It should be noted that SMART targets have been included within this Delivery Plan where possible. As much of this work is with partners in an influencing role, it is likely that some of the targets/work will continue beyond 2018. However progress against this Plan will be reviewed and reported back to the Community Leadership & Partnerships Committee.

<table>
<thead>
<tr>
<th>Performance Target</th>
<th>Key Partner(s)</th>
<th>2017/18 Target</th>
<th>Contribution to Corporate Priorities/Goals</th>
<th>Update</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start Well Education - To continue to work proactively with partners to maintain and improve educational attainment and aspirations in Tendring.</td>
<td>Essex County Council, IntoUniversity, TeachFirst, Anglia Ruskin, North Essex Teacher Training (NETT)</td>
<td>i) To continue to work with primary and secondary schools in the District and North Essex Teacher Training (NETT) to support the recruitment and retention of teachers and head teachers. To include consideration to be given to key worker housing.</td>
<td>Effective partnership working</td>
<td>Recruitment &amp; Retention of Teachers - North Essex Teacher Training (NETT) For secondary schools, 10 trainees were employed in local Tendring schools in 2018 (from a cohort of approx. 25); Harwich, Clacton County High School and 2 at Tendring Technology College. For primary, 14 trainees were employed in the Tendring area from a cohort of 30.</td>
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<td>Facilitate improved qualification &amp; skills attainment levels</td>
<td>TeachFirst - due to the introduction of the Governments’ “Opportunity Areas” the number of teachers placed in Tendring dropped from 7 to 3 in 2018. Unfortunately Tendring was not a priority area for placing teachers. (TeachFirst are part funded by central government and were set targets for areas identified as part of the Opportunity areas initiative).</td>
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<td>Enable better job prospects</td>
<td>Key Worker Housing – part of the</td>
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</tbody>
</table>
ii) Working with schools / early years providers and other relevant services to **raise awareness of the concept of school readiness** and promote the development of targeted support to improve school readiness for young children in Tendring:

To develop information to key groups, including parents and professionals about what school readiness means and why it is so important for success later in life and how they can have an influence.

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Jaywick Sands development has been identified as key worker housing, specifically teaching professionals.

**School Readiness** - In response to concerns raised at the **NE Children's Partnership** that there was an increase in children starting reception year that were not ‘school ready’, the partnership undertook a collaborative enquiry with a group of year one parents. The aim was to gain information on their experiences of their child’s early years’ and to seek views on what activities, services or interventions had had the greatest impact on their child’s preparation for school. Feedback was gathered and collated into the areas defined in the Early Years System.

- Families strengths
- Focus on preventing problems
- Resilience of parents
- Working together
- Evidence bases
- Clear and consistent outcomes

This information is to be shared with the NE Children’s Partnership prior to planning the next steps. Recommendations will be considered and a local action plan will be agreed, based on parent feedback.
### Apprenticeships – Career Track

To actively work with local businesses to promote, secure and, where appropriate, support apprenticeships in order to increase the range of employment and training opportunities across the District. As a major local employer and Approved Provider TDC will continue to recruit and employ apprentices across its service areas.

- **Number of apprenticeship starts in 2018 (01/01/18 to 31/12/18)** = 37 apprentices. Career Track worked with 71 apprentices during the 2018 year.
- **Success rate in 2018** = 92%
- Held the Celebration of Success during National Apprenticeship week
- The new qualification, Customer Service Apprenticeship standard introduced/delivered.

### Stay Safe - Essex County Council, Community Safety Team, other partner agencies as required

- **See “Community Safety Partnership Strategic Priorities & Action Plan” - Appendix C of Report**

**CSP priorities for 2018 including C&YP were as follows**:-
- Tackling Anti-Social Behaviour and Acquisitive Crime
- Protecting Vulnerable People from Hidden Harms
- Reducing Violence and Knife Crime
- Reduce Offending / Reoffending (Not a separate Strategic Priority) – underpins the strategic priorities above

**Key Activities include:**
- Essex Youth Service propose to provide two professionally qualified and experienced Detached Youth

**Effective partnership working**
- Support the Vulnerable
- Engagement with the Community

For further information on priorities and outcomes, please refer to the Community Safety Partnership Delivery Plan 2018/2019.
| Essex County Council, Community Safety Team & other partner agencies as required | Workers to complete Detached Youth Work in Clacton Town Centre, using their skill set to engage and build relationships with the young people who are ‘hanging out there’.

To reduce the number of young people who are victims of crime.

Tackle emerging Gang / Violence & Drugs issues in the district

Tendring is one of the pilot areas – Gangsline commissioned by OPCC to deliver the project across Essex – 6 pilot areas – 2 year commissioned project

To provide diversionary activities for a target group of people known to the police and provide targeted diversionary activities and adopt a preventative approach that will directly contribute to a reduction crime or ASB.

Child Sexual Exploitation / Exploitation of young people |

| Effective partnership working Support the Vulnerable |

For further information on priorities and outcomes, please refer to the Community Safety Partnership Delivery Plan 2018/2019.

**Safeguarding**

- TDC Audit completed Jan 2018.

Previously it has been mandatory for all staff to undertake safeguarding
training. 54 staff completed Safeguarding training in 2018, which will be renewed in 2021.

To date 25 members of staff completed the safeguarding training in 2019 which will be renewed in 2022.

Safeguarding awareness training – (IHASCO online), currently 19 members of staff have completed training to date.

