

Agenda



AGENDA for a meeting of the CHILDREN'S SERVICES CABINET PANEL in THE ASHBOURNE ROOM at County Hall, Hertford on WEDNESDAY, 7 FEBRUARY 2018 at 10.00AM.

MEMBERS OF THE PANEL (12) (Quorum 3)

N Bell, B A Gibson, J M Graham, D Hart, T C Heritage (Chairman), T Howard, T R Hutchings, P Mason (substitute for S Brown), G McAndrew (Vice-Chairman), A Plancey, A Rowlands, M A Watkin

Meetings of the Cabinet Panel are open to the public (this includes the press) and attendance is welcomed. However, there may be occasions when the public are excluded from the meeting for particular items of business. Any such items are taken at the end of the public part of the meeting and are listed under "Part II ('closed') agenda".

The Ashbourne Room is fitted with an audio system to assist those with hearing impairment. Anyone who wishes to use this should contact main (front) reception.

Members are reminded that all equalities implications and equalities impact assessments undertaken in relation to any matter on this agenda must be rigorously considered prior to any decision being reached on that matter.

Members are reminded that:

- (1) if they consider that they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting they must declare that interest and must not participate in or vote on that matter unless a dispensation has been granted by the Standards Committee;**
- (2) if they consider that they have a Declarable Interest (as defined in paragraph 5.3 of the Code of Conduct for Members) in any matter to be considered at the meeting they must declare the existence and nature of that interest. If a member has a Declarable Interest they should consider whether they should participate in consideration of the matter and vote on it.**

PART I (PUBLIC) AGENDA

1. MINUTES

To confirm the Minutes of the meeting held on 2 November 2017(attached).

2. PUBLIC PETITIONS

The opportunity for any member of the public, being resident in Hertfordshire, to present a petition relating to a matter with which the Council is concerned, which is relevant to the remit of this Cabinet Panel and which contains signatories who are either resident in or who work in Hertfordshire.

Members of the public who are considering raising an issue of concern via a petition are advised to contact their [local member of the Council](#). The Council's arrangements for the receipt of petitions are set out in [Annex 22 - Petitions Scheme](#) of the Constitution.

If you have any queries about the procedure please contact Michelle Diprose, by telephone on (01992) 555566 or by e-mail to michelle.diprose@hertfordshire.gov.uk.

At the time of the publication of this agenda no notices of petitions have been received.

3. INTEGRATED PLAN PROPOSALS 2018/19 - 2020/21

Report of the Director of Children's Services

Members are asked to bring the following reports to the meeting:

'Public Engagement on the Integrated Plan 2018/19 – 2021/22'
(circulated as Item 4(i) for the Cabinet meeting of 22 January 2018); and

'Integrated Plan 2018/19 – 2021/22 (incorporating the Strategic Direction and Financial Consequences and the Treasury Management Strategy)'
(circulated as Item 4(ii) for the Cabinet meeting of 22 January 2018).

4. SUPPORTING YOUNG PEOPLE IN HERTFORDSHIRE

Report of the Director of Children's Services

5. CHILDREN MISSING FROM HOME AND LOCAL AUTHORITY CARE ANNUAL REPORT 2016 - 2017

Report of the Director of Children's Services

6. PROGRESS REPORT ON THE OUTCOMES FROM FAMILY SAFEGUARDING

Report of the Director of Children's Services

7. PROPOSED CHILDREN'S EQUIPMENT OFFER AND PUBLIC CONSULTATION

Report of the Director of Children's Services

8. OTHER PART I BUSINESS

Such Part I (public) business which, if the Chairman agrees, is of sufficient urgency to warrant consideration.

PART II ('CLOSED') AGENDA

EXCLUSION OF PRESS AND PUBLIC

Part II business has been notified. The Chairman will move:-

"That under Section 100(A) (4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item/s of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 2, 3 and 4 of Part 1 of Schedule 12A to the said Act and the public interest in maintaining the exemption outweighs the public interest in disclosing the information."

PART II ('CLOSED') AGENDA

1. MINUTES

To confirm the Part II Minutes of the meeting held on 2 November 2017 (previously circulated).

If you require further information about this agenda please contact Michelle Diprose, Democratic Services Officer, Democratic Services, on telephone no (01992) 555566 or email michelle.diprose@hertfordshire.gov.uk.

Agenda documents are also available on the internet at: [Children's Services Cabinet Panel](#)

**KATHRYN PETTITT
CHIEF LEGAL OFFICER**

Minutes



To: All Members of the Children's Services Cabinet Panel, Chief Executive, Chief Officers, All officers named for 'actions'

From: Legal, Democratic & Statutory Services
Ask for: Michelle Diprose
Ext: 25566

CHILDREN'S SERVICES CABINET PANEL THURSDAY, 2 NOVEMBER 2017

ATTENDANCE

MEMBERS OF THE PANEL

N Bell, S Brown, B A Gibson, J M Graham, D Hart, T C Heritage (Chairman), T Howard, T R Hutchings, G McAndrew (Vice-Chairman), A Plancey, A Rowlands, M A Watkin

OTHER MEMBERS IN ATTENDANCE

Upon consideration of the agenda for the Children's Services Cabinet Panel meeting on Thursday, 2 November 2017 as circulated, copy annexed, conclusions were reached and are recorded below:

Note: No conflicts of interest were declared by any member of the Cabinet Panel in relation to the matters on which conclusions were reached at this meeting

Chairman's Announcements

The Chairman advised that she had requested that the Panel be provided with an update on Nascot Lawn Respite Centre, that update is summarised below:

Members received an update in relation to Nascot Lawn Overnight Short Breaks (OSB) Service informing them that Herts Valley's Clinical Commissioning Group withdrew its decision to cease funding on the understanding that a new decision would be made lawfully on 16 November 2017. A paper had been circulated to relevant stakeholders including parents, Hertfordshire County Council, Hertfordshire Community NHS Trust and East & North Herts Clinical Commissioning Group (ENHCCG) outlining various options as detailed below:

1. HVCCG to continue funding
2. HVCCG to cease funding
3. Deliver a joint offer with the local authority for a joint model for children who meet continuing health care criteria
4. Deliver an integrated offer including parents support. The CCG only providing for their statutory health care responsibilities.

It was noted that the County Council could only fund three respite units. Parents hoped Nascot Lawn would be one of them and a piece of work was underway to consider which

building in the west of the county would be best suited for OSB. The Panel noted that the County Council could not commission the nursing service and could only use the Nascot Lawn building to deliver OSB. Officers had also contacted OFSTED as the unit would need to be registered as a children's home. A decision would be made on 6 November as to which site would be used.

The Panel were informed staff recruitment had started for other units already and the desire remained to have a nursing oversight in all of the OSB units.

If the decision is made by HVCCG to cease funding Nascot Lawn then HVCCG will be required to service notice on HCT. The contractual notice period is six months however this can be shortened through negotiation. A six month notice period would result in the nursing service ceasing during May 2018.

The decision to 'set aside' the decision to cease funding was made several days before a Judicial Review Hearing initiated by several parents whose children use Nascot Lawn. Any new decision made by HVCCG could be the subject of further challenge by Judicial Review

PART I ('OPEN') BUSINESS

ACTION

1. MINUTES

1.1 The Minutes of the Cabinet Panel meeting held on 21 September 2017 were confirmed as a correct record and signed by the Chairman.

2. PUBLIC PETITIONS

2.1 There were no public petitions.

3. AREA SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND) POST INSPECTION ACTION PLAN

[Officer Contact: Waqar Bhatti, Performance & Improvement Manager (Tel: 01992 556617)]

3.1 The Panel received a report which gave an update on the Area SEND Post Inspection Action Plan (PIAP) following the joint local inspection by OFSTED and the Care Quality Commission (CQC) in July 2016 of Hertfordshire's Special Educational Needs and Disabilities (SEND).

3.2 The Panel were informed a workshop was held after the OFSTED inspection in 2016 which involved Local Authority Officers, support services, schools, early years' settings, colleges, health and parents. A number of areas were identified for improvement and categorised into three themes. The action plan had been progressed over the past 12 months.

3.3 Members noted the positive progress of the PIAP and were informed of a conference being held on Monday 6 November where officers were looking for parental sign off of the completed elements of the plan.

Conclusions:

3.4 That the Panel noted and commented on the progress of the Post Inspection Action Plan and requests further information as appropriate, particularly once the plan was signed off.

4. HERTFORDSHIRE SAFEGUARDING CHILDREN BOARD (HSCB) ANNUAL REPORT

[Officer Contact: Nicky Pace, Independent Chair of Hertfordshire Safeguarding Children’s Board (HSCB), Caroline Aitken, Safeguarding Boards Manager (Tel: 01992 556988), Mary Moroney, HSCB Business Manager (Tel: 01992 556603)]

4.1 The Panel received an Annual Report providing an update on Safeguarding Children in Hertfordshire and of the work undertaken by the Hertfordshire Safeguarding Children Board during the period April 2016 – March 2017.

4.2 Members were informed that all local authorities were legally obliged to have a Children’s Safeguarding Board and also to produce an annual report which reviewed the effectiveness of child safeguarding and the welfare of children in the local area. The Board was made up of multi-agencies.

4.3 It was noted that due to a national review into Local Safeguarding Children’s Board and the changes accepted by Government, a review of the Hertfordshire Safeguarding Children Board would be undertaken. A plan will be formalised and would be submitted to the DofE in March 2018.

4.4 In response to a question in relation to how the county was addressing the issue of placing homeless families outside Hertfordshire Members heard that officers were working closely with district colleagues to try to advert homeless situations. It was also noted that the Health & Wellbeing Board were doing a strand of work on housing.

Conclusions:

4.5 That the Children’s Services Cabinet Panel considered the content of the HSCB Annual Report and had taken it into account in future discussions to safeguard and promote the welfare of children in Hertfordshire.

5. INDEPENDENT REVIEW OFFICERS ANNUAL REPORT

[Officer Contact: Kim Burrowes, Independent Review Service Manager (Tel: 01992 588156)]

5.1 The Panel received the Annual Report for the Independent Review of Officers which summarised the work undertaken during 2016-2017. The County Council was required to periodically review the case of each child looked after (CLA)

5.2 Members were informed that personal education plans (PEP) were carried out with children three times a year, they were carried out at the school with the pupil and the carer. The IRO’s role would be to oversee the care planning for the child during the time the child was looked after and to provide challenge if needed to ensure the child’s care plan was progressed and specific outcomes were achieved.

5.3 In relation to the performance data on CLA reviews being held within statutory timescales Members were informed that the average of CLA reviews held on time had increased from 92.6% as detailed in the report to 98%. It was noted there was various reasons why it was not at 100% but mainly due to the review being delayed by a week or so to suit the availability of the child.

Conclusions:

5.4 That the Cabinet Panel:

- noted the work delivered by the Independent Reviewing Service on behalf of the local authority as Corporate Parents of all Children Looked After (CLA) as described in the Annual Report attached at Appendix A to the report.
- considered and endorsed the future developments and key actions for the service for 2017-2018 set out in the Annual Report attached as Appendix A to the report.

6. THE HERTFORDSHIRE FOSTERING SERVICE ANNUAL REPORT

[Officer Contact: Lynn Costello Service Manager Fostering (Tel: 01442 453322), Sue Lowndes Head of Adoption & Fostering Service (Tel: 07833 484306)]

6.1 The Panel received the Annual Report for the Hertfordshire Fostering Service which provided Members with information regarding the progress of the Fostering Service to recruit and support foster carers to develop a high quality fostering service to meet the needs of children looked after in Hertfordshire.

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- 6.2 Members heard that fostering recruitment activity had increased during the second half of 2017/18 due to a sharper focus of support and stability to foster carers and placements; it was also due to new recruitment materials and social media communications. Officers had targeted social media to help recruit foster carers of a younger age group as many older foster carers were leaving the service.
- 6.3 A revised learning and development programme had also been available to foster carers during 2016/17 which included on line training opportunities such as child protection and radicalisation and other face to face training.
- 6.4 Members noted the success of funding from the DfE to deliver a new fostering initiative, the Mockingbird Family Model, this would be developed during 2017/18 and concentrated on providing extensive peer support and strengthen placement stability.
- 6.5 The Panel congratulated officers on the good work of the Fostering Service.

Conclusions:

- 6.6 That the Cabinet Panel considers the outcomes of the Fostering Service 2016/17, and notes the planned service development for 2017/18 as set out in the Hertfordshire Fostering Service Annual Report 2016-2017 attached as Appendix A to the report.

7. HERTFORDSHIRE YOUTH JUSTICE STRATEGIC PLAN 2017 - 2018

[Officer Contact: Nick Smith Head Of Service Youth Justice (Tel: 01442 388755), Jeanette Williams Youth Justice Policy manager (Tel: 01992 556824)]

- 7.1 Members received a report outlining the strategic plan highlighting the performance and key priorities and challenges for 2017-18 for the Herts Youth Justice Service. Members acknowledged this was the legacy of the recently deceased Conservative Leader of the Council, Robert Gordon that the review was being presented for the first time to the Panel.
- 7.2 Members heard that the Police would refer children or young people to Children’s Services if concern was raised in relation to families and anti-social behaviour. It was noted the Police consult with Children’s Services over actions taken against crime and the County Council benefited from working with other agencies and schools to tackle anti-social behaviour.

- 7.3 It was noted that officers were trying to do early intervention first via the Families First' service in an attempt to reduce numbers entering the Youth Justice Service.
- 7.4 It was noted the service maintained first time entrants figures to the Youth Justice System and was lower than the region, this was due to how cases were handled and pressures on other local authorities.

Conclusions:

- 7.5 That the Panel recommended to Cabinet:-
- That Cabinet recommends to County Council that Council approves the Hertfordshire Youth Justice Strategic Plan 2015 – 2018, 2017 update, attached as Appendix A to the report.

8. INSPECTION OF LOCAL AUTHORITY ARRANGEMENTS FOR THE PROTECTION OF CHILDREN SUMMARY AND CLOSURE OF POST INSPECTION ACTION PLAN (PIAP)

[Officer Contact: Karen Noble, Performance & Improvement Manager, Family Services Commissioning (Tel: 01992 588394)]

- 8.1 The Panel received a report in relation to the OFSTED Post Inspection Action Plan (PIAP) informing Members of the significant progress that has been made in addressing the issues identified by the inspection in September 2016.
- 8.2 The inspection identified nine high level recommendations and associated actions were developed into the PIAP to address them. All action have now been completed with the exception of two bits of activity which were still being addressed, these are detailed in Appendix 1 to the report.
- 8.3 The Panel were informed that Children's Services were working closely with schools to raise awareness of children's whereabouts and unauthorised absences from school in order to keep them safe.

Conclusions:

- 8.4 The Panel noted the progress to date confirmed actions had been delivered and incorporated into business as usual where required.

**9. SUPPORTING YOUNG PEOPLE IN HERTFORDSHIRE:
DEVELOPING A NEW APPROACH**

[Officer Contact: Andy Manson, Head of Services for Young People
Tel: (01992) 555014, Peter Hosier, Head of Service for YC
Hertfordshire Youth Work Tel: (01992) 555406]

- 9.1 The Cabinet Panel received a report in relation to a Children's Services proposal to review the services provided by YC Hertfordshire. The review and implementation would be phased over a two year period to allow service remodelling processes and workforce development, including consultation with the workforce, partner and young people. It was noted that detailed proposals for the remodelled service would be presented to Children's Services Cabinet Panel in February 2018 for consideration.
- 9.2 Members welcomed the review of this service, although some were slightly concerned about the impact on staff reductions, the timing and the budgetary implications and believed it was being financed driven not service driven. The Chairman assured the Panel that it would not be finance driven and it was about mapping the service and getting sustainable services in place. She reiterated that she wanted Panel Members to be part of the remodelling process. Members noted that work had already been started on the process which would involve the DWP.
- 9.3 Members heard the age range in focus for review would be from 11 to 19 where early support was required and up to 25 for care leavers and those with learning disabilities. This fits in with the revised Family Centre offer. The key element was about partnership working and support for the service.
- 9.4 A vote was taken on recommendation 1 as detailed in the report. The vote was as follows:
- 7 voted in favour
1 voted against
3 abstained from the vote
- It was noted that N Bell, was against the recommendation as detailed in the report and B Gibson, A Rowlands and M A Watkin Abstained from the vote
- 9.5 A vote was taken on recommendation 2 as detailed in the report. The vote was as follows:
- 10 voted in favour
1 abstained from the vote
- It was noted that N Bell, abstained from the vote

**CHAIRMAN'S
INITIALS**

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Conclusions:

9.6 That the Cabinet Panel:-

- i. Noted and commented upon the content of the Report and recommended that Cabinet endorses the proposal to remodel services in line with Council and Children's Services priorities and the need to make savings as described in this Report.

It was noted that N Bell, was against the recommendation as detailed in the report and B Gibson, A Rowlands and M A Watkin abstained from the vote

- ii. Noted that detailed proposals for a remodelled service would be presented to the Cabinet Panel in February 2018 and then to Cabinet in February 2018.

