2012 to ensure our children and young people's needs are met and that they agree with the Government's aims for children nationally.

#### 1.4.4 Consultation

Children and young people's views are the strongest influence on the Children and Young People's Plan. We are also informed by the work of managers and staff and their experience and views are included. In designing the key priority areas of the CYPP, we also consulted with parents, carers and staff from a range of agencies, including members of the voluntary sector through:

- CYPP Online Consultation Survey
- Dedicated Consultation Sessions with parents in our Children's Centres
- Key Stakeholder Consultation event with young people, parents and carers and staff



## 1.5 How to use this plan

The Children and Young People's Plan 2009 – 2011 sets out our vision for the next two to three years and make clear what we want to achieve. Each key area states clearly our priorities; actions to be taken and the resources required to achieve these. Our key priorities are set in the context of the five Every Child Matters outcomes:



### **Be Healthy**



### **Stay Safe**



### **Enjoy and Achieve**



### **Make a Positive Contribution**



### **Achieve Economic Wellbeing**

Links to more substantial documents are provided should you wish to find out more. We produce one plan and one message so we are clear about our shared ambition for children and young people.

In the 'Making it Happen' section, we provide a summary of how we will work together to make this happen and how we will know we are making a difference.

For more details, visit the Harrow Children's Trust website on : [www.harrowchildrenstrust.org](http://www.harrowchildrenstrust.org)



# BE HEALTHY

Working together to support children and families to make choices that enable them to fulfil their potential, remain healthy and avoid health problems is a partnership priority. We do this through a range of activities and services providing a swift and sensitive response when children need it. Our key emphasis in the coming two years is to continue to promote the health of all children whilst targeting extra resources to our most vulnerable and at risk families and communities. The “Be Healthy” sub-group led by the Primary Care Trust has identified the following priorities:

## Our Priorities

- To tackle inequalities by targeting obesity, teenage pregnancy, binge drinking and substance misuse
- To improve Maternity Services and reduce low birth weight babies
- To continue to strengthen the “Healthy Schools” programme
- To improve oral health of our children
- To improve uptake of all immunisations and vaccinations
- To continue to improve our Child and Adolescent Mental Health Services (CAMHS)
- To promote positive sexual health
- To improve transition services for Children with Disabilities (Primary Care Trust Commissioning Strategy 2009-2014)

## Actions – we will:

1. Improve Maternity Services by further development of community midwifery services with a special focus on:
  - improving early booking of pregnancy
  - promoting breastfeeding
  - improving recording of smoking in pregnancy
  - strengthening antenatal and neonatal screening programmes

2. Implement the child health promotion programme (including increasing coverage of immunisations).
3. Improve access to services for children with disability and complex needs.
4. Work with Children's Centres and extended services in schools to identify health issues and prevent long term problems in children and ensure that appropriate services are in place.
5. Work with parents and children with disabilities, especially those with complex needs, to transform short break opportunities; and to support such families through transitions (e.g. primary to secondary school) and in particular when they move to adult services.
6. Develop care pathways for children with obesity.
7. Continue to strengthen treatment services for children with alcohol and substance misuse problems.

## Resources

1. Strengthen partnership arrangements and develop a Children's Trust with joint commissioning arrangements and pooled budgets
2. Secure external funding (such as Aiming High for Disabled Children)
3. Ensure best and most effective use of existing resources by establishing a joint governance framework and continuous monitoring of services.
4. Through the Primary Care Trust's Commissioning Strategy 2009-2014

*"Every child and young person has the right to the best possible health and health services"*

Article 24 UN Convention on the Rights of the Child



# STAY SAFE

Safeguarding children from harm and promoting their welfare is everyone's paramount concern and everyone's responsibility. We will continue to emphasise the importance of responding swiftly and robustly to protect children from abuse and neglect. Child protection is at the centre of safeguarding. We are also concerned to help children and families early, with information, advice and support, to avoid escalation and long term problems.