The Community Safety Officer has now been assigned role of Lead Authority Designated Officer and will roll out training to all staff across the Council once new online training system fully implemented.

| Emotional Health & Wellbeing – | Essex County Council, Tendring Schools, Tendring Health & Wellbeing Board, Virgin Healthcare & Barnado’s 0-19 services, EWMHS (Emotional Wellbeing & Mental Health service – Southend, Essex & Thurrock). Tendring Mental Health Forum | Wellbeing Hub Pilot, Gt Bentley Primary school. Planned cascade of Wellbeing Hub model including Mental Health First Aid training to other schools in the District to enable other schools to have the skills and training to facilitate their own individual Wellbeing Hubs. Funding options to be explored by Jan 2018. | Promote healthier lifestyles and wellbeing  
Support improved community health  
Support the vulnerable  
Effective partnership working | Wellbeing Hub – the Headteacher of Gt Bentley primary school presented at Tendring Health & Wellbeing board and subsequently the Strategic Transformation Partnership (STP) Conference in 2018. As a result mental health in schools was identified as a priority area by the STP Board. Further scoping work was then undertaken by the STP to research the variety of models currently in schools supporting mental health and wellbeing. Children’s mental health is identified as a priority area of work within the Suffolk & North Essex Integrated Care System (ICS) Operational Plan 2019/2020. |
ii) *Livewell Tendring* website to be launched in Sept 2017. This will greatly enhance TDC’s opportunities to promote all aspects of physical & emotional health initiatives & activities available for children & young people across the District.

iii) Revise and update the **mental health mapping tool** – Dec 2017. Supporting the parents and carers of our children and young people in the District. This will provide guidance on self-help tools and signposting to local/national agencies for further assistance. To be made available on our website, Intranet and also to interested partners.

(*Livewell Tendring* – launched late 2018. Total number of users on website= 8,570 during the period 1\* Jan to 30\* April 2019 – of those 144 were from Clacton-on-Sea)

**Mental Health Mapping Tool** – Updated 2018

The mental health mapping tool was created in response to a need identified by system partners that knowledge about the wider community mental health support offer was inconsistent between organisations and individuals within Tendring.

A number of community directories exist to provide information and access to services and support, the most recent being funded by the NEE Alliance and developed by CVS Tendring. In light of this the mental health mapping tool is being reviewed with partners to determine the most efficient way to ensure timely access to accurate information regarding support for mental health and wellbeing. This review is due for completion by end of June 2019 with recommendations to follow.

<p>| Positive Futures | <strong>Positive Futures</strong> - Recognising the challenges faced within the District. TDC will undertake the | Effective partnership working |</p>
<table>
<thead>
<tr>
<th>Multi agency hub</th>
<th>Support the vulnerable</th>
<th>Multi-agency hub</th>
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<tbody>
<tr>
<td>In early 2017, Job Centre Plus/TDC set up targeted agency events in Jaywick community centre to provide a support for the local community on a number of issues, including education/housing/benefits/finance, volunteering and first aid training. To continue to work with Job Centre Plus to consider the possibility of replicating this model elsewhere in the District. This will be subject to resources, looking at what is already in place and understanding the needs of the customer base in local areas.</td>
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<td>Additional services/support introduced in 2018 within Jaywick community centre:- Learning and Skills Solutions delivering individual targeted English and Maths sessions which has been very well received. Addition of the Probation service and further First aid training. Following opening of CVS centre in Harwich late 2018. Consideration being given to additional support/services that could be offered.</td>
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<tr>
<td>Support the vulnerable</td>
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<tr>
<td>Engage with the Community</td>
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<tr>
<td>ii) Partner project – TDC/Job Centre Plus and Family Solutions. Partners to develop guidance and signposting information for a range of issues a family may be facing. To include information on debt, rent arrears, housing, education and health etc. AND a reminder around how important it is to keep agencies informed of change of circumstances, accommodation changes etc as soon as possible. Alongside these reminders will be details of the support available.</td>
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<td>Partner Project - signposting leaflet for families - Partners – TDC, Job Centre Plus and Family Solutions developed and printed 1000 leaflets with signposting information. These were distributed and used by partner agencies the Family Solutions team, Job Centre Plus, Schools, School nurses (Virgin Healthcare), and libraries across the District. Feedback early 2019 suggests that with the introduction of Universal credit and families accessing their</td>
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</table>
through Citizens Advice, foodbanks and other partner agencies that are able to provide early intervention advice and guidance before matters start to escalate. For use and circulation by Family Solutions team, Job Centre Plus, Schools, School nurses (Virgin Healthcare), and libraries across the District.

iii) **Family Solutions**
TDC Family Support worker seconded into the Family Solutions team. Working directly with families to address a variety of issues and challenges they are facing including housing, benefits, debt, and physical & mental health issues.

iv) **IntoUniversity** – Learning Centre to open Sept 2017. The team offer targeted work with schools, children & young people (there is criteria for support) with the aim of raising aspirations, & providing a number of programmes with schools, individual after school support, careers advice, mentoring & assistance with applications to further education. Yr 5 - yr 13.

**Facilitate improved qualification & skills attainment levels**

**Enable better job prospects**

**Family Solutions** - In 2018, the TDC Family Support Worker worked with 24 families – this included 60 young people plus parents. Tendring Family Solutions team worked with 329 families – includes 772 young people.

**IntoUniversity Clacton** – had a very successful first year in partnership with Anglia Ruskin University, raising young people’s chances of progressing to University or further education. 1,007 total students worked with the Centre (academic year)
628 Primary
379 Secondary
76 students seen for Academic support
49 students seen on the buddy Programme
608 students seen on the Primary Focus Programme and
340 seen on the Secondary Focus Programme