It was noted that N Bell, abstained from the vote

10. TO CONSIDER THE FUTURE OF CUFFLEY CAMP OUTDOOR CENTRE

[Officer Contact: Alan Haines, Senior Estates Officer (Tel: 01992 588120), Peter Hosier, Head of Service YC Hertfordshire (Tel: 01992 555406)]

10.1 The Panel received a report to consider the future of the Cuffley Outdoor Centre located in Carbone Hill, Northaw which consisted of an outdoor education centre for children and young people run by Hertfordshire County Council. The Camp was owned by Hatfield House Estate and managed by Gascoyne Holdings Limited (GHL), the County Council leased the property over a 25 year period from January 2007 until January 2032.

10.2 Members heard that GHL had served the County Council with a Schedule of Dilapidations. Under the lease the County Council covenanted to invest money each year to improve the premises. It was noted that the County Council had not complied with the lease agreement for the investment obligation, therefore owing GHL 11 years non-payment. The options open to the County Council were detailed within the report.

10.3 Some concern was raised that the decision was being rushed and should be considered as part of the YC review. Concerns were also raised at the admission of neglect and unfulfilled leasing obligations and panel questioned why the Council had not maintained its responsibilities. It was noted in the report that the numbers of users of Cuffley Camp had declined although a panel

Member had researched figures and questioned if the report was accurate.

10.4 In relation to a Member question it was noted that a proportion of the funding from the Big Lottery Fund (BFL) to assist with building work to the hall at Cuffley Camp would need to be paid back to BFL.

10.5 It was noted by the Panel that there was 11 other private and voluntary outdoor centres within a 30 mile radius offering outdoor related activities, as well as Hudnall Park Outdoor Centre which was owned by the County Council. Members questioned if these other centres provided the same types of facilities and whether they could absorb the 8000 children across the County that would be affected by the closure of Cuffley Camp. Officers agreed to liaise with the centres and report back to Members.

P Hosier to action

10.6 Members were also reminded that the County Council was not statutorily obliged to provide outdoor education facilities.

10.7 **PART II ('CLOSED') AGENDA
EXCLUSION OF PRESS AND PUBLIC**

10.8 The Panel then decided to move into Part II ('closed' session').

10.9 That under Section 100(A)(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A to the said Act and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

10.10 Following discussion on the Part II Report, the Panel moved back into Part I (open session) and discussed the recommendations.

10.11 A series of issues were raised by Members that officers were unable to answer. These would be addressed at the Resources, Property and the Economy Cabinet Panel on 9 November 2017. These are listed in the document appended to these minutes.

Action T
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10.12 An alternative recommendation to the officer recommendations was proposed by A Rowlands and duly seconded for 'a further report regarding the future of Cuffley Camp be brought to a future meeting of the Cabinet Panel containing options for the management of the site and that in the meantime the County Council undertakes a public consultation on the future of Cuffley Camp outdoor centre'. Upon being put to the vote, the alternative recommend was lost.

10.13 An amendment to the officer recommendation set out in the report was proposed by the Chairman and duly seconded. Upon being put to the vote, the amendment was agreed.

It was noted that N Bell, B A Gibson. A Rowland and M A Watkin voted against the recommendation as amended.

Conclusions:

10.14 The Panel agreed to the recommendations set out in the Officer report subject as mentioned below:

Given the assurance that the groups currently accessing Cuffley Camp outdoor Centre are able to access other appropriate outdoor centres facilitating Hertfordshire, or within a reasonable distance of Cuffley Camp Outdoor Centre, the Children's Services Cabinet Panel recommend to Cabinet that:

1. Cabinet agrees that:-
 - (i) Cuffley Camp Outdoor Centre ('the Camp'), Northaw, should be closed;
 - (ii) the Director of Resources, in consultation with the Executive Member for Resources, Property and the Economy, be authorised to agree terms for the surrender of the County Council's lease of the premises used by the Camp; and .
 - (iii) that the expenditure associated with the surrender of the lease for the premises and for the closure of the Camp be met from the Children's Services revenue budget, with any shortfall being met from contingency.
2. The recommendations of the Panel to Cabinet, will be reported orally at the Cabinet meeting and circulated to Members in the Order of Business sheet.

It was noted that N Bell, B A Gibson. A Rowland and M A Watkin were against the recommendations as amended

11 OTHER PART 1 BUSINESS

11.1 There was no other business

PART II ('CLOSED') AGENDA

1. TO CONSIDER THE FUTURE OF CUFFLEY CAMP OUTDOOR CENTRE

**CHAIRMAN'S
INITIALS**

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Decision

- 1.1 The decision reached on this item of business is recorded at item 10 above.

**KATHRYN PETTITT
CHIEF LEGAL OFFICER**

CHAIRMAN _____

**CHAIRMAN'S
INITIALS**

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**CHAIRMAN'S
INITIALS**

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**QUESTIONS ARISING FROM CHILDRE'S SERVICE CABINET PANEL
THURSDAY 2 NOVEMBER 2017 IN RELATION TO THE REPORT 'TO CONSIDER
THE FUTURE OF CUFFLEY CAMP OUTDOOR CENTRE'**

1. Why has the County Council neglected to maintain its obligation to maintain the property to the acceptable standard of the Landlord?
2. Why has the County Council not complied with the year on year investment obligation as stipulated in the terms of the lease?
3. In relation to the decline of bookings there is no evidence within the report to show the decline. A Member of the Panel was able to get the figures of usage and stated that 'despite the state of the building the use has still been maintained.
4. In relation to the Business Plan compiled in 2016 (4.12 of the report) what exercise / consultation has been done since?
5. Why were the correct estate officers/finance officers not at the meeting to answer Member questions?
6. What other contracts is the County Council not adhering to?
7. What is the gap for other sites to absorb the users of Cuffley Camp?
8. Has there been no attempt for Cuffley Camp to be managed with another partner?
9. Cuffley Camp was funded by Lottery funding and this normally means they tie you into a programme; Are we liable in anyway as the Council will relinquish its lease?
10. Was anything raised at the last five year point in 2012 that there were these issues?
11. What consultation has there been to users & staff?
12. Why is it this has only come to panel now when it seems that it has been an issue for a number of years?

HERTFORDSHIRE COUNTY COUNCIL

**CHILDREN'S SERVICES CABINET PANEL
WEDNESDAY, 7 FEBRUARY 2018 AT 10,00AM**

INTEGRATED PLAN 2018/19 - 2021/22 (CHILDREN'S SERVICES)

Joint Report of Director of Resources and Director of Children's Services

Author(s): Simon Newland, Operations Director, Education
[01992 555738]
Lindsey McLeod, Head of Corporate Finance
[01992 556431]

Executive Members: Teresa Heritage, (Executive Member for Children's Services)
David Williams, (Executive Member for Resources, Property and the Economy)

1. Purpose of the Report

- 1.1 To highlight the areas of the Integrated Plan which relate to Children's Services in order for the Panel to consider these and provide comment.
- 1.2 Members are asked to bring the following reports to the meeting, which have been circulated separately to all Members of the County Council:

'Public Engagement and Consultation on the 2018/19 – 2021/22 Integrated Plan' (circulated as Item 4(i) for the Cabinet meeting of 22 January 2018); and

'DRAFT INTEGRATED PLAN 2018/19 – 2021/22 (incorporating the Strategic Direction and Financial Consequences and the Treasury Management Strategy)' (circulated as Item 4(ii) for the Cabinet meeting of 22 January 2018). **(As issued for the January Cabinet)**

2. Summary of the Integrated Plan proposals for the County Council

- 2.1 The Integrated Plan brings together the financial impact of service plans and the available funding to resource these, over the next four years. Strategic Direction summaries have been produced for each Portfolio, which set out the future direction of services in the context of achieving substantial further savings. These have been informed by comparative benchmarking, both through published data and informal networks with other comparable authorities, to identify areas of potential efficiency gains.
- 2.2 Services have identified savings, in the context of the continuing budgetary pressures and reduction in available funding. Savings

requiring a policy change have been or are being taken through Panels for Cabinet decisions throughout 2017, and substantial efficiency savings have been identified. Savings include reducing the allocation of general non-pay inflation to zero. Whilst this is mitigated to some extent by excluding exceptional inflation areas it will require services to manage the impact during 2018/19.

- 2.3 The Government announced the provisional Local Government Finance Settlement for 2018/19 on 19 December 2017. This was the third of the Government's four-year settlement offer, and so a number of the reductions to funding were known in advance when preparing the proposed budget. Revenue Support Grant (RSG) will reduce by £22m between 2017/18 and 2018/19, and by a further £20m in 2019/20. Other grant announcements have confirmed expected reductions in Public Health grant (2.5%) and the cessation of Education Services Grant (ESG) from September 2017.
- 2.4 Funding from 2020/21 is uncertain, especially with proposed changes to the business rates retention system and a Fair Funding review which the Government proposes to introduce from that year. The IP assumes a further reduction of £5m pa in 2020/21 and 2021/22, but this will be kept under review.
- 2.5 The provisional Settlement also increased the referendum threshold for basic council tax, allowing authorities to increase this by up to 3% in 2018/19, without requiring a referendum. The 2017/18 IP had included a proposed 1.99% council tax increase each year, and the raising of the 3% remaining permitted Adult Social Care (ASC) Precept in 2018/19. The IP considered by Cabinet in January assumes a basic council tax increase of 2.99% in 2018/19 and 2019/20, and the 3% ASC Precept in 2018/19.
- 2.6 The final position will not be confirmed until the Final Settlement (expected early February) and other late grant announcements, and until figures are received from Districts for council tax base and collection fund balances, due to be provided by end January. Should any late changes result in an unbalanced budget, specific reserves will be used to provide one off funding in 2018/19. Any additional funding will be available to support the 2018/19 budget, for example by increasing contingency to mitigate risk, or to help meet the funding gap for future years.
- 2.7 The future position remains challenging: even with the identified savings and revised increases in council tax and the social care precept, current projections of pressures and funding require a further £8.1 million saving to be identified in 2019/20, rising to £30 million by 2021/22.
- 2.8 To help meet these challenging targets, work is in hand to progress further savings during 2018, for implementation for 2019/20 or sooner where achievable. It is recognised that savings require significant lead in times, especially where there is service redesign or consultation.

3. Recommendations

- 3.1 The Panel is invited to comment to Cabinet on the proposals relating to the Integrated Plan in respect of Children's Services.
- 3.2 The Panel is also asked to identify any issues that it feels that the Cabinet should consider in finalising the Integrated Plan proposals for Children Services.

4. Background

4.1 The integrated plan comprises:

- an overview of the proposed revenue budget and capital programme, including a review of the budget estimates and adequacy of reserves (Part A);
- Strategic Direction and Financial Consequences - by portfolio (Part B);
- the Treasury Management Strategy (Part C)
- the Capital, Asset Management and Invest to Transform Strategy (part D)
- the Insurance and Risk Strategy (part E)
- an Equalities Impact Assessment (Part F); and; and
- other technical information and finance summaries (Part G)

4.2 Part B of the Integrated Plan has separate sections for each Portfolio. These contain the strategic direction summary (for Children's Services portfolio, on p45 of Integrated Plan Pack Part B); revenue budget information including a schedule of Key Budget Movements that sets out details of financial pressures and savings (p54); and a summary of the proposed Capital Programme (p60).

4.3 Key issues for this portfolio include:

- Reducing both the number of Children Looked After and use of high cost placements.
- The 0-25 Integration for Children and Young People with Additional Needs Programme to continue to improve services and reduce costs through better integration.
- Continuing to embed the Families First Programme for supporting families at the earliest opportunity.
- Expansion of Family Safeguarding to include educational support at Key Stage 2 and Child and Adolescent Mental Health Services (CAMHS)
- Delivering the Family Centre Programme
- Re-Modelling YC Herts
- Establishing the feasibility of creating a Regional Adoption Agency

4.4 The table below summarises the (demographic) pressures for change referred to above that relate to Children's Services:

Demographic Pressures	Amount of Pressure (in 2018/19) (£000's)	Approx. current budget (£000's)	Service Section and page
Children Looked After (CLA)	803	44,100	Children's Services page 55
Unaccompanied Asylum Seekers	259	1,926	
Adoption & Special Guardianship Orders	171	7,693	
Total Demographic Pressure	1,233	53,719	

Other Pressures	Amount of Pressure (in 2018/19) (£000's)	Approx. current budget (£000's)	Service Section and page
Nascot Lawn consequential costs	383	8,085	Children's Services page 55
Section 17 No Recourse to Public Funds (NRPF)/ Intentionally Homeless (IH)	340	874	
ICT transformation programme	103		
Independent Placement Costs	919	21,498	
Total Other Pressures	1,745	30,457	

4.5 The table below summarises the savings proposals referred to above that relate to Children's Services:

Saving	Amount of Saving (in 2018/19) (£000's)	Approx. current budget (£000's)	Service Section and page
Printing Contract Savings	(16)	237	Children's Services page 56
Families First ITT Bid	(37)	N/A	
Family Centre Recommissioning	(62)	10,844	
Youth Connexions	(829)	8,290	
Children's Services Efficiencies	(150)	48,242	
Independent Placements – additional use of DSG	(1,090)	21,498	
Total Savings	(2,184)	89,111	

- 4.6 Details of the capital schemes (including cash flows and funding sources) relating to Children’s Services portfolio can be found on pages 60 of Part B of the IP, and are listed in the table below.

Capital Scheme name	Total Scheme Cost (£000’s)	Service Section and page
Liquidlogic – Early Help Module Implementation	272	Children’s Services page 61
Liquidlogic - LCS (Liquidlogic Children’s System)	640	

5. Equality Implications

- 5.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equality implications of the decision that they are making.
- 5.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council’s statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment produced by officers.
- 5.3 The Equality Act 2010 requires the County Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 5.4 Part F of the Integrated Plan provides an equality impact assessment of the savings included within the plan and how these are intended to be mitigated by the service.

HERTFORDSHIRE COUNTY COUNCIL

**CHILDREN'S SERVICE'S CABINET PANEL
WEDNESDAY, 7 FEBRUARY 2018 AT 10.00AM**

Agenda Item
No.

4

SUPPORTING YOUNG PEOPLE IN HERTFORDSHIRE

Report of the Director of Children's Service

Authors: Andy Manson, Head of Services for Young People
Tel: (01992) 555014
Peter Hosier, Head of Service for YC Hertfordshire Youth Work
Tel: (01992) 555406

Executive Member: Teresa Heritage, Children's Services

Local Member/s: Countywide

1. Purpose of report

1.1 To provide the Panel with details of the continuum of support and opportunities for young people to achieve their aspirations within the County and the role of YC Hertfordshire in promoting the national Social Mobility agenda.

1.2

2. Summary

2.1 Hertfordshire County Council's vision for young people is to take every opportunity to promote aspiration within their education, community and future working life. The Government's report on [Social Mobility in Great Britain](#), Social Mobility Commission 2017, clearly states that raising aspirations for disadvantaged young people is key to their future life. In the remodelling of YC Hertfordshire and the services it provides this is a key underlying principle.

2.2 The report proposes a targeted approach to address the needs of young people who are challenged in education, their community or home life in order to ensure access to a range of opportunities enjoyed by their peers and a successful transition to adulthood.

2.3 The vision of the Local Government Association (LGA) was described in their recent paper [Bright Futures](#), LGA, 2017: "For all young people to enjoy their lives, reach their full potential and make a good transition to adulthood. They should be able to achieve their ambitions, develop positive relationships and make worthwhile contributions to their communities." The remodelled Service will align with this strategy and its 6 principles: youth-led; inclusivity, equality and diversity; respect; quality, safety and well-being; empowerment; and positivity.

- 2.4 In order to deliver this vision and the clear priorities of the County Council, the primary purpose of the remodelled Service will be “Enabling Young People to Succeed” through the delivery of targeted prevention and early intervention to address emerging needs, improve life chances, and reduce escalation to more expensive and intensive services.
- 2.5 Over the last two years, Children’s Services, with partners, has been developing a range of approaches to meet the needs of young people over the age of 11 years, particularly those who face challenges within their home, school and community. YC Hertfordshire has a key part to play in prevention and improving outcomes contributing to the County’s vision and priorities for young people and the [Families First Continuum of Need & Support](#). The main areas of focus of the Service will include:
- Education, skills and progression to employment and independence.
 - Physical, sexual and mental health - achieving emotional well-being, resilience and reducing the risk of self-harm.
 - Diversion from crime, reducing gang association, youth violence, child sexual exploitation and supporting the out of court disposals process.
 - Project work with young people in their communities and to address specific issues or challenges faced by them.
 - The voice of the young person and co-production.
 - Integration within the Families First Prevention & Early Help Multi-Agency Model.
 - Strong links with partners, including the voluntary sector and district / borough councils, to coordinate and enhance the wider local youth offer.
- 2.6 An [initial paper](#) was presented to Children’s Services Panel on 2 November 2017. The Panel supported the proposal to remodel services in line with the County Councils and Children’s Services priorities and the need to make savings of 10% in 2018/19 and a further 10% in 2019/20. Cabinet approved this decision on [13 November 2017](#). This second paper follows a consultation with key stakeholders and provides further information on the plans to remodel the service.
- 2.7 Findings from the consultation with key stakeholders including young people were positive and consistent, providing strong support from partners to working together and the importance of targeted prevention, early intervention and the focus on vulnerable young people both 1 to 1 and group settings.
- 2.8 The consultation response reflects the progress YC Hertfordshire has made since 2011 in providing a greater focus on those who need the most support. The Service will now intensify this focus on young people who do not make adequate progress to improve their life chances by addressing emerging challenges and sustaining change.