We will continue to raise awareness among children and their families to keep children and young people safe in their everyday lives and in the virtual world. We will focus on practice and responding to Lord Laming's Report ([The Protection of children in England: a Progress Report](#)) and recommendations. The [Local Safeguarding Children Board \(LSCB\)](#) will lead on the following priorities:

## Our Priorities

- A strong focus on Child Protection and practice.
- Responding swiftly and robustly to protect children from harm.
- Promote awareness about bullying, cyberbullying and keeping safe on the internet.
- Continue the [www.missdorothy.com](http://www.missdorothy.com) programme, providing early learning to help primary school age children to keep safe.
- Placement stability and choice for children who are looked after.
- Accident prevention programmes, including the teaching of first aid in schools.
- Raise awareness of the risks to children and young people posed by Domestic Violence.
- Robust partnership, communication and information sharing arrangements at the frontline.
- Raise awareness of the risk to children and young people posed by adult mental health problems and substance misuse.
- Improve support to parents and children with additional needs.
- Safeguard vulnerable children and young people by providing earlier intervention and support.
- Clear governance and accountability.

## Actions – we will:

1. Focus on child protection practice through the provision of multi-agency shared learning and training for practitioners working with children and young people and their families.
2. Continue to improve the way practitioners work together by providing multi-agency training around information sharing and strengthening our local networks.
3. Further refine our quality assurance programme to make sure we make a visible difference to children and young people.
4. Review arrangements following new Government guidance on Working Together expected in December 2009.

## Resources

1. Our staff are our most valuable resource.
2. We will approach our work to make sure we get maximum benefit from available resources.
3. The Local Authority provides 95% of the social care funding.
4. We will continually explore grant funding to develop further initiatives.
5. LSCB Partners provide contributions to the LSCB budget, which helps fund the LSCB Business Plan.
6. LSCB Partners' commitment and involvement in partnership working to keep children and young people safe.

*“Governments must do everything to protect children and young people from all forms of violence, abuse, neglect and mistreatment. Help must be available for children and young people who are hurt by violence, abuse, neglect and mistreatment”.*

Article 19 United Nations Convention on the Rights of the Child



# ENJOY AND ACHIEVE

Our young people have a strong and proud track record of achievement. Our schools and colleges have created a culture of ambition and determination in our young people. Our ambition is to ensure that every child makes good progress and attains highly.

We will identify children who may need particular help with their learning and support them. We will identify their potential early in their school career, by improving their learning at the Foundation stage. Students at risk of not making good progress due to challenging behaviour, absence from school or at risk of exclusion will be a further focus for support. The Enjoy and Achieve subgroup will take the lead on the identified priorities:

## Our Priorities

- Continue to make good progress to attain high standards.
- Improve overall school attendance and reduce persistent absence.
- Reduce permanent exclusions.
- Increase activities and short breaks for children with disabilities.
- Attendance and achievement of children looked after and other vulnerable young people.
- Improving achievement at foundation stage.
- Narrow the gap between overall achievement and that of identified vulnerable groups of students.

## Actions - we will:

1. Concentrate on narrowing the gap at the end of the foundation stage, for Black Caribbean pupils and for White British pupils eligible for free school meals.
2. Promote and ensure high quality leadership and management, teaching and provision in all schools and colleges.



3. Tackle behaviour and attendance through work with schools and other parties to develop a Behaviour and Attendance partnership with a focus on early intervention and prevention.
4. The Building Schools for the Future Programme, Wave 1, is focussed on three schools with the highest proportion of free school meals and pupil mobility and the lowest level of academic attainment. Our aim is to use innovative design and new technology to enhance teaching and learning as well as developing a range of community facilities that will support children and families in our most deprived communities.
5. Work with schools to reduce permanent exclusions and minimise the impact these have on pupil achievement.
6. Work with the schools to minimise the level of persistently absent students.
7. Through the work of the Virtual Head Teachers, promote expectations of good progress for children looked after.
8. Enable more children and young people with disabilities to gain access to high quality universal, targeted and specialist play and leisure activities.