3. Recommendation/s

- 3.1 1. The Panel is asked to comment upon the content of the Report and note that the proposal seeks to:

- a) Develop further the focus of YC Hertfordshire, on targeted prevention and early intervention with young people primarily aged 11-25 who face particular challenges, by delivering services within the areas described in the report. This will include work with individuals, their families and opportunities for informal education and learning within a group work setting.
- b) Increase the ability of YC Hertfordshire to be flexible and innovative in addressing emerging needs such as the recent increase in gang association, youth violence, crime, child sexual exploitation and its impact on Hertfordshire young people.
- c) Undertake further work with stakeholders to develop the offer building on the initial feedback from partners and young people regarding areas for development and Service strengths.

2. That the Panel recommends that Cabinet approves the proposed integrated approach by YC Hertfordshire to supporting young people in line with the Council's and Children's Services priorities.

4. Consultation on the YC Hertfordshire Service Review

4.1 In developing the proposals for the remodelled Service, a brief initial consultation was undertaken during a two week period in November 2017. Questions were asked of key stakeholders and partners and responded to by email or face to face discussion. Different questions were put to young people who responded either on an individual or group basis. The partners consulted with included:

- Young People
- Families First Implementation Groups and their partner agencies
- District and Borough 11-19 Youth Strategy Groups
- Community Safety Partnerships
- Hertfordshire LEP
- Schools
- Pro-Action
- Herts Carers and Parents Forum
- Children's Services.

4.2 It was encouraging to see common themes emerging across all partners and stakeholders from the Consultation, in particular the strong support for targeted prevention and early intervention, reducing risk and the quality of service provided. These related to both current work and areas for development. A sample of the response to this consultation is contained in Appendix 1.

4.3 Young people identified a number of common strands as outcomes from YC Hertfordshire interventions, particularly self-esteem and emotional wellbeing, decision making and employability. They identified a sustained relationship with a trusted professional as a key part of what should be offered. A sample of the response from young people is contained in Appendix 2.

4.4 The review of the Service was further informed by recent work with Youth Justice and the Police in supporting the challenge of gang association, crime diversion and

sustaining non-offending behaviour.

- 4.5 A further stakeholder involvement programme will be undertaken in response to these initial findings to explore and develop the remodelled Service offer and will be detailed in a future report.

5 The Local Offer for Young People: YC Hertfordshire's key priorities for Service delivery going forward

- 5.1 Children's Services is moving towards organising commissioning and delivery of services on a quadrant basis to provide more opportunities for integration and flexibility in meeting local needs. It is proposed that Services for Young People including YC Hertfordshire will be organised on the quadrant model alongside services such as the new commissioned [Family Centre Service](#), 0-25 Together Service for children and young people with SEND and Integrated Services for Learning.
- 5.2 YC Hertfordshire has changed its focus and delivery since the inception of Services for Young People in 2011 and the creation of Targeted Youth Support. YC Hertfordshire and Targeted Youth Support, which includes Youth Justice, are both managed by the same senior management team, and will, under the new arrangements, be increasingly aligned through formal referral / step down processes and regular joint work.
- 5.3 The contribution of YC Hertfordshire to the local offer for young people will, as mentioned previously in this report, be based on the findings of the Social Mobility Report and the principles of the LGA Brighter Futures Report.
- 5.4 To this end the overarching themes that will guide the service offer are described in italics below with examples of recent good practice. These illustrate how the Service currently responds to the needs of targeted groups or individuals and from where it will expand its focus on young people facing particular challenges.

Education, skills and progression to employment and independence

- 5.5 The identification of young people and whether they are not in education, employment or training (NEET) is and will continue to be a priority; the data is regularly reported to the Department for Education and as part of the indicators within the [Hertfordshire Skills Strategy](#) (both the "not known" young people and those that are NEET). This tracking work is undertaken by a variety of means: telephone, use of social media, through partner agencies and through home visits. Those that are identified as NEET are actively engaged in employability programmes to support young people's progression into work.
- 5.6 The Social Mobility in Great Britain report referenced in 2.1 highlighted the critical nature of the smooth transition from school to work and suggested that Local Enterprise Partnerships should work to improve careers support for young people. YC Hertfordshire provides careers guidance to young people who are NEET or at risk of becoming so and through a traded offer to schools and colleges. It will continue to offer this and through a partnership with Hertfordshire Local Enterprise Partnership (LEP) will develop a framework to promote the skills wanted by

employers and also deliver the Careers and Enterprise Company programme facilitating collaboration between employers and schools.

- 5.7 Involvement in the National Citizen Service programme provides the opportunity for young people to be part of a group with their peers and thus open to different influences, to learn new skills and to prepare them for independence and employment. This group experience is recognised nationally as the model to improve integration, break barriers and increase resilience as highlighted by Cabinet Office when designing the National Citizen Service specifically for 16/17 year olds.
- 5.8 Developing the self-sufficiency, employability and independent living skills of care leavers up to the age of 25 through 1 to 1 and group work, including peer support. Due to legislative changes there is significant potential for increased demand from this group.

The opportunity provided by YC Hertfordshire having positive links with employers enables a more holistic and innovative approach when working with some of our most vulnerable young people. A specific project for care leavers offering a bespoke work experience placement and specific careers guidance support has engaged with 57 young people since April, 21 have become work ready and 9 moved into a work outcome. (Examples of current practice are in italics throughout this section.)

- 5.9 Support for young people with Learning Difficulties and Disabilities (LDD) will be provided through preparing for adulthood transition plans as part of the Education, Health and Care Plan process; support to young people moving between provision, a leaving care service for young people with learning disabilities and a supported employment service.

A young man with a diagnosis of Asperger's Syndrome; he presented as a very capable and intelligent young man but was acutely aware of how much impact his condition had on his social interaction and was reluctant to recognise any ability he had to be fully independent. The YC Hertfordshire adviser first built a trusting relationship, increasing his confidence to accept a temporary paid job; this role was perfect for him as it enabled him to prove to himself that he could hold down a full time job, could work in a team and could 'fit in' with others – in his own words "they treat me like I'm normal". However the contract ended and he became withdrawn and despondent. The worker persisted and found additional work and volunteer placements. One of these became a permanent paid post and a possible future career.

Integration within the Families First Prevention & Early Help Multi-Agency Model

- 5.10 The Service will now further integrate its delivery within Children's Service to provide both case work and group work, engaging with young people on a voluntary basis. Work will flow from Targeted Youth Support and from active engagement in Families First Triage Panels. Additionally the Service will co-work cases with other practitioners in Children's Services where it can add value and help achieve identified outcomes.

- 5.11 In order to deliver the integrated approach to those that need support the most, YC Hertfordshire will deliver case work; targeted and preventative youth work projects and programmes; information, advice, guidance and work related learning in schools, colleges and communities; and through one to one and group work in buildings, on the streets and through residential work.
- 5.12 Through one to one's, group work, projects, programmes, service access points, schools, colleges and online, YC Hertfordshire will seek to engage those young people who need its services the most and deliver in a variety of flexible and responsive ways. Always looking to intervene early through voluntary engagement, to maximise life changes and reduce escalation to more expensive services.

The initial referral came to YC Hertfordshire from Targeted Youth Support as the school had reported risky behaviour such as the young person filming herself in cars driven at high speed and posting these on You Tube. The YC Hertfordshire Youth Worker established a very positive relationship with the young person and once trust was established additional information was disclosed including details of extreme tension and mental health issues at home. There was a risk of the family trying to place the young person into local authority care as they felt they could no longer cope with her extremely disruptive behaviour and regular missing episodes. At the Team around the Family meeting, the father said his daughter had formed two positive relationships with professionals, one of which was the YC Hertfordshire Youth Worker and he specifically asked if she could continue to work with her.

The YC Hertfordshire Youth Worker took the lead on one to one work directly with the young person with Targeted Youth Support predominately working with the family to keep the young person at home. The Youth Worker focused on Healthy Relationships (Child Sexual Exploitation) and dangerous risk taking behaviour reduction, using the youth outcomes star as an engagement and outcomes measurement tool.

Project work with young people in their communities and to address specific issues or challenges faced by them

- 5.13 YC Hertfordshire will provide projects for identified vulnerable groups of young people where there is clear evidence of need e.g. for those with learning disabilities, Lesbian, Gay, Bisexual, Transsexual, Questioning (LGBTQ), young carers, young parents, young people looked after and care leavers, to address their needs and support their personal and social development in an informal education setting. Targeted Youth Support, Families First, wider Children's Services practitioners and other workers from partner organisations will refer young people; families and young people themselves will also be able to refer. Projects will be time limited and resources reallocated as and when needs have been met.

A young parent who is also a care leaver was referred to the Plus One programme. Like many of the young parents they had previously struggled in group settings but this had been exacerbated for this participant through changes in location and schools whilst she was in care. During the programme they overcame anxieties and fears, becoming a significant support to other parents and applying their learning to improve the outcomes and future prospects for themselves and their child. Their portfolio of learning was of an exceptionally high standard and with the support of

Youth Workers and Personal Advisers she arranged child care and is now completing an access to further education course at her local college.

- 5.14 The Service will operate from fewer sites but will maximise use of the main young people's hub site in each district and borough. The Service will retain physical access points through its One Stop Shops. YC Hertfordshire will look to utilise other organisations and other County Council services premises, where necessary, for time limited project work.
- 5.15 All projects will be for a fixed period of time, established to address specific needs and subject to regular review to ensure outcomes have been achieved. Young people will be engaged through both self and professional referrals, each will have an action plan to identify need and the youth outcome star process will be used to evidence progression.

Physical, sexual and mental health - achieving emotional well-being, resilience and reducing the risk of self-harm

- 5.16 The continuing development of work in this area links closely with Hertfordshire's Child and Adolescent Mental Health Strategy and Transformation Programme. All work will aim to address identified need at the earliest opportunity. Ensuring opportunities for young people to raise issues of concern early and before they escalate to a crisis point therefore aligning with the early help agenda. This will be facilitated by self-referral through local hubs, access points, telephone, the web or social media.

YC Hertfordshire obtained funding from Health Education England, for young volunteers to be recruited and trained. They provide support to their peers waiting in the emergency department in the Lister and Watford hospitals on Friday and Saturday evenings as well as signposting them to projects and programmes. Youth Workers are present to support and monitor the young volunteers and work directly with the young people and their families.

Encouraging young people to talk about their mental health was the focus of the first Mental Health Conference held as a joint venture between YC Hertfordshire and Sandringham School in St Albans in 2017. Over 300 young people, parents and professionals attended and heard inspirational talks by mental health experts, ambassadors and those who have experienced first-hand the impact that mental health issues can have on young people and their families. There was a special focus on promoting mental health among young men and managing stress, anxiety and body image issues. Participants had an opportunity to attend workshops dealing with practical strategies on managing stress, motivation, depression and suicide prevention.

- 5.17 Individual support and group work as a step down from intensive intervention will seek to address issues and stop re-escalation. Additionally, workers will proactively broker young people into identified projects and programmes to meet their wider personal and social development needs and the goals of their action plan.
- 5.18 YC Hertfordshire will directly deliver preventative programmes, also offering them as part of a traded service, to address a range of issues including: healthy relationships, sexual health, mental health, emotional wellbeing and resilience,

digital citizenship, staying safe online, independent living skills, alcohol and substance awareness and personal safety.

The Youth Health Champions programme is a programme delivered by YC Hertfordshire. The training is aimed at students with an interest in health issues who also want to help others, in particular their peers, to develop a healthier lifestyle. Evaluations have shown the course to be an effective means of equipping young people to cascade information about health and local services to their peers. After 38 hours of guided learning, young people deliver health messages to their peers via assemblies, films and workshops. 90 young people have completed the course from 8 schools so far with more planned.

Structuring a programme to ensure the integration of the early intervention agenda has been a feature of provision. As part of the National Citizen Service delivery which aims to improve outcomes in teamwork, communication and leadership; a "Positive steps for mental health" session is delivered to young people that participate in the course. Just fewer than 1000 young people completed this in 2017.

Diversion from crime, reducing gang association, youth violence, child sexual exploitation and supporting the out of court disposals process

- 5.19 The Service will deliver case work and issue based programmes for young people who have similarly presenting issues e.g. young people who are NEET (Not in Education, Employment or Training) who are at risk of offending, who are at risk of Child Sexual Exploitation (CSE) involvement in gangs, youth violence, etc. Projects will be fixed term and resources reallocated as needs are met.
- 5.20 These targeted prevention and early intervention projects will provide positive and safe environments for young people to be challenged, supported, developed and encouraged to address negative, destructive and life chance limiting behaviour.

The group work programmes that YC Hertfordshire has developed and rolled out countywide enable young people to be able to recognise and develop healthy relationships thereby being less vulnerable to exploitation. YC Hertfordshire is working with young people in schools and community groups to raise awareness of child exploitation; giving them the support they need to make informed, safe choices and to have appropriate, healthy and safe relationships. Taking the time to build relationships with young people is essential for Youth Workers to give the support for as long as it's needed and use innovative tools and activities to help young people explore their relationships.

Strong links with partners, including the voluntary sector and district / borough councils to coordinate and enhance the wider local youth offer.

- 5.21 The Service will work closely with partners in borough / district councils, particularly through the Community Safety Partnerships, and by leading the 11-19 Youth Strategy Groups where partners, including the voluntary sector, will work together to provide a comprehensive local offer of informal education and positive activities for young people. YC Hertfordshire will help identify funding opportunities to enhance delivery by one or more organisation. Through these partnership forums the Service will work strategically, locally and across county, identifying developing

trends and issues and responding accordingly.

The Service recently worked with a borough council and the local police as part of a joined up approach to divert young people from risky and anti-social behaviour over Halloween. During October Youth Workers explored with young people the wider impact of anti-social behaviour on local communities and the consequences to young people's safety and their future opportunities by engaging in such behaviour. Thirty eight young people were engaged in one programme from across the borough, many of them known to the police for previous incidents. The Police identified a 37% decrease in antisocial behaviour and 73% decrease in criminal damage from the same period in 2016. YC Hertfordshire will be working with the 11-19 Youth Strategy Group on how this joint working can be improved further in 2018.

- 5.22 The Service will support small, local, voluntary run youth provision aimed at engaging local children / young people in positive activities. It will offer advice and support on safe practice, training and funding applications.

Recent partnership working includes the identification of £10,000 funding through a Community Safety Partnership to deliver 'Prevent' workshops in schools. The success of this work has led to potential further joint bids to address Child Sexual Exploitation, gang involvement and youth violence.

The Voice of the Young Person and Co-Production

- 5.23 YC Hertfordshire will prioritise co-production with young people. The Service will do this through support to district and borough based local youth councils, the Youth Parliament, Herts1125 County Youth Forum, Children in Care Council, Who Not What – the County lesbian, gay, bisexual and transgender (LGBTQ) Strategic Group and through training and supporting Young Commissioners (to support the work of Children's Service's commissioning strands).
- 5.24 The Service will offer social action and volunteering opportunities through the delivery of the National Citizen Service, Duke of Edinburgh's Award (Department of Education) and other local opportunities.

Location of Services

- 5.25 The Service will engage with young people where it is most effective to do so, including in County Council provision, venues owned or managed by partners e.g. districts and boroughs, the voluntary sector, the private sector, schools and colleges. The County Council will aim to provide a young people's hub in each district and borough whilst recognising geography may dictate a different approach is required. The Service will look to use street based work and co-locate with other services to make best use of County Council assets.
- 5.26 YC Hertfordshire will lead on the development of Hudnall Park, near Hemel Hempstead, offering a broad outdoor education curriculum and residential opportunities including elements of the National Citizens Service (NCS) (programme).

6. Outcomes Monitoring Framework and Measures of Success

- 6.1 The remodelled service will develop a range of outcome measures that along with outputs will clearly monitor progress in achieving objectives. These will build on national statutory key performance indicators and local indicators. They will provide an essential contribution to wider success measures for early intervention through the Families First and the Hertfordshire Skills Strategy. The outcome measures will also reflect the delivery of key partnerships e.g. the National Citizen Service with the NCS Trust and the Careers and Enterprise programme with Hertfordshire LEP.
- 6.2 The most important success measures for the new service will include the number of young people with identifiable risk factors receiving a service; the number of young people completing an agreed plan and / or programme and the number of young people sustaining progress. Data held by YC Hertfordshire currently records 3400 young people aged between 11 and 17 as vulnerable for a variety of factors such as being a child looked after, an offender or in receipt of free school meals; however, this data does not include those from a number of at risk groups such as those on the edge of care, going missing, NEET, areas of deprivation or gang association. All outputs and outcomes can be mapped to vulnerable groups or risk factors, thus ensuring delivery has been targeted appropriately. An expanded list of potential outputs and outcomes is contained in Appendix 3.
- 6.3 Examples of how this works in practice are detailed below:
- 6.3.1 The National Citizen Service (NCS); [the Department for Digital Culture Media and Sport expectation](#) is that NCS is embedded in all areas and that there is an increase in the number of young people from all backgrounds and circumstances taking part in the programme. Last year in Hertfordshire 100 young people who were Children Looked After (CLA) or with an Education, Health and Care Plan participated and demonstrated progress. YC Hertfordshire is contracted through the NCS Trust to deliver the NCS: YC Hertfordshire aims to recruit vulnerable young people that meet the age criteria of 16 or 17 years old whilst the NCS Trust will recruit more generically through schools.
- 6.3.2 The [Hertfordshire Skills Strategy](#) objective of “developing our future workforce” also reflects the Social Mobility Report referenced in 2.1. Key indicators within this are to:
- increase the percentage of young people (16 and 17 years old) opting to stay in education and training from 97.9% in 2017 to 98.3% in 2020;
 - decrease the lost contact and NEET 3 month average for 16 and 17 year olds from 3.39% (December 2016 - February 2017) to 3.0% in 2020;
 - increase the number of young people (16 – 18 years) who start an apprenticeship pathway from 1955 in 2016 to 2255 in 2020.

This is delivered through identification of those who are NEET or a referral from Targeted Youth Support or Families First. Direct contact with a young person is made to build the initial relationship and enable their motivation to participate in an employability programme or a work experience placement and sustain an Education Employment or Training outcome.

- 6.3.3 Evidence of progression as demonstrated through the Youth Outcome Star: data from this assessment tool measures personal and social development, communication skills, aspiration and hopes, wellbeing and self-esteem, decision making with regard to taking risks, education, work and training. In 2016, of 1,166 young people completing a “Youth Outcome Star” with YC Hertfordshire, 82% demonstrated positive change in personal development and 42% for improvement in wellbeing.
- 6.4 The Service would expect to contribute to wider Children’s Services inspection and achieve any relevant external accreditation essential for service delivery. This includes meeting the [Matrix Standard](#) for the provision of information, advice and guidance. An annual Continuous Improvement Check is required to meet the Matrix Standard and the conclusion from this year’s assessment was that “Hertfordshire is an exemplar authority in this area and continues to raise the bar for others to follow and is to be commended for its innovation and enterprise.”

7. Financial Implications

- 7.1 Children’s Services has worked to ensure that the delivery of services described in this paper, to the young people who need the most support to achieve their aspirations, can be delivered within the revised financial envelope described in the Hertfordshire County Council Integrated Plan. The delivery of savings required is not without challenge. However, these will be delivered over a two year period and the impact will be monitored closely.
- 7.2. In order to achieve the savings of 10% for 2018/19 and a further 10% for 2019/20, there will be a reduction of the staffing complement which is where 88% of expenditure occurs. There will therefore be a change management and consultation process with staff beginning in January 2018.
- 7.3 The Service will be restructured from 5 to 4 area teams within Services for Young People and aligned with the 0-25 Together Service, Integrated Services for Learning and Family Centre model.
- 7.5 With this revised resource, delivery will be targeted where the need is identified against the priorities as described. Some existing work is likely to end but services will remain flexible and responsive to emerging needs. The service will continue to trade as appropriate, or gain external funding where this enhances and supports the priorities of Children’s Services and the County Council.

8. Equalities Implications

- 8.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equality implications of the decision that they are making.
- 8.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council’s statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EQiA) produced by officers.

- 8.3 The Equality Act 2010 requires the County Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 8.4 An EQIA is attached as Appendix 4, to ensure that members are fully aware of any equality issues arising from the proposals. Consideration has been given to the likely impact of the proposal, and current assessments conclude that it is not anticipated that people with protected characteristics will be affected disproportionately. There will be more focus on disadvantaged groups who are most in need of support. This EQIA will be monitored and amendments made to the Action Plan as required during the implementation process.

A sample of consultation response from stakeholders and partners is below.

The number and source of responses received were as follows:

- Families First partner agencies - 27
- Borough / District 11-19 Youth Strategy and / or Community Safety Partners - 26
- Schools - 8 mainstream and 2 Special Schools
- Colleges - 2
- Parents - 93

What does YC Hertfordshire do well?

- Second to none both for preventative work and careers guidance.
- Well-being and mental health: addressing needs where thresholds are not met for specialist services.
- Engaging with young people who are hard to reach and /or socially isolated.
- Healthy relationships, sexual health, reducing pregnancy.
- Reducing anti-social behaviour, particularly in working with Community Safety Partnerships and Police.
- Reducing risk-taking behaviour and increasing self-esteem.
- Targeted groups are a particular strength.
- Challenging the behaviour, outlook and ideas of young people and reducing the effects of negative peer pressure.
- Accessibility, timing and location of provision including detached (street work).
- Reduction in NEET, developing employability skills.
- Sustained support to embed progression.
- Supported work experience.
- A person centred approach with both the young person and their carer / parent
- Relationship building, empathy and patience to secure the best outcome for the young person.
- The flexible approach to our cohort and the determination of practitioners not to give up.
- A safe environment where young people feel they belong.
- Youth democracy and young people affecting their services.
- Vulnerable groups including LGBTQ, learning disabilities, care leavers, CLA, young offenders and from localities with greater deprivation.
- Accurate and accessible information, advice and guidance.
- Diversionary programmes developed in partnership.
- Supporting young people with multiple barriers into employment and to independent living.
- Securing additional funding to deliver a wider offer.
- Working in partnership to achieve outcomes.
- Engaging in Families First implementation.
- Responding flexibly, quickly and “thinking outside the box”.
- Resilience, tenacity and continuity of engagement.
- A pro-active role with SEND students, family liaison and ameliorating family stress at transition.
- The positive impact of support on challenging students through career guidance and preventative programmes.
- Prevention, early help, following up actions.

How and where does YC Hertfordshire make a difference?

- Reducing risk taking behaviour and increasing self- esteem.
- Holistic approach to getting young people into positive outcomes.
- Reduction in their involvement of young people in substance misuse and anti-social behaviour.
- Building a relationship and a careful bit of work to support a young person make a significant difference.
- Timely follow up and reporting back of triage cases.
- Reduction in numbers of young people needing continued step up intervention.
- The trust that the young people have with YC Hertfordshire staff.
- Targeted support to vulnerable young people.
- Offering sessions around healthy relationships and domestic violence and acceptable behaviour in relationships.
- Sexual health advice and screening, health prevention.
- Reducing NEET levels.
- Detailed and comprehensive targeted support for vulnerable students.
- Supporting vulnerable young people continue in education or training once they leave compulsory school.
- Vital role in terms of progression planning with the young person's aspiration considered at all times including increased independence skills and development of employability skills.

How can impact be evidenced?

- Tools relating to mental health assessment.
- Outcome star.
- Through the Team around the Family and Families First assessment process.
- NEET data.
- Reduced offending.
- Reduction in family breakdown.
- School attendance.
- Social Evaluation toolkit to assess the impact of social investment.
- Feedback from young people.
- Destination data.
- The additional funding secured to target those most disadvantaged or disengaged with the mainstream provision

What do you see as the gaps, priorities and issues for young people that are currently not being addressed by any organisation?

- Work to address increasing gang association, violence and related issues.
- Support to the delivery of "Behaviour Injunctions" for anti-social behaviour.
- Peer support for mental health issues.
- Prevention around drugs and alcohol.
- Prevention around emotional wellbeing/mental health.
- Addressing issues / risks associated with social media.
- Supporting Families First where appropriate addressing issues with the family.
- Improving school attendance.
- Engaging with young people excluded from school whilst they wait for an alternative school place.
- Mentoring.

- The 11 to 13 age group and sustained progression beyond 18.
- How to fill gaps where traded services are not bought in by schools.
- More provision for specific disabilities e.g. autism.
- More diversionary programmes during school holiday periods including personal development, specialist provision and work experience.
- Homelessness amongst 16/17 year olds.
- Progression of young people who have been electively home educated.
- Care leavers returning after the age of 21 for a service from the County Council.
- Progression of young people with LD into outcomes after education.
- Promoting your work with vulnerable groups.
- Young people being at risk in relation to issues including CSE, abusive relationships and internet safety.
- Detached youth work with risk taking groups.
- A greater emphasis on collaboration between key stakeholders (supporting transition from education to employment).

How can YC Hertfordshire contribute to your strategic objectives?

- How we can work together more effectively to reach young people who are vulnerable and difficult to reach.
- Sexual Health / Teenage Parents - partnership working.
- A clear referral pathway and have a really good understanding of what you can and can't do and whether this is just in some areas or across Herts.
- They already do, by regular attendance at our Triage and Action & Impact panels! (Families First).
- Initiating / completing Family First assessments as appropriate, being a Keyworker for appropriate cases.
- Alleviate challenges faced in engaging young people often experiencing historical disruptive education and moves in area and families (fostering).
- Provide support/intervention to the early help cases that Targeted Youth Support cannot take on.
- Share information.
- Skills development for young people (work readiness), tackling childhood obesity, emotional wellbeing.
- A key partner in addressing that transition from education to employment (a key theme in the County Skills Strategy) and hope we can see more collaborative working i.e. the skills framework for young people, not just between YC Hertfordshire and Herts LEP, but also with the many legitimate players within this space.

A sample of consultation responses from young people is below.

The number of responses received from young people - 97

Responses were received from young people aged 13-17 in a variety of settings including both group and 1 to 1 environments.

What has changed following the work you have done with YC Hertfordshire?

- Feeling better about myself
- I became a stronger person and believe in myself. My self-esteem rose and I felt good in social groups.
- I know I have support, more aware of what support was available,
- I felt better about my identity (non-binary)
- Whenever I have any problems I know that staff at YC will listen and point me in the right direction
- Now I feel more confident and sociable and helped my communication skills for future.
- I won a national award and now have a full time job.
- I had advice about college and I found the right course for me right now.
- I had more of an idea of what I can do with my life
- Supported me to ignore negative choices. Told me about different choices.
- A lot of confidence and achievement and felt good about this – proud of myself.
- I've grown as a person in confidence asking for support that is okay.
- I acknowledged my actions and I dealt with my problem calmly. Without YC Hertfordshire I would have not dealt with it properly and would have gotten myself into more issues without them
- Attendance at school went up and I have had more confidence with getting into school and getting better grades.
- I've become brighter but I could have been happier but it's a working progress.
- Taught me to get into less arguments with teachers – fewer detentions.
- Yes I changed my decisions and I felt more confident doing this
- Nothing has changed but I am trying to take in the fact that they are trying to help with this situation and I am getting there.
- I have been more cautious over my diet for example I have lowered my energy drink intake and I have been eating healthier.
- Smoke less
- I felt stuck before and felt nothing was ever going to get better
- It's good to know there are other young people like me.
- My Mum, school and family members have said how different I am, I feel good.
- Stopped getting in trouble with the Police.
- I gained confidence in work and received an apprenticeship.
- I could cook
- I made better choices
- It made me a better person because I let my feelings out
- I felt less anxious and more comfortable with my situation
- I feel safe here
- I started to behave and looked at my education better

What else can YC Hertfordshire do to help you feel safe?
<ul style="list-style-type: none"> • Work more closely with college • Projects that discuss self-esteem and providing opportunities to talk about it in a natural way with staff and others. • Have a stall at my school more often • Always include safety into the programmes at youth sessions
What else can YC Hertfordshire do to raise your aspirations?
<ul style="list-style-type: none"> • Showing examples and techniques to improve my personal statement and CV alongside how college supports me. • I am no longer the age to attend but I know that the One Stop Shop is there for me. • With projects like NCS it gave me more confidence. I would do something like this again. • Giving advice on jobs, school and college.
What else can YC Hertfordshire do to help you to feel happy?
<ul style="list-style-type: none"> • More motivated activities, session available when college / teens available • Don't force us to get into a project we don't want to do. • I am happy now without YC Hertfordshire but know where to go
What else can YC Hertfordshire do to help you be Independent?
<ul style="list-style-type: none"> • Support with doing things on my own. • Setting goals and working on tasks with staff help • Life skills • Help me get a job. • Sort out benefits and work. • Help me get ID and a bank card and help me with managing money
What else can YC Hertfordshire do to help you to be healthier?
<ul style="list-style-type: none"> • Peer awareness and healthy eating and living. • Youth Council could do awareness of how to live healthy lifestyle awareness • Play more sport or exercise classes • Quitting smoking
What else can YC Hertfordshire do to help you to be more resilient?
<ul style="list-style-type: none"> • Maybe give us more confidence.
Any Other comments?
<ul style="list-style-type: none"> • YC Hertfordshire do not give up on anyone. You push through over three months, you see a young person grow.

Outputs and Outcomes

Below is a list illustrating further detail of potential and /or current outputs and outcomes for the remodelled service.

- The number of young people receiving an intervention (this will be less than currently due to an increased focus on case work and intensive targeted group work).
- The number of young people receiving sexual health programmes and services.
- The number of cases led and supported as part of Families First arrangements.
- The number of step down cases.
- The number and percentage of young people from identified vulnerable groups including CLA, NEET, LGBTQ, and LDD receiving an intervention.
- The number of young people from the areas of greatest deprivation receiving an intervention.
- The number of young people participating in a specific programme to reduce risk e.g. healthy relationships (CSE).
- The number of young people with an Education Health Care Plan (EHCP) receiving an 'All About Me' transition plan.
- The number of young people known at risk of criminal behaviour including gang association receiving an intervention.
- The number of Care Leavers with a significant learning disability who have an up to date pathway plan.
- The number of young people being worked with through the out of court disposal process delivered.
- Evidence of impact of young people's commissioners and other examples of them affecting their services.
- The number of young people engaging in nationally recognised programmes such as the National Citizen Service and the number of those who are from vulnerable and other targeted groups.

Outcomes

NEET and in learning measures:

- % of young people in education or training post year 11
- % of young people aged 16 or 17 known to the Local Authority
- % of young people who are NEET
- % of young people from specific vulnerable groups or areas of deprivation who are NEET
- Re-engagement from NEET to EET.

The Youth Outcome Star:

This is part of the family of Outcome Stars used by Families First; data from this assessment and measurement tool will measure:

- Personal and social development
- Communication skills
- Aspiration and hopes
- Wellbeing and self-esteem
- Decision making with regard to taking risks
- Education, work and training.

Young People's Feedback

- % saying they have learnt through their experience
- % saying they have improved their ability to express themselves, listen to others and cope with conflict
- % identifying an increase in confidence
- % who can identify their next steps
- % who are clearer about the actions they need to achieve their goals
- % identifying increased resilience

Accreditation

- Number of completers of recognised accreditation e.g.
 - City and Guilds Employability
 - First aid
 - Food Hygiene

STEP 1: Responsibility and involvement

Title of proposal/ project/strategy/ procurement/policy	Supporting Young People in Hertfordshire: developing a new approach	Head of Service or Business Manager	Andy Manson
Names of those involved in completing the EqIA:	Katherine Fitzpatrick Barbara Rumble Linda Woodhouse Cheralyn Haines Matthew Peirce	Lead officer contact details:	Peter Hosier (01992 555406)
Date completed:	December 2017	Review date:	N/A

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p>Proposal objectives: –what you want to achieve –intended outcomes –purpose and need</p>	<p>In response to budget pressures and a review of the current service, to remodel YC Hertfordshire (YCH) to ensure that there is a continuum of support and opportunities for young people enabling them to achieve their aspirations within the County and consolidate YCH role in promoting the national Social Mobility agenda.</p> <p>The aim of the remodelling is to develop and strengthen the service’s targeted approach to addressing the needs of young people who are challenged in education, their community or home life in order to ensure access to a range of opportunities enjoyed by their peers and a successful transition to adulthood.</p> <p>The restructure proposals have been developed through reviewing existing roles, resources and processes to ensure they are fit for purpose and deliver an efficient service going forward.</p>
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<p><u>Stakeholders:</u> Who will be affected: the public, partners, staff, service users, local Member etc</p>	<p>Young people aged 13-19 plus those up to their 25th birthday from the following vulnerable groups:</p> <ul style="list-style-type: none"> - Young people with learning disabilities - Young people leaving care - LGBTQ young people <p>Staff</p> <p>Partners:</p> <ul style="list-style-type: none"> - Families First Implementation Groups and their partner agencies - District and Borough 11-25 Youth Strategy Groups - Community Safety Partnerships - Hertfordshire LEP - Pro-Action H - Herts Carers and Parents Forum (LDD) - Children's Services.
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STEP 3: Available data and monitoring information

Relevant equality information	What the data tell us about equalities
User group profile data	Below is the current profile of young people who access YCH services in the last 12 months. This information is based on the data recorded on the YCH management information database (CCIS).