## Resources

1. Effective partnerships with schools and colleges.
2. Focussing external resources on targeted schools and students.
3. Seeking additional external funding.

*“Governments agree that the aim of education is to help the fullest possible development of the child or young person’s personality, talents and mental and physical abilities.”*

Article 28 United Convention on the Rights of the Child



# MAKE A POSITIVE CONTRIBUTION

Children and young people are our active partners and leaders in driving forward our vision and delivery of our work. They have a strong and continuing influence on the Children and Young People's Plan.

Young members of the partnership continue to enthuse and energise our work. They encourage children and young people from all walks of life to make a positive contribution to our community, including those who are vulnerable. It involves those who are tempted to commit crimes and helping those who have already done so. We have identified that there are a disproportionate number of at risk black young people represented in the youth justice system and this plan includes actions to support them. The Make a Positive Contribution Subgroup will take the lead on the identified priorities.

## Our Priorities

- Engagement and participation of all children and young people, in particular those who are considered vulnerable.
- Engage young people in decision making.
- Raise the positive profile of children and young people.
- Opportunities for volunteer work.
- Reduce crime, fear of crime, anti-social behaviour and reduce the number of victims of youth crime.

## Actions - we will:

1. Make sure children have plenty to do, after school and in the holidays and that they know what's out there through our new website, [www.harrowyouth.co.uk](http://www.harrowyouth.co.uk) through our magazine ("That"), and other events and publications.
2. Further enhance their influence by involving them in key decision making groups, meeting with the Director of Children's Services and our politicians and establishing our local youth parliament so that it has a central influencing role.



3. Target those at risk of offending and exclusion, in particularly the disproportionate number of at risk black young people represented in the youth justice system, by providing them with opportunities engage in constructive activities things and be productive.
4. Ensure young people leaving care get the best possible start to help them achieve independence.

## Resources

1. Direct funding from the Council and its statutory partners.
2. Efficient and effective use of central and regional government grants.
3. Working with partners to apply for specific grants and other funding streams.
4. Recruiting, training and supporting local community volunteers.

*“Every child and young person has the right to freedom of expression, including the right to all kinds of information and ideas...”*

Article 13 United Nations Convention on the Rights of the Child



## ACHIEVE ECONOMIC WELLBEING

This section sets out our priorities in helping every child achieve their potential by maintaining a focus on the family. Harrow is a thriving diverse community. We anticipate that the current world financial crises will have an impact on families with children in all social groups. Some families will experience the pressures of debt, unemployment and the poverty that goes with it. Alongside this, Harrow's population is changing. Some families new to Harrow may have difficulty adjusting while children new to the United Kingdom will need help in settling into school.

We aim to support families with children to achieve their best through a series of connected activities. We are giving parents increasing opportunities to learn new skills, enabling them to get jobs and/or to get better jobs. While they are learning or working we provide their child with learning opportunities, giving them a better start at school. We aim to continue our success in keeping the numbers of young people who do not have any education, employment or training at very low levels. The Achieve Economic Wellbeing subgroup will take the lead on the identified priorities.

### Our Priorities

- Reduce the number of Young People not in Education, Employment or Training (NEET).
- Provide opportunities for parents' employability/economic well-being.
- Provide high quality Childcare.
- To narrow the gap between those children identified to be at risk of under-achieving and the mainstream population, and helping every child to achieve their potential.

### Actions - we will:

1. Work together, involving the business community, to produce a single strategy to make sure very young person has access to Employment, Education and/or training.
2. Target our resources to support those at risk of becoming NEET.



3. Ensure that there is affordable, high quality and accessible childcare available across Harrow through the implementation of the Childcare Sufficiency Assessment.
4. Work together to provide a range of innovative services including access to English Classes and employment support for those families who most need it.