In the last year 27,079 young people accessed YCH services. Of those accessing youth YC services 1.8% were under the age of 13, 75.6% were aged 13-17, 17.9% were aged 18-19 and 4.7 were aged 20-24. The % of young men accessing services was slightly higher than young women, 55.2% versus 44.8%, respectively.

The ethnicity profile of the young people was:

	Number of Young People accessing YCH services*	% of Young People	Ethnicity profile of those aged 10-19 living in Herts*
White: Total	21497	79.4%	84.7%
White British	19720	72.8%	80.7%
White Irish	198	0.7%	0.6%
Gypsy/Roma/Traveller	141	0.5%	0.2%
Other White Background	1438	5.3%	3.3%
Mixed : Total	1598	5.9%	5.5%
Mixed White & Black Caribbean	561	2.1%	2.7%
Mixed White & Black African	209	0.8%	0.7%
Mixed White & Asian	314	1.2%	1.4%
Other Mixed background	514	1.9%	0.7%
Asian/Asian British: Total	1735	6.4%	5.5%
Indian descent	496	1.8%	1.4%
Pakistani descent	526	1.9%	0.6%
Bangladeshi	204	0.8%	0.8%
Chinese descent	97	0.4%	0.7%
Other Asian background	412	1.5%	1.9%
Black/African/Caribbean/Black British : Total	1070	4.0%	4.0%
Black African	647	2.4%	2.8%
Black Caribbean	287	1.1%	0.7%
Other Black background	136	0.5%	0.4%
Any Other Ethnic background	242	0.9%	0.4%
I prefer not to say	199	0.7%	
Unknown	738	2.7%	

*The number of young people accessing YCH services excluding tracking calls.

**Based on 2011 census data.

The % of attendance for minority groups exceeds that of the ethnicity profile based on the

2011 census data.

YCH targets resources to those with the greatest need, who may need additional support in order to navigate the transition to adulthood. The table below indicates the proportion of vulnerable young people recorded on Client Caseload Information System (CCIS) who have accessed YCH provision and services.

	Number of YP*	% of total number of YP	Total number of YP recorded on CCIS (89,325)**	% of YP recorded on CCIS who access YCH services
LD	3178	11.7%	4618	68.8%
Care Leaver	634	2.3%	976	65.0%
CLA	152	0.6%	264	57.6%
Young Carer	143	0.5%	229	62.4%
Young Parent/expecting	167	0.6%	201	83.1%
Free School Meals	578	2.1%	1031	56.1%
LGBTQ	180	0.7%	189	95.2%
Young Traveller	120	0.4%	182	65.9%
Refugee / Asylum Seeker	65	0.2%	182	35.7%
NEET (as at 30 Nov 17)	1066	6.5%	1107	96.3%
Residing in area of Deprivation	7004	42.6%	19166	36.5%
Working with YOT (during the 12 months)	458	2.8%	515	88.9%

*Number of young people who have been recorded with the stated vulnerability on CCIS. This data is obtained from the school census data which is sent to YCH twice yearly plus new client requests from users. The school census data includes everyone who is attending a Hertfordshire special or maintained school year 7 to 14. It does not include any information from independent schools.

**Number of young people aged 13-19 living in Hertfordshire who are recorded on CCIS.

The above table indicates that YCH has been successful in engaging young people from vulnerable groups and with the greatest need.

As part of the remodelling consultation process, partners were asked what they saw as the gaps, priorities and issues for young people that are currently not being addressed by any organisation. In the main they thought that the gaps and priorities were:

- Addressing specific issues such as child sexual exploitation (CSE), gang related issues including violence and association, mental health and emotional well-being, drugs and alcohol and the risks of social media.
- Supporting services who provide more specialist interventions by delivering preventative and early intervention programmes to reduce the needs for escalation.
- Providing support for young people from vulnerable groups such as LD young people, care leavers, young people at risk of exclusion.
- Promoting sustained progression beyond 18 and for the 11-13.
- Diversionary programmes preventing young people from putting themselves at risk and engaging in anti-social behaviour.

The above priorities are in line with those which have been identified for the remodelled service.

It is anticipated that the remodelling of YCH will have an impact on all staff. As part of this process staff will be re-aligned to one of four teams as opposed to the current structure where they are aligned to districts.

It is envisaged that 529 within YCH will be effected:

Age Group	No of individuals	% of cohort
<25	79	15%
25-34	142	27%
35-44	108	20%
45-55	121	23%
>55	79	15%
Pregnancy		
On maternity leave	1	<0.1%
Caring Roles*		
Caring for a child	121	30%
Caring for an Adult	20	
Caring for both	4	
Caring responsibility unknown	12	
Ethnicity		
BME	123	23%
Disability		
Yes indicator	30	6%
Gender		
Male	160	30%
Female	369	70%

STEP 4: Impact Assessment – Service users, communities and partners

Protected characteristic	<u>Potential for differential impact (positive or negative)</u>	What reasonable mitigations can you propose?
Age	<p>Given the remit of the service the remodelling will predominantly impact young people aged 13-17. Any impact is likely to be minimal, as the focus of the service is to target resources at those most vulnerable and with the greatest need. Some younger people may find support more difficult to access if there are changes to the nature of support or where it is provided.</p>	<p>The impact will be mitigated by ensuring that services are targeted to young people who are most vulnerable and those whose outcomes are lower than expected.</p> <p>This will be through exclusive provision for those from vulnerable groups including 1-1 support and the delivery of targeted programmes to identified groups of young people facing similar issues.</p> <p>The service will monitor the age range of those young people who access services and actions taken if issues are identified.</p>
Disability Including Learning Disability	<p>There is unlikely to be a significant impact on young people with this protected characteristic based on the fact that disability has been identified as a key vulnerable group for the service.</p>	<p>YCH will continue to provide exclusive provision and 1-1 support for young people with learning disabilities up to their 25th birthday.</p> <p>Young people with learning disabilities will be supported to ensure that they have a robust Education Health and Care Plan.</p>
Race	<p>Data indicates that YCH services are accessible to young people from black & minority ethnic groups (BME) No changes are being proposed that are likely to have a differential impact this.</p>	<p>Where there is data evidencing young people from BME groups have outcomes that are below those expected, YCH will look to provide additional support through, 1 to 1 support and exclusive projects and programmes to address the identified issues.</p> <p>Take up of services by young people from BME groups will be monitored and actions taken if issues are identified.</p>

Gender reassignment	YCH does not have any data regarding this characteristic; however no negative or differential impact has been identified due to this characteristic.	YCH would provide support to young people going through gender reassignment to access projects and programmes and if appropriate through 1-1 support.
Pregnancy and maternity	No negative or differential impact currently identified due to this characteristic.	YCH will continue to deliver 1 to 1 support and exclusive projects and programmes for young parents.
Religion or belief	No data has been collected on religion or belief. However no negative or differential impact is anticipated due to this characteristic. Delivery of the service is across the week including weekends, hence accessible to all young people from all religions and beliefs.	YCH will monitor through feedback from young people and partners; and review if any issues arise.
Sex	No negative or differential impact currently identified due to this characteristic. However this can be monitored against the current proportion of young men versus young women accessing the service.	Currently there is a slightly higher proportion of young men accessing YCH services. In areas where there is a significant difference, single sex projects and programmes will continue to be considered. In addition YCH encourages young women to access STEM (science, technology, engineering and maths) careers.
Sexual orientation	There is unlikely to be a significant impact on young people with this protected characteristic as this characteristic has been identified as a key vulnerable group for the Service. Resources will therefore continue to be targeted towards LGBTQ young people.	In recognition that LGBTQ young people may require additional support, YCH offers provision for this group of young people up to their 25 th birthday. YCH delivers 1-1 support and exclusive provision for LGBTQ young people. This will continue in the remodelled service.
Marriage & civil partnership	Given the core age group of the service is 13-17, no significant impact is anticipated.	

Carers	<p>There is unlikely to be a significant impact on young people with this protected characteristic, as this characteristic has been identified as a key vulnerable group for the Service.</p> <p>Resources will therefore continue to be targeted towards young people with caring responsibilities.</p>	<p>Where the need has been identified, YCH offers exclusive provision to young carers. In addition young carers can access 1-1 support. This will continue in the remodelled service.</p> <p>Data will be reviewed on a regular basis to ascertain whether additional services are required.</p>
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Opportunity to advance equality of opportunity and/or foster good relations
<p>Through the remodelling of YCH, the service delivery will be prioritised where there is evidence of a clearly defined need. It is recognised that quantity of provision will reduce in order to redirect resources to young people who are at risk, vulnerable and whose life-chances are limited. In the remodelled service, all delivery will be targeted and outcomes will be evidenced through case-studies, outcome stars, action plans and, where appropriate, accreditation.</p> <p>Through the above identified partners, including the 11-19 Youth Strategy Groups, YCH are skilled at gathering intelligence to ensure that resources and delivery are aligned with the service strategy. Delivery will be kept under continual review to ensure that the needs of vulnerable young people are met and there are appropriate resources to support those at risk.</p>

Impact Assessment – Staff

Protected characteristic	<u>Potential for differential impact (positive or negative)</u>	What reasonable mitigation can you propose?
Age	There is a potential that staff may be disadvantaged by not being able to take up the offer of the voluntary redundancy/ early retirement packages due to a large volume of applicants.	The Council will continue to apply a transparent and fair selection process. Voluntary redundancy and early retirement applications will be accepted based on a set of criteria which includes a key consideration on whether the job role is critical to the business.
Disability Including Learning Disability	Disabled staff may need specialist equipment ordered or transferred, should a move to a new team/role be required. Organisation of this and explanations to a new manager may feel uncomfortable in a new team or reporting to a new manager.	<p>Staff can raise any pertinent issues during 1-1's and as part of the consultation process including through FAQ's.</p> <p>The Council will apply a transparent and fair recruitment process and ensure all interview panel members have up to date training around recruitment and selection. For interviews, the Council will make</p>

Protected characteristic	<u>Potential for differential impact</u> (positive or negative)	What reasonable mitigation can you propose?
	<p>Staff with disability requiring a low level of support may find that they need to disclose personal information which they had previously kept private in order to receive the appropriate support.</p>	<p>reasonable adjustments or provide appropriate support to staff as necessary in order to enable them to attend and/or take part in the selection process. Managers will adhere to the County Council's guidance on interview processes.</p> <p>Reasonable adjustments will be made for staff who are successfully recruited to new posts where appropriate.</p> <p>Employees who are under notice of dismissal on the grounds of redundancy with a disability (covered by the Equality Act 2010) and /or are being managed under ill health will be offered any suitable alternative vacancies available in line with both the Ill Health Policy and Organisational Change Policy</p> <p>Staff will also be signposted to the Council's disabled staff network group as appropriate , so they can access an independent support network where required.</p> <p>Staff needing reasonable adjustments being relocated to different buildings will be consulted and appropriate risk assessment put in place (including appropriate parking etc).Where relevant, revised Personal Emergency Evacuation Plans will be put in place.</p>
Race	<p>It is not anticipated that the proposals will affect people disproportionately because of their race.</p>	<p>Managers will ensure compliance with equalities legislation throughout the consultation and application process – staff can raise any pertinent issues during 1-1's and as part of the consultation process including through FAQ's.</p> <p>Staff will also be signposted staff to the Council's BAAS staff network group as appropriate , so they can</p>

Protected characteristic	<u>Potential for differential impact</u> (positive or negative)	What reasonable mitigation can you propose?
		access an independent support network where required.
Gender reassignment	There are no staff known undergoing gender reassignment and staff are invited to share any additional information pertinent to the application that previously they have not disclosed.	Managers will ensure compliance with equalities legislation throughout the consultation and application process – staff can raise any pertinent issues during 1-1's and as part of the consultation process including through FAQ's. Managers will use the Trans Policy and Guidance.
Pregnancy and maternity	There is a risk that staff who are on maternity/paternity leave or off work on pregnancy related sick leave may not be consulted about their views on proposed changes. There is currently 1 member of staff on maternity leave.	Ensuring that during the protected period the County Council follow the legal duties around consultation and maternity protection, e.g. ensuring suitable alternatives employment is offered as per the Council's redeployment process. The manager in question will be reminded of the need to ensure that the member of staff on maternity leave will be sent consultation and review documents to ensure they have access to full information about the process, have the opportunity to attend relevant meetings, and the opportunity to discuss implications to their personal circumstances and have opportunities to engage in the process
Religion or belief	It is not anticipated that the proposals will affect people disproportionately because of their religious beliefs.	Managers will ensure compliance with equalities legislation throughout the consultation and application process – staff can raise any pertinent issues during 1-1's and as part of the consultation process including through FAQ's.
Sex	Employee demographics suggest that more women than men work part time. It is also evidenced that more women have caring responsibilities and need flexible working in order to care for children/adults. These factors may lead to	Managers will ensure compliance with equalities legislation throughout the consultation and application process – staff can raise any pertinent issues during 1-1's and as part of the consultation process including through FAQ's.

Protected characteristic	<u>Potential for differential impact (positive or negative)</u>	What reasonable mitigation can you propose?
	women being disproportionately disadvantaged, should their working patterns be required to change. It is important to note that caring for a child or disabled/unwell person may also affect men.	
Sexual orientation	It is important to acknowledge that it can be hard for LGBT staff during a restructure – staff who have already declared sexual orientation (lesbian or gay) to an existing line manager. They may have concerns about informing another manager, including in a different team which could lead to additional stress and anxiety.	Managers will ensure compliance with equalities legislation throughout the consultation and application process – staff can raise any pertinent issues during 1-1's and as part of the consultation process including through FAQ's. Staff will also be signposted to the County Council's LGBT staff network group as appropriate , so they can access an independent support network where required.
Marriage & civil partnership	It is not anticipated that the proposals will affect people disproportionately because of their marital status.	
Carers (by association with any of the above)	Some staff affected may have caring responsibilities for children or family members with a disability/illness – for some this may mean they can only maintain caring and work with flexible working arrangements. Staff with caring responsibilities for children or family members with a disability or illness may be affected should a change of working location be required. It is also noted that more women have caring responsibilities and need flexible working in order to care for children. These factors may lead to women being disproportionately	The Council will balance requests for flexible working alongside business needs. Where a change of working location is proposed, consideration will be given to those with caring responsibilities as to their preferences relating to their caring needs. Staff will also be signposted to the County Council's Carers staff network, so they can access an independent support network where required. The application process will give people notice where new working patterns are required to assist them making alternative arrangements for childcare/and other caring responsibilities.

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
	disadvantaged, should their working patterns be required to change. It is important to note that caring for a child or disabled/unwell person may also affect men.	Consideration will be given to parking capacity in new locations for those with caring commitments who may arrive at work later than others.

Opportunity to advance equality of opportunity and/or foster good relations

STEP 5: Gaps identified

<p>Gaps identified Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on Compass). How will you make sure your consultation is accessible to those affected?</p>	<p>Any issues pertinent to staff in relation to personal and equality related matters can be discussed via 1-1s with Heads of Service, or HR during the formal consultation period, and need to be considered as part of the process to finalise new structures. Other staff support networks are also available ie staff internal equality networks.</p> <p>Staff who are off sick (long term) or on maternity leave will be sent the consultation documents and related communications to ensure they are kept informed and up to date on developments and are involved as appropriate.</p> <p>In developing the proposals for the Service, a consultation was carried out during a two week period in November 2017 with key stakeholders and partners including:</p> <ul style="list-style-type: none"> - Young People <ul style="list-style-type: none"> - Families First Implementation Groups and their partner agencies - District and Borough 11-25 Youth Strategy Groups - Community Safety Partnerships - Hertfordshire LEP - Pro-Action - Herts Carers and Parents Forum (LDD) - Children's Services <p>Feedback from this consultation has been integrated in the paper "Supporting Young People in Hertfordshire: developing a new approach" which will be presented to Children Service's Cabinet Panel on 7 February 2018.</p>
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STEP 6: Other impacts- Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input type="checkbox"/> <p>No equality impacts identified</p> <ul style="list-style-type: none"> – No change required to proposal. 	
<input checked="" type="checkbox"/> <p>Minimal equality impacts identified</p> <ul style="list-style-type: none"> – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality. 	<p>The potential for minimal negative impact on people from a number of protected characteristic groups has been identified. However, sufficient mitigations have been proposed, including continuing to target resources to ensure that support is available to vulnerable groups and a commitment to continue to offer exclusive provision and 1-1 support to priority groups where there is an identified need as stipulated in the YCH Strategy.</p>
<input type="checkbox"/> <p>Potential equality impacts identified</p> <ul style="list-style-type: none"> – Take 'mitigating action' to remove barriers or better advance equality. – Complete the action plan in the next section. 	
<input type="checkbox"/> <p>Major equality impacts identified</p> <ul style="list-style-type: none"> – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact. 	

STEP 8: Action plan

Issue or opportunity identified relating to:	Action proposed	Officer Responsible and target date
<ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 		
<p>The priority application process will apply throughout the review selection and appointment process as appropriate.</p>	<p>To ensure that all managers appointing staff are clear about the legal/policy requirements around priority applications.</p>	<p>Heads of Service/HR Business Partner</p>
<p>Flexible working arrangements – the review is an opportunity to identify how best we can support flexible working needs and balance this with business needs.</p>	<p>To ensure the final design structure consolidates feedback and is underpinned by opportunities for flexible working/job sharing where appropriate to specific roles, and that meet the business needs.</p>	<p>Heads of Service</p>

Issue or opportunity identified relating to: <ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 	Action proposed	Officer Responsible and target date
	<p>As part of the proposed changes to work location, consideration will be given to those with Disability and those who are Carers with regards to accommodating their requests.</p>	
<p>That all interview panel staff have up to date training around recruitment and selection practice.</p> <p>There is a clear and auditable scoring process as part of the application process.</p>	<p>Training to include –</p> <ul style="list-style-type: none"> • Recognition of unconscious bias • Reasonable adjustments provisions for disabled staff • Structured interview questions must be used to ensure candidates are impartially assessed on their ability and competence • Giving fair consideration to applications from people seeking to work flexibly, part time or job share whilst ensuring that the business needs are met. 	<p>Heads of Service</p>
<p>Consultation and feedback opportunities for all staff are considered as part of the review process.</p>	<p>There are a range of options for staff to share their views including opportunities through–</p> <ul style="list-style-type: none"> • 1-1s with managers • FAQ process • Specific e-mail address will be set up to provide feedback 	<p>Project Team</p>
<p>Staff support mechanisms – all staff will be provided access to a range of support networks as identified.</p>	<ul style="list-style-type: none"> • Internal staff equality networks • Support around job applications processes • 1-1 around application processes • Trade Union support (Unison members) • HR support and advice 	
<p>For service users To continue to target resources at vulnerable groups, including exclusive provision to meet specific and priority needs.</p>	<ul style="list-style-type: none"> • Continue to offer exclusive provision and 1-1 support to groups including LD young people LGBTQ young people and young carers • To offer exclusive, time bound provision to address specific needs such as CSE, gang culture, mental, physical and emotional wellbeing etc. • Review data on a regular basis to 	<p>Head of Service</p>

Issue or opportunity identified relating to: <ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 	Action proposed	Officer Responsible and target date
	identify whether additional services are required.	

This EqlA has been reviewed and signed off by:	
Head of Service or Business Manager:	Date:
Equality Action Group Chair:	Date:

HCC's Diversity Board requires the Equality team to compile a central list of EqlAs so a random sample can be quality assured. Each Equality Action Group is encouraged to keep a forward plan of key service decisions that may require an EqlA, but please can you ensure the Equality team is made aware of any EqlAs completed so we can add them to our list. (email: equalities@hertfordshire.gov.uk).

HERTFORDSHIRE COUNTY COUNCIL

**CHILDREN'S SERVICES CABINET PANEL
WEDNESDAY, 7 FEBRUARY 2018 AT 10.00AM**

Agenda Item

No.

5

**CHILDREN MISSING FROM HOME AND LOCAL AUTHORITY CARE ANNUAL
REPORT 2016 - 2017**

Report of the Director of Children's Services

Authors:- Kate Lochmuller, Team Manager Analytical and Information
Services Hertfordshire County Council (Tel: 01992 556861)

Zaynab Aslam, Missing Children Co-Ordinator Safeguarding and
Specialist Services Hertfordshire County Council
(Tel: 01438 843934)

Executive Member:- Teresa Heritage, Executive Member Children's Services

1. Purpose of report

1.1 The following report provides a breakdown of the number of children missing from home and care and the number of missing episodes, between 1 April 2016 and 31 March 2017.

2. Summary

2.1 The annual report was shared with the Hertfordshire Safeguarding Children Board at its meeting on the 8th December 2017.

2.2 The Panel is asked to endorse the report and make any further recommendations to strengthen the multi-disciplinary approach to supporting children who go missing from home or care.

3. Recommendation

3.1 That the Cabinet Panel comments and notes the Annual Report and the continued focus to improve the rate of engagement and prevention.

4. Background

4.1 The annual report is prepared by the Strategic Safeguarding Adolescent Group, a sub- group of the Hertfordshire Safeguarding Children Board. The full report, as presented to the Board on the 8th December is attached at appendix 1.

- 4.2 The annual report provides a breakdown of the number of children and missing episodes from home and care between 1 April 2016 and 31 March 2017.
- 4.3 Children Services and Hertfordshire Constabulary oversee a risk tracker for Hertfordshire's children who go missing in order to differentiate those who go missing for short periods (e.g. staying with friends) and those children who are repeatedly going missing and there are concerns about their welfare. This information is gathered from the child's social worker, from police intelligence and from information gleaned at return home interviews.
- 4.4 Those children most at risk from Child Sexual Exploitation (CSE) and missing are managed through the multi-agency SEARCH panel (Sexual Exploitation and Runaway Children in Hertfordshire) which meets monthly. Following the meeting there is a closed session with managers from Children's Services and Hertfordshire Constabulary to discuss emerging risk and operational investigations that the police are managing in order to problem solve and information share across the agency sphere.
- 4.5 When missing children become repeat missing a number of active interventions are put into place ranging from strategy discussions, liaison with brokerage if looked after, multi-agency problem solving, MARM (multi agency risk management meetings), on-going intelligence collection and briefing in order to bring the missing episode to an end.
- 4.6 In Hertfordshire in 2016/2017, the total number of children recorded as missing increased by 1.4% from 907 in 2015/16 to 920. However the number of times children and young people went missing only saw a slight increase at 0.73% (2202 to 2218). These figures were in line with national figures and with population.
- 4.7 For those missing from care in this period, we saw a downward trend for the first time in 3 years. Our systems for recording missing episodes are robust and the focus on preventative measures; clear placement expectations and learning from return home interviews for our looked after children, has all had a positive impact.
- 4.8 The data at appendix 1 shows that the number of missing episodes increased the older the child. More recent data (November 2017) shows that 54% of children looked after who went missing were aged 16 and 17 years old.
- 4.9 In terms of duration of missing episodes, 69% of the total missing episodes from care were for less than 24 hours. Of the remaining 31%, a formal Need to Know process and a Multi-Agency Risk Management Meeting was held in order to ensure a multi-agency risk management plan was in place.
- 4.10 The data in Appendix 1 shows there was a significant decrease in missing episodes in three of the four residential homes. In the home where an increase in missing was seen, this was due to two young people who repeatedly absconded and influenced others to do so. Social Workers / Residential Staff and police worked together to share information and to co-ordinate actions to resolve this.

5. Financial Implications

- 5.1 Given the continuing promising results of the commissioned Return Home Interview Service, efforts are currently being made to secure ongoing funding to agree the continuation of the contract with the charity Missing People.

6. Equalities Implications

- 6.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equality implications of the decision that they are making.
- 6.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council's statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EQiA) produced by officers.
- 6.3 The Equality Act 2010 requires the County Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 6.4 No EqIA was undertaken in relation to this report

Report to the Hertfordshire Safeguarding Children Board	
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Date of meeting:	8th December 2017
Title of report:	Children Missing from Home and Local Authority Care
Report authors:	Kate Lochmuller; Zaynab Aslam

Annual Data Report 2016 -17

1. Purpose of the report

The following report provides a breakdown of the number of children and missing episodes from home and care between 1 April 2016 and 31 March 2017.

2. Actions/Decisions required

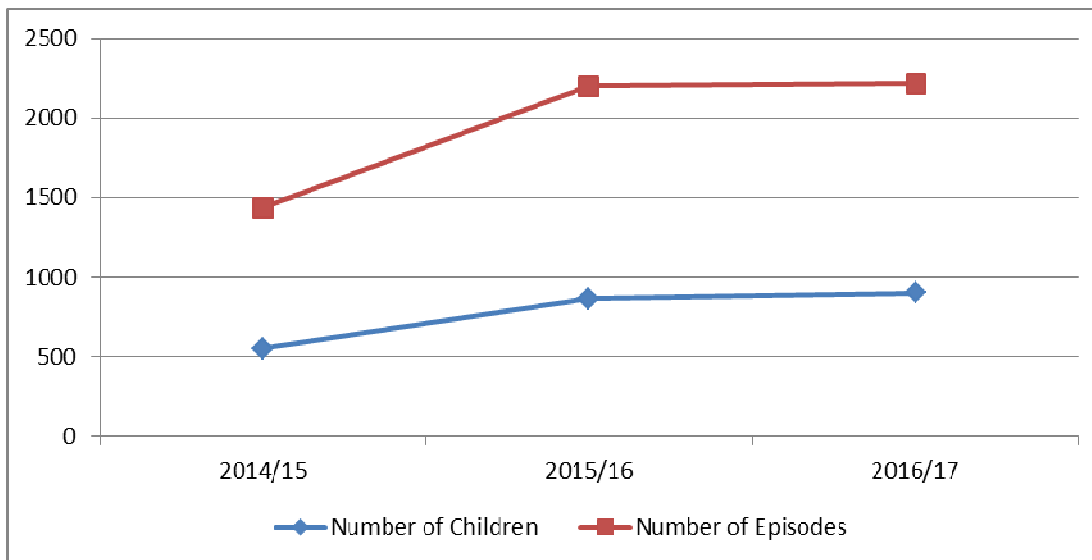
The Board is asked to adopt the report and make any further recommendations to strengthen the multidisciplinary approach to supporting missing children from home and in care as effectively as possible.

3. Introduction

Those children most at risk from CSE and missing are managed through the multi-agency SEARCH panel which meets monthly. Following the meeting there is a closed session with managers to discuss emerging risk and operational investigations that the police are managing in order to problem solve and information share across the agency sphere.

When missing children become repeat missing a number of active interventions are put into place ranging from strategy discussions, liaison with brokerage if looked after, multi-agency problem solving, MARM (multi agency risk management meetings), on-going intelligence collection and briefing in order to bring the missing episode to an end.

In Hertfordshire in 2016/2017, the total number of children recorded as missing increased by 1.4% from 907 in 2015/16 to 920. However the number of times children and young people went missing only saw a slight increase at 0.73% (2202 to 2218). These figures were in line with national figures and with population.



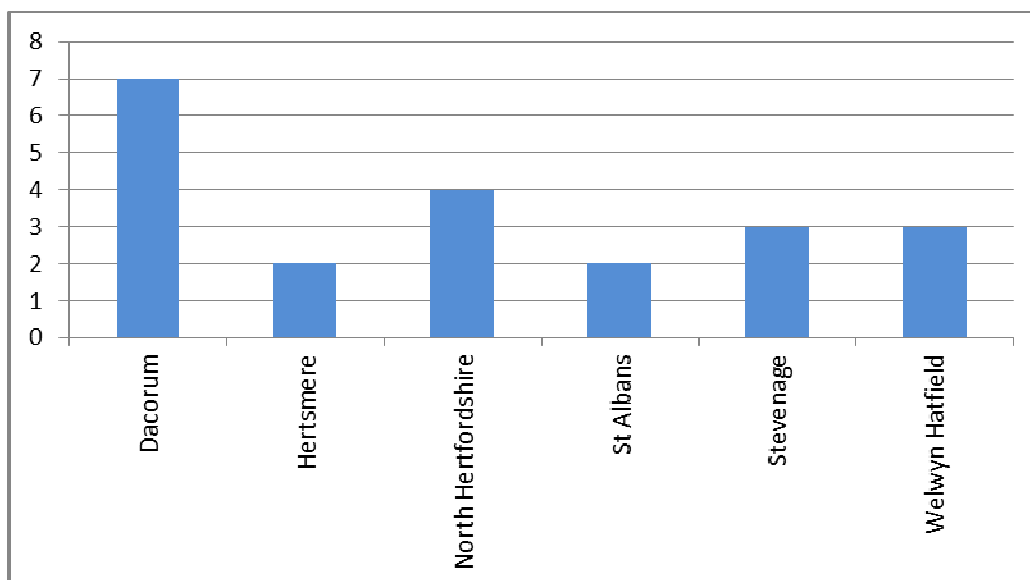
For those missing from care in this period, we saw a downward trend for the first time in 3 years. Our systems for recording missing episodes are robust and the focus on preventative measures; clear placement expectations and learning from return home interviews for our looked after children, has all had a positive impact.

4. Summary of statistics for Hertfordshire

- As in previous years there continued to be a strong focus in 2016-17 (age group 11+-17) on the recording and reporting of missing episodes of children and young people. We continued to develop and adapt robust systems to capture data. This is reflected throughout this report.
- In terms of the population size of Hertfordshire, the mid -year estimate for 2016 (0 to 17) showed an increase of +1.02%, up from 264,300 in 2015 to 267,000 in 2016. We saw an increase in population size year on year, and we are likely to see the number of young people recorded as missing also increasing.
- Overall there was a very small increase in the number of reported missing episodes in 2016-17, a 0.73% increase on 2015/16. The number of children missing also increased from 907 to 920 in the last year, a 1.43% increase. These increases are not significant and in fact are particularly small. As 2016/17 saw a decrease in the number of looked after children missing, the small increase in number came from those missing from home.
- In 2016/17 76.6% of all missing episodes were under 24 hours. In total 96% of the missing episodes recorded in the last year were for less than 5 days.
- During this reporting period, there was a drop in the number of children in care going missing. 176 children were recorded as missing; a 13% drop on the previous year (202). The number of missing episodes also decreased going from 986 to 899; a 9% drop on 2015/16.
- Of those children who were missing from either home or care, the gender split saw more males missing in the year. There is anecdotal evidence to suggest that involvement in gangs, sexual exploitation and County Lines may explain this gender bias. Through RHI data, it is evident many of these young people are missing due to socialising or issues in school.
- 33 children (3.6%) (Recorded with a disability on our social care management system) were identified as missing. 16 of these children had 3+ missing episodes. Additionally, the majority of

these young people were also recorded in the behaviour, emotional, and/or social category. Of those who went missing frequently, 10 were diagnosed as being on the Autism spectrum.

- During this reporting period, at the time the child or young person went missing 20 were subject to a Child Protection Plan (2.2%) The geographical locations of where these children and young people were missing are shown below.

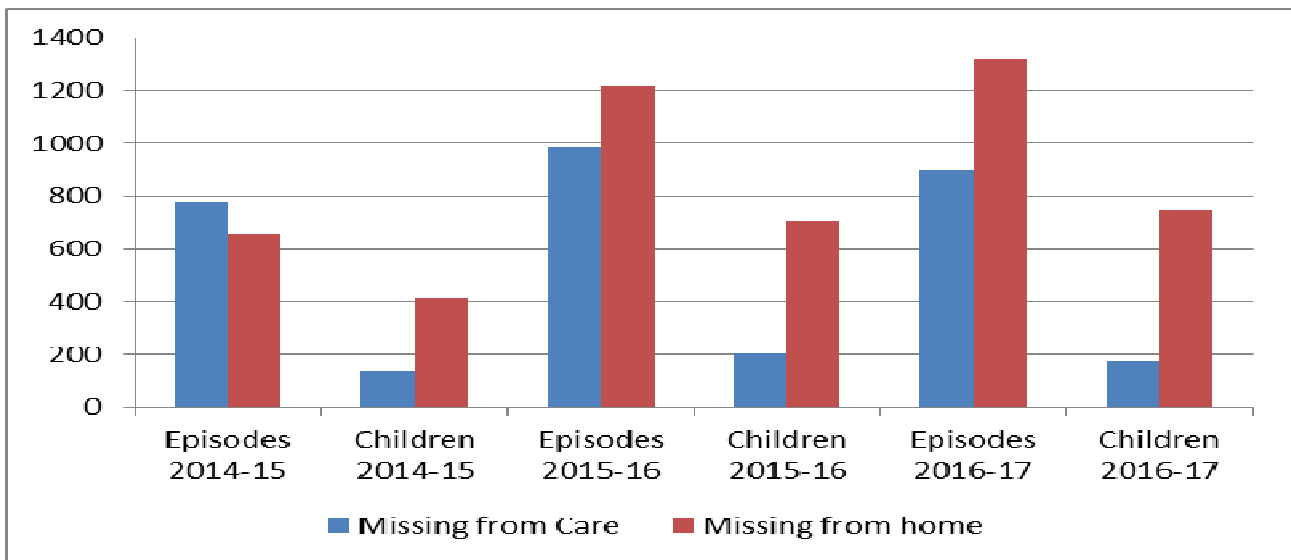


- In 2016/17, 13 Unaccompanied Asylum Seeking Children (UASC) were recorded as missing. These young people account for 22 occasions. The number of UASC missing dropped by 22% on the previous year's figure. This was in line with reducing numbers of UASC coming into care in Hertfordshire.
- 72.9% of all those missing from care were identified as White British. This is almost identical to the figure for 2015-16 which was 72.8%. The figure for children missing from home is almost identical with 71.8% of all missing children identified as White British.