## Resources

1. Direct Government Grants.
2. Accessing other funding streams.
3. Pooling resources with other agencies.
4. Partnership working with other groups in the West London area to bid for resources.

*“Children and young people have the right to a standard of living that is adequate for them to develop fully”*

Article 27 United Nations Convention on the Rights of the Child



## Making It Happen

Parents, children and young people, leaders, managers, schools and staff in all agencies, including the voluntary sector will work together to deliver this plan. We will realise our ambition and build upon our excellent partnership arrangements by formalising them. This formal arrangement is called a Children's Trust.

### Leadership

Our new Children's Trust will lead on these formal arrangements. Its core purpose is to drive forward our vision for children and young people. It will encourage managers in all agencies to work together, combining their skills, experience and resources (Integrated Commissioning Framework). Each organisation (Health, Local Authority and Schools, Colleges and the voluntary sector) is a partner, and together we have the same goals. The Children's Trust will mean that we can be more flexible in providing what the children and young people need. There will be greater opportunities for the growth of the voluntary sector as we develop more creative solutions to fund services. The Laming Report and Government response are also key influences on our planning.

We identified three common strands running through our consultation programme:

- a need for a central resource to ensure everyone who works with children and families has the right professional support
- the importance of early intervention and
- improve communications to help everyone know what is available.

These three strands are brought together by the Children's Trust.

### We will:

1. Create a central resource providing professional advice, information and support to help professionals work together better and help everyone access available resources, and ensure this is communicated to our community.
2. Ensure that children, young people and their families will increasingly experience a more co-ordinated approach by those working with them. The Information Sharing Programme aims to make this happen. These arrangements meet our legal obligations under the Children Act 2004

## Management

Managers will explore new and creative ways to use their resources together. We will build on the success of our experience in providing help at early stages to parents and children. We will formalise communications between professionals working with children and young people. In doing this, professionals are supported in tackling issues early to prevent serious problems long term.

Managers will champion the need to communicate better by using formal procedures. The Common Assessment Framework, Lead Professional roles, The Resource Directory, Swift and Easy Referral process and ContactPoint form the Information Sharing Programme and are tools to improve communication and support professionals to work together. Through the setting of our ambitious goals these will become a normal feature of our communications in Harrow.

## Co-located accessible services

Services are increasingly being provided through our Children's Centres and schools. They are, and will continue to be sensitive to our changing population. They work with local parents, children and young people, GP's, teaching and non-teaching staff in schools, health visitors, school nurses and all professionals working in their area. They actively involve our community in planning what services are needed. They will explore local opportunities to combine effort and resources to meet those needs through our Children's Centre Strategy April 2009. They will continue to inform parents, children and young people and staff about what is available locally.

## Staff / Workforce Development

Our Integrated Workforce Strategy, launched in 2008 will develop a combined learning programme to provide staff with the skills and tools they need for working together. It will also support arrangements for locating staff together. We will build on the positive experience of the Children's Centre programme and the Local Safeguarding Children Board (LSCB) and create an accredited learning programme for the workforce.

*"Adults should always try to do what is best for children and young people. Governments must do everything to make sure children and young people are safe and well looked after"*

Article 3 United Nations Convention on the Rights of the Child

## Making a Difference

We state our priorities in writing through the Children and Young People's Plan because we want to make a difference to Children and Young People. We want to make sure that everybody gets the same chances to grow up safe, healthy and happy and to be successful adults. We are ambitious and focussed, but also have to be realistic in what we are able to achieve.

We have explained how we work out our priorities in paragraph 1.4. Each priority has been looked at in detail so we can establish carefully what needs to be improved and how we will be able to achieve it. These are our Key Performance Indicators. We establish by how much we need to improve and set targets accordingly.

We have listed each of the indicators and we monitor our progress together as a partnership. We do this through multi-agency groups, at regular intervals throughout the year. We look at the priorities we have agreed in a particular outcome area:



**Be Healthy**



**Stay Safe**



**Enjoy and Achieve**



**Make a Positive Contribution**



**Achieve Economic Well-being**

We bring our reflections on progress to our full partnership meetings. In this way, we can see clearly our progress, but also where we might be experiencing difficulty. If we find it challenging to achieve our targets, we can work out together what needs to be done, and do it. Partners work together in this way to check our progress. They also report to their individual organisations on how they are progressing. For example, Harrow Council has a Performance Improvement Board which examines the Council's contribution. This is called our Integrated Performance Programme.

Children and Young People's Plan Performance Indicators and Targets 2009-11 can be viewed on the Children's Trust website [www.harrowchildrenstrust.org](http://www.harrowchildrenstrust.org)

## Where to find out more

Every Child Matters  
[www.everychildmatters.gov.uk](http://www.everychildmatters.gov.uk)

Children's Trusts  
[www.everychildmatters.gov.uk/aims/childrenstrusts](http://www.everychildmatters.gov.uk/aims/childrenstrusts)

UN Convention on the Rights of the Child  
[www.everychildmatters.gov.uk/strategy/uncrc](http://www.everychildmatters.gov.uk/strategy/uncrc)

Harrow Local Area Agreement  
[www.harrow.gov.uk/](http://www.harrow.gov.uk/)

You can view the following versions at [www.harrowchildrenstrust.gov.uk](http://www.harrowchildrenstrust.gov.uk)

- Full Children and Young People's Plan – word version and pdf version
- Young People's version - pdf
- CYPP Poster – Staff version – A3 pdf and A4 pdf
- CYPP Poster – Young People's version - pdf

Request a hard copy of the CYPP by contacting  
[info@harrowchildrenstrust.org](mailto:info@harrowchildrenstrust.org) or call Tel. 020 8424 1147



## Links to Plans

1. Building Schools for the Future Programme
2. Children Act 1989
3. Children Act 2004
4. Children and Young People's Plan 2006-2009
5. Children and Young People's Plan Annual Review 2008-2009
6. Children and Young People's Plan Evaluation 2006 - 2009
7. Children and Young People's Plan 2009 – 2011 Consultation Document
8. Children's Plan 2007 <http://www.dcsf.gov.uk/childrensplan/>
9. Corporate Plan 2009
10. Ethnicity, Lang and FSM Jan 2003 to 2009
11. Harrow Annual Performance Self Assessment Report 2008
12. Harrow Children and Young People Strategic Partnership (CYPSP) Membership [www.harrowchildrenstrust.org.uk](http://www.harrowchildrenstrust.org.uk)
13. Harrow Children's Centre Strategy – working in partnership with extended schools, April 2009
14. Harrow Joint Strategic Needs Assessment (JSNA) – A story of success, complexity and diversity, November 2008
15. Indices of deprivation 2007
16. Information Sharing Programme
17. Integrated Commissioning Framework Position Statement
18. Integrated Performance Programme
19. Integrated Workforce Strategy 2008
20. Local Area Agreement 2008 – 2011
21. Local Safeguarding Children Board [www.harrowlscb.co.uk](http://www.harrowlscb.co.uk)
22. London Borough of Harrow Childcare Sufficiency Assessment 2007
23. Primary Care Trust Commissioning Strategy 2009-2014



24. Primary Care Trust Annual Public Health Report (APHR): A Health Profile for Harrow, Part 1, 2008
25. Primary Care Trust Annual Public Health Report (APHR): A Framework for action, Part 2, 2008
26. United Nations Convention on the Rights of the Child - full text  
<http://www.everychildmatters.gov.uk/strategy/uncrc/articles/>
27. 'Working Together to safeguard children and their families' 2006  
<http://www.everychildmatters.gov.uk/resources-and-practice/IG00060/>