Comparison of data 2014-15, 2015-16 and 2016-17 for all children

For the purpose of this data collection, missing children refers to both children and young people. All of the data is taken from LCS.

	Number of episodes 2014-15	Number of children 2014-15	Number of episodes 2015-16	Number of children 2015-16	Number of episodes 2016-17	Number of children 2016-17
Missing from Care	778	135	986	202	899	176
Missing from home	658	414	1216	705	1319	744
All	1436	549	2202	907	2218	920



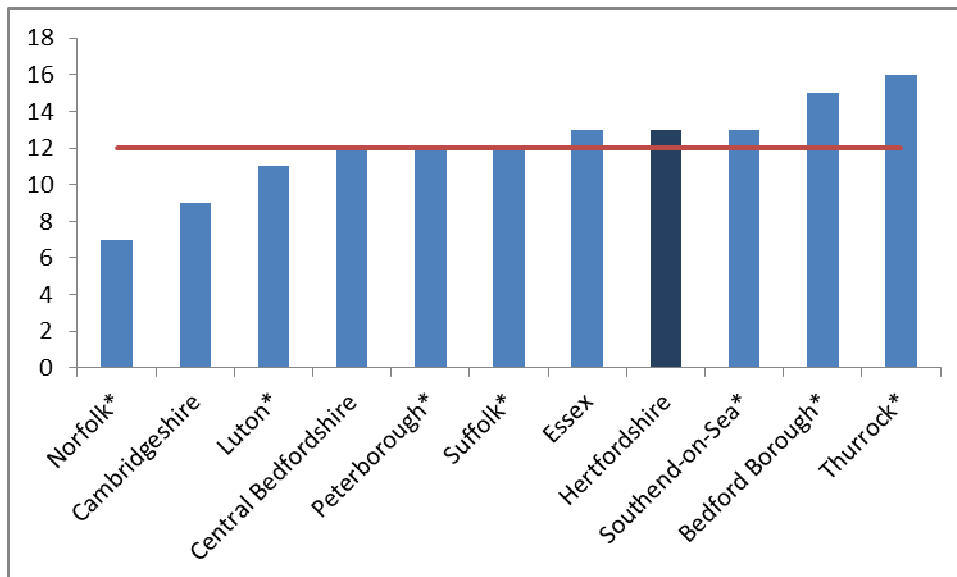
5. Benchmarking Data for Looked After Children

Data published by the DFE for 2016/17 is shown below. The data is broken down into two sub groups, to display Hertfordshire’s performance in both the Eastern Region and against statistical neighbours.

East of England

Percentage of CLA that had a missing incident during the year 2016/17

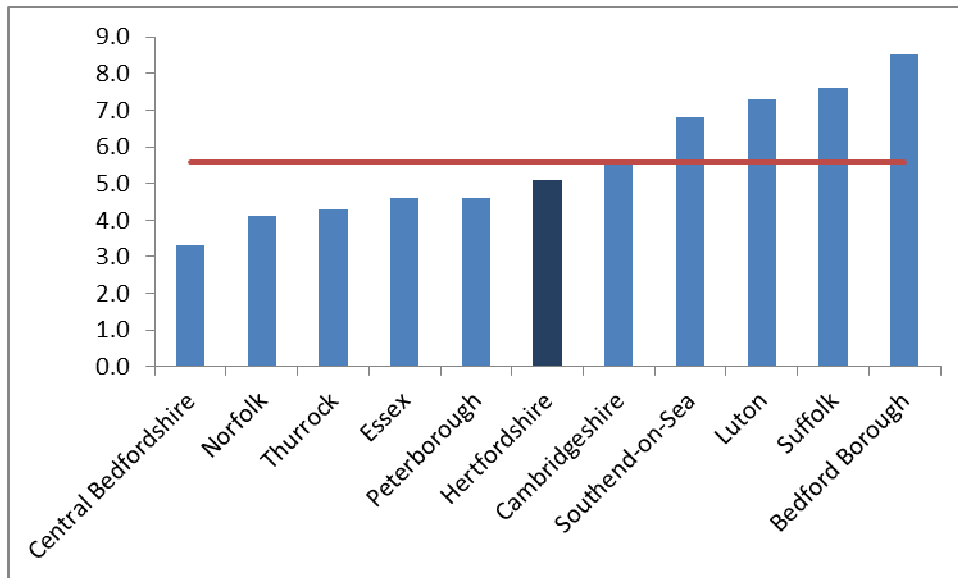
- Performance – Above average
- Note – The average for the region was 12%, Hertfordshire sat just slightly above this at 13%.



- * In 2017, some local authorities informed the department that they do not record incidents as 'away without authorisation' but instead report all incidents as 'missing' to maintain consistency with local police reporting. We estimate this could mean an overestimate of missing incidents of up to 3% and an undercount of away (Children Looked After in England 2016 to 2017 GOV.UK)

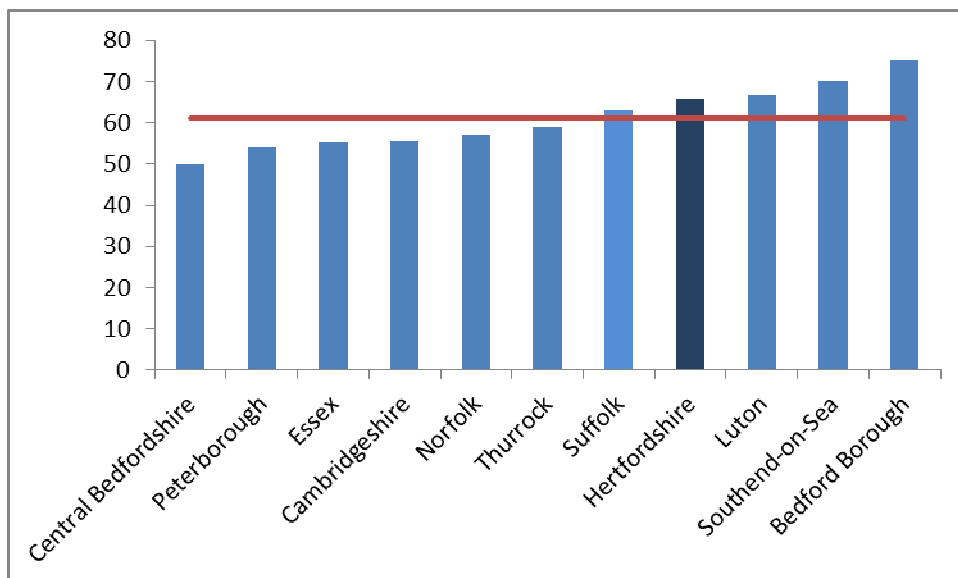
Average number of missing incidents per looked after child who went missing 2016/17

- Performance – Below average
- Note – Looked after children in Hertfordshire went missing on less occasions than the average for the Eastern Region



% Children who went missing more than once during the year 2016/17

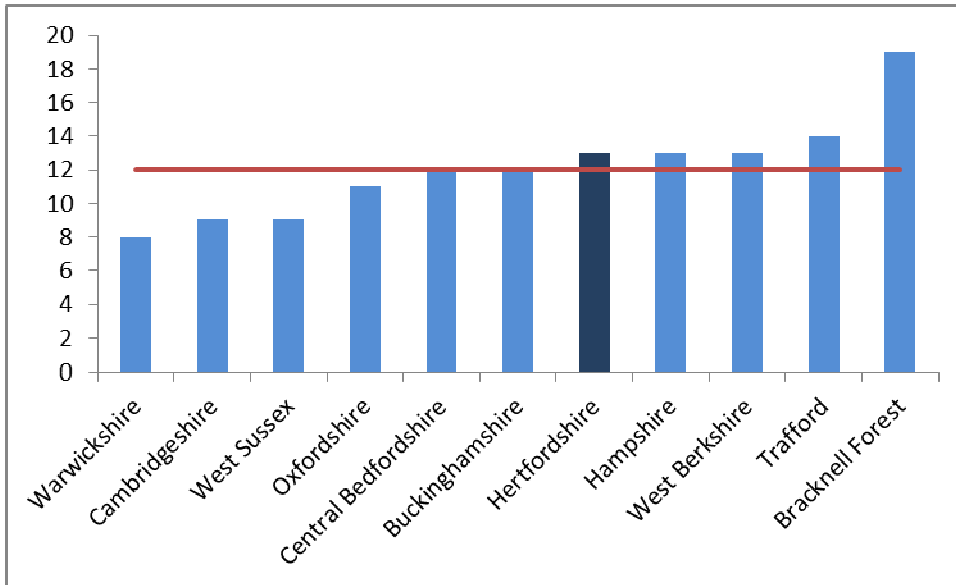
- Performance – Above regional average
- Note – 66% of CLA in Hertfordshire went missing on more than one occasion in the year in comparison with the regional average of 61%



Statistical Neighbours

Percentage of CLA that had a missing incident during the year

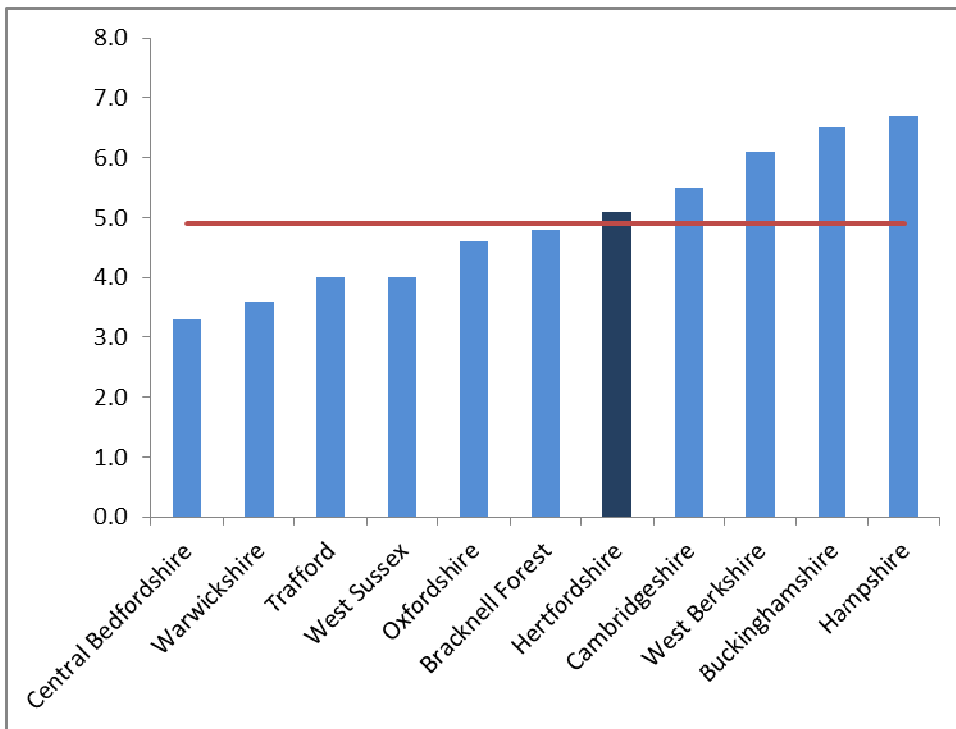
- Performance – Above average
- Note – The average for the statistical neighbours was 12%, Hertfordshire sat just slightly above this at 13%.



Average number of missing incidents per looked after child who went missing 2016/17

Performance – Above average

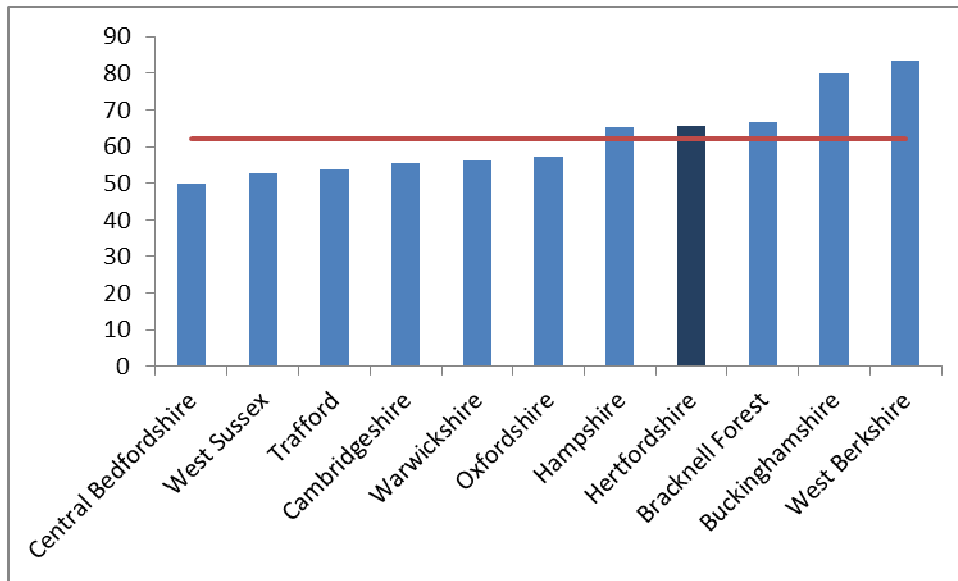
- Note – Very slightly above the statistical neighbour average at 5.1



% Children who went missing more than once during the year 2016/17

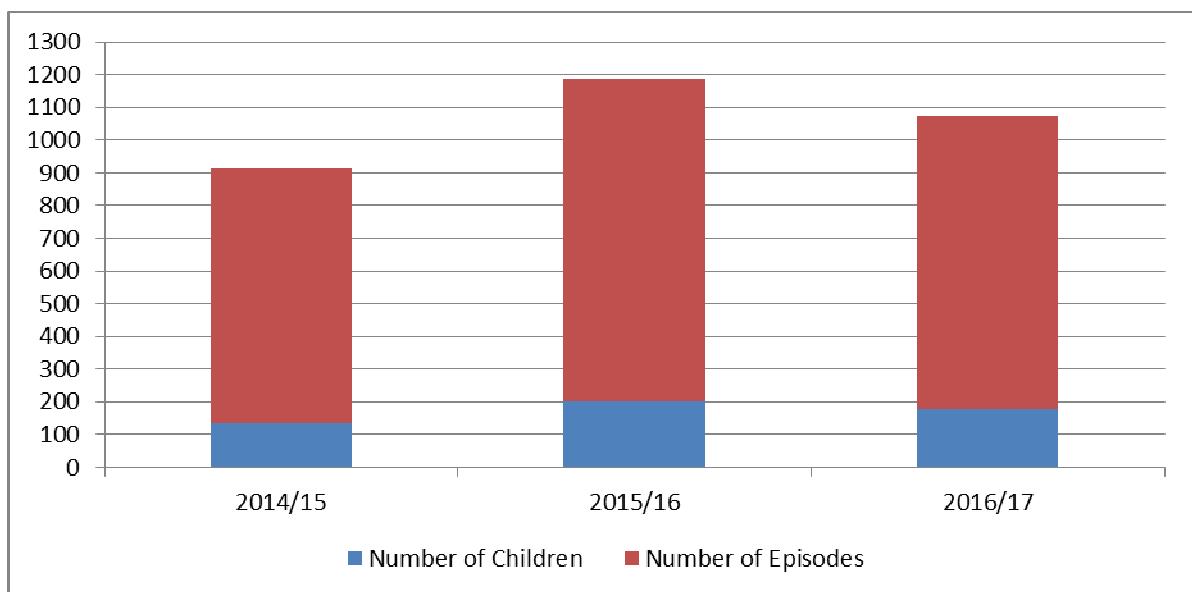
- Performance – Above average

- Note – 66% of CLA in Hertfordshire went missing on more than one occasion in the year in comparison with the statistical neighbour average of 62%



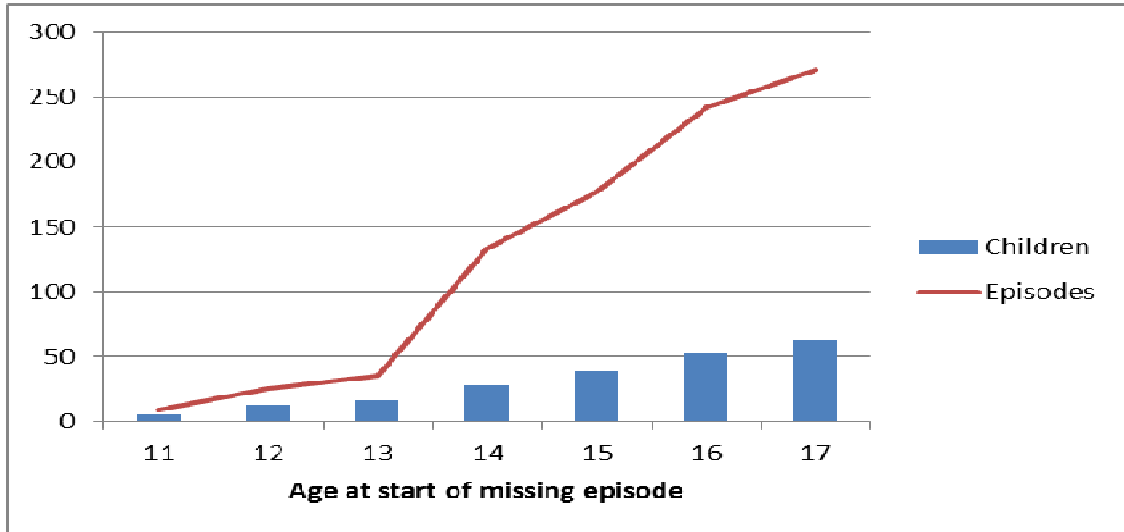
6. Children missing from care

In 2016/17 there was a decrease in the number of children in care that went missing. 176 children were recorded as missing, a 13% drop on the previous year (202). The number of episodes also decreased going from 986 to 899, a 9% drop from 2015/16.



As in 2015/16, the highest proportion of children who went missing from care were aged 16/17. This age group accounted for 57.5% of the overall number of missing episodes. All of the other age groups saw a decrease in the number of children missing on 2015/16.

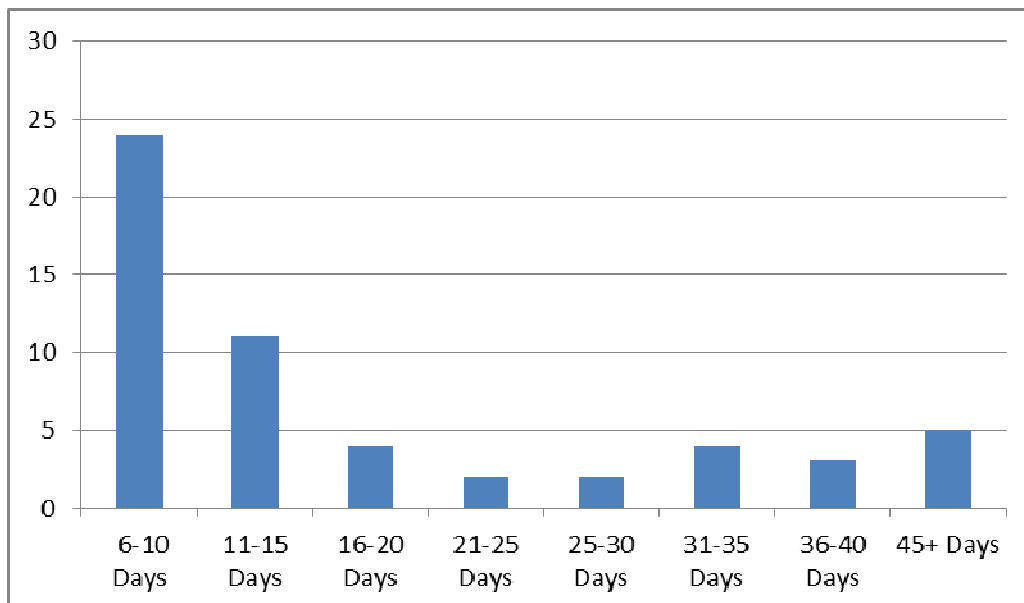
Children missing from Care by Age 2016/17



NB: Please note that some children may be included in two age groups due to having a missing episode either side of a birthday. Some children may also be included in both the CLA cohort and those missing from home if missing episodes occurred whilst at home and/or placed in care.

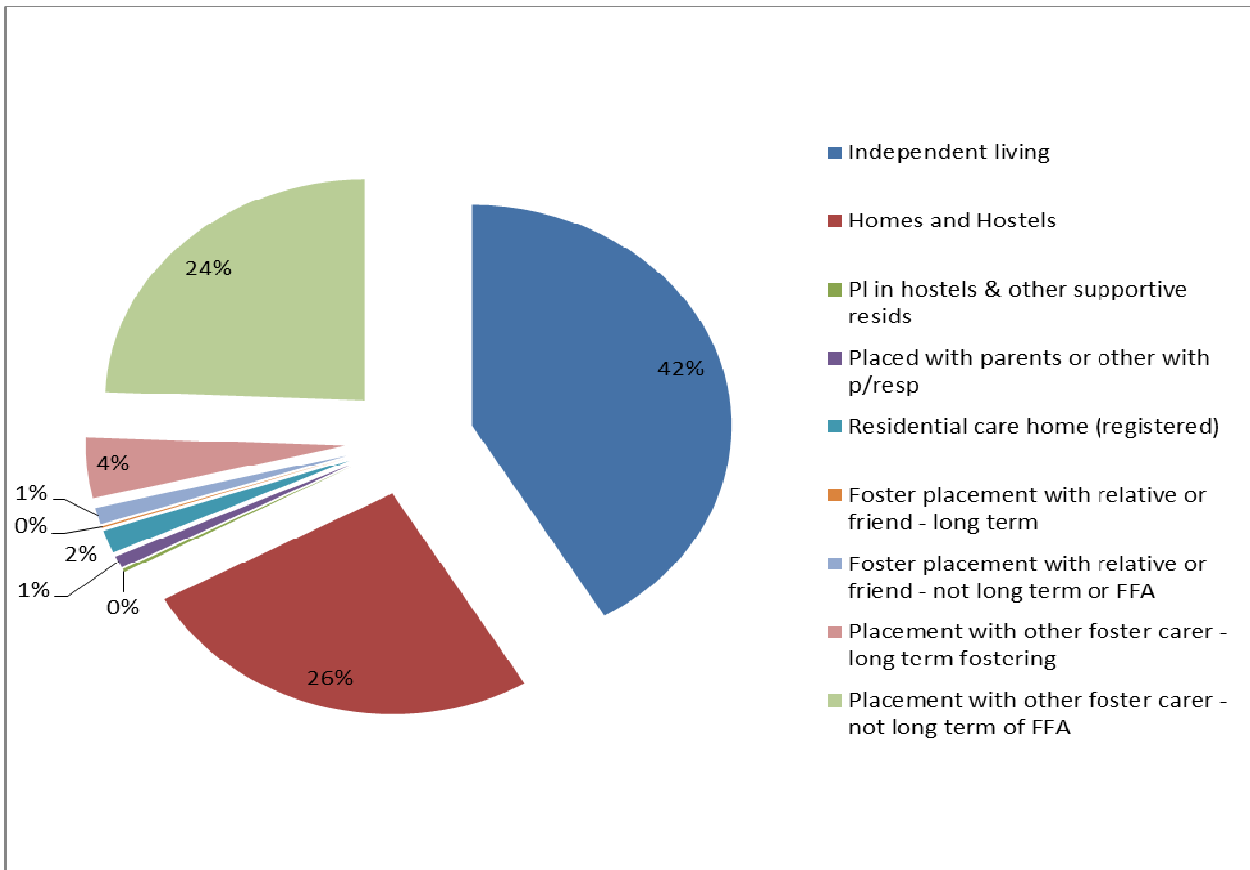
- 26 CLA went missing for more than 10 episodes. These young people accounted for 48% of all missing episodes.
- Young males accounted for 58% of the missing children in Hertfordshire. They also accounted for 63% of all CLA missing episodes.
- 72.9% of all those missing from care were identified as White British. This was almost identical to the figure for 2015-16 which was 72.8%. The figure for children missing from home was almost identical with 71.8% of all missing children identified as White British.
- In 2016/17 66.6% (599) of the missing episodes from care were for less than 24 hours. This was up from 60.1% in 2015/16
- 6.2% (56) of all missing episodes lasted for more than 5 days. We know that many young people went missing to visit family and friends. The majority of these episodes lasted for under 2 weeks (35). This was a reduction from 8% of episodes, last year.

CLA Missing episodes > 5 days



Placement type

During 2016/17, the majority of missing episodes were for children accommodated in Homes and Hostels and Independent living. These young people accounted for 64% of the young people in care that were recorded as missing in the year and for all 67% of all episodes of children missing from care. *Placement codes – Please see Appendix A*



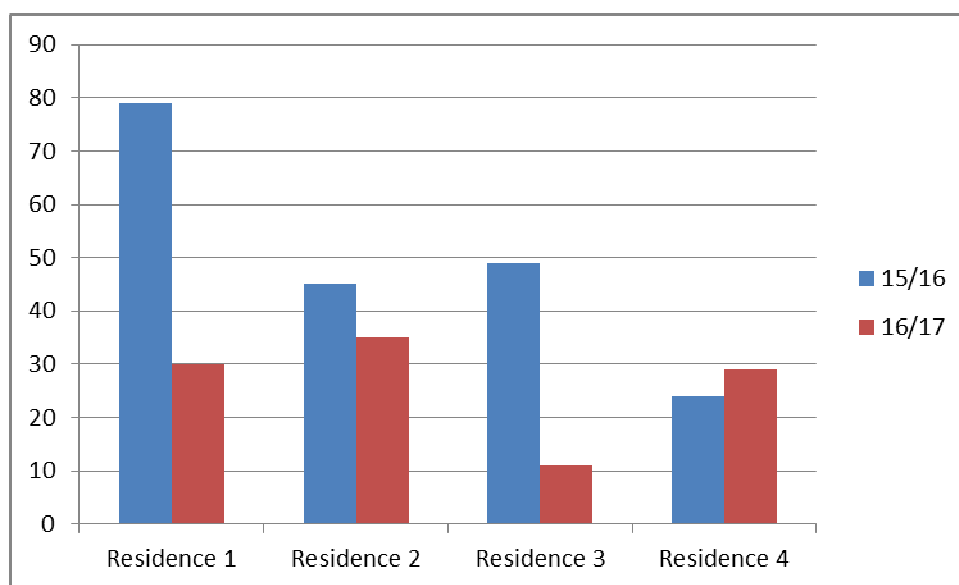
Children’s Residential Homes

There were varying changes in the numbers of children and missing episodes at some residential homes. Children Services information confirmed the majority of these young people were not in the same placement as the previous year.

Number of missing episodes – Children’s Residential Homes

When children go missing from their home, workers make every attempt to contact them by mobile phone, through their family or friends and by visiting locations they are known to visit. Workers will often follow a young person, for example on trains, if they refuse to return. Often young people are located with family members or boyfriend/girlfriend and returned to the home. Staff work closely with the Police to share information that may assist in locating a young person, to search premises or to track young people through their mobile phones.

Once found, a Police Officer will conduct a Safe and Well interview and Return home interviews are offered by care workers, social worker, Independent Review Officer as well as through the commissioned service for independent return home interviews as set out in paragraph 8 below, in an effort to secure maximum intelligence on where the young person has been and who they have been associating with.



Residence 1: Stevenage

During 2016-17 there were **30** episodes of young people who went missing from Residence 1; this involved 6 young people. This is a decrease of 62% on 2015-16.

- 97% of the missing episodes were under 24 hours.
- 6 children went missing from this placement. Only one episode lasted for more than 24 hours.

Residence 2: Baldock

During 2016-17 there were **35** episodes of young people who went missing from Residence 2; this is a decrease of 22% on the previous year.

- 89% of the missing episodes were under 24 hours.
- 7 children in this placement were missing during this period, a 75% increase on the previous year.

Residence 3: Welwyn Garden City

During 2016-17 there were **11** episodes of young people who went missing from Residence 3; this involved 6 young people. This is a decrease of 77% on 2015-16. The actual number of children missing also decreased from 20 to 6 in 2016-17.

- 91% of the missing episodes were under 24 hours.

Residence 4: Stevenage

There was an increase in missing episodes during 2016-17. There were **29** episodes of young people who went missing from Residence 4;

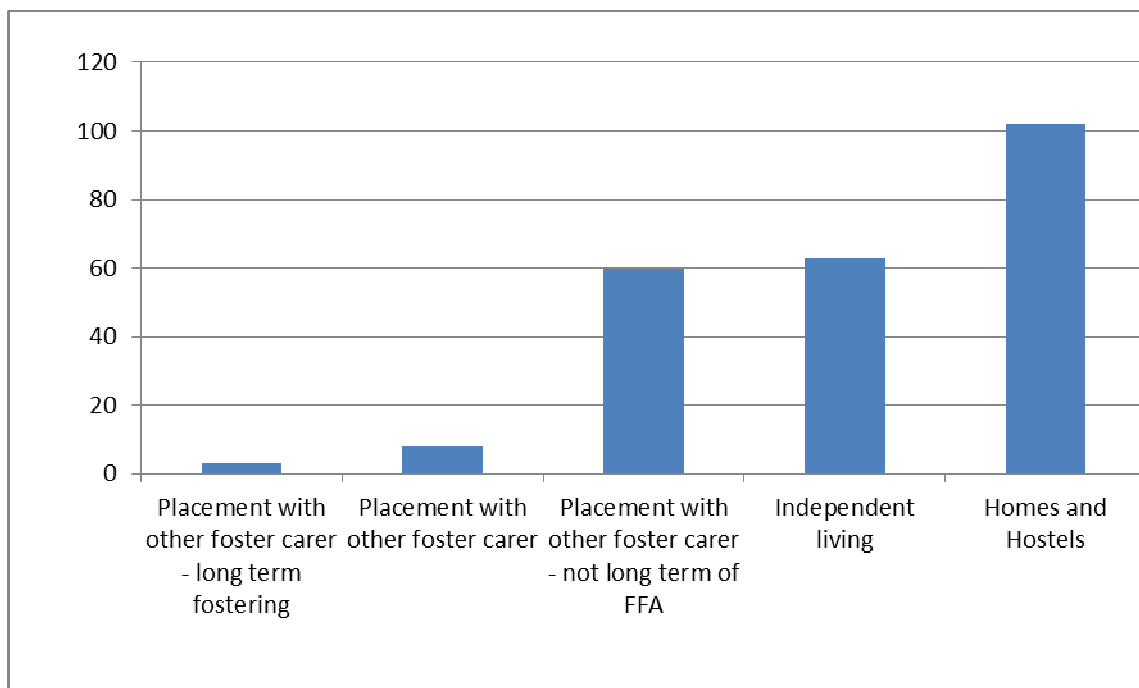
- Six young people had a missing episode during their placement here. Two of these young people accounted for 25 of these episodes and played a significant role in influencing others to go missing at this time.
- 59% of the missing episodes were under 24 hours.

Children Placed Out of County

In 2016/17 there were 71 young people and 236 missing episodes recorded in total, a decrease on the 320 episodes in 2015-16. These 236 episodes account for 26% of all CLA missing CLA episodes in the year. 43% of the total missing episodes occurred from Homes and Hostels.

In 2016-17 Hertfordshire continued to improve capturing data for those who were placed out of county.

Missing episodes (Children placed outside Hertfordshire)

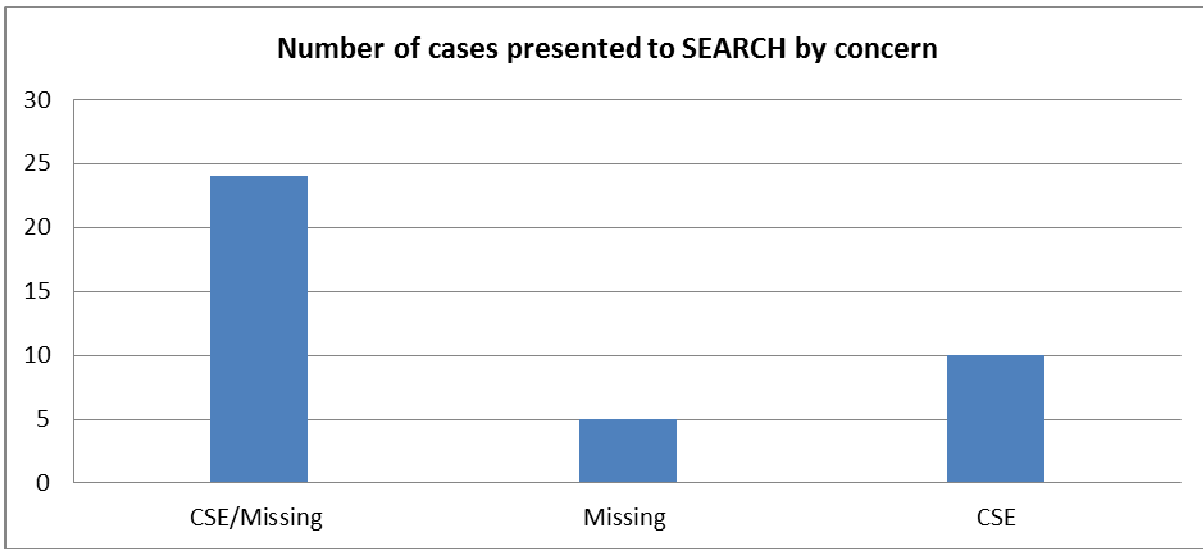


7. CSE and SEARCH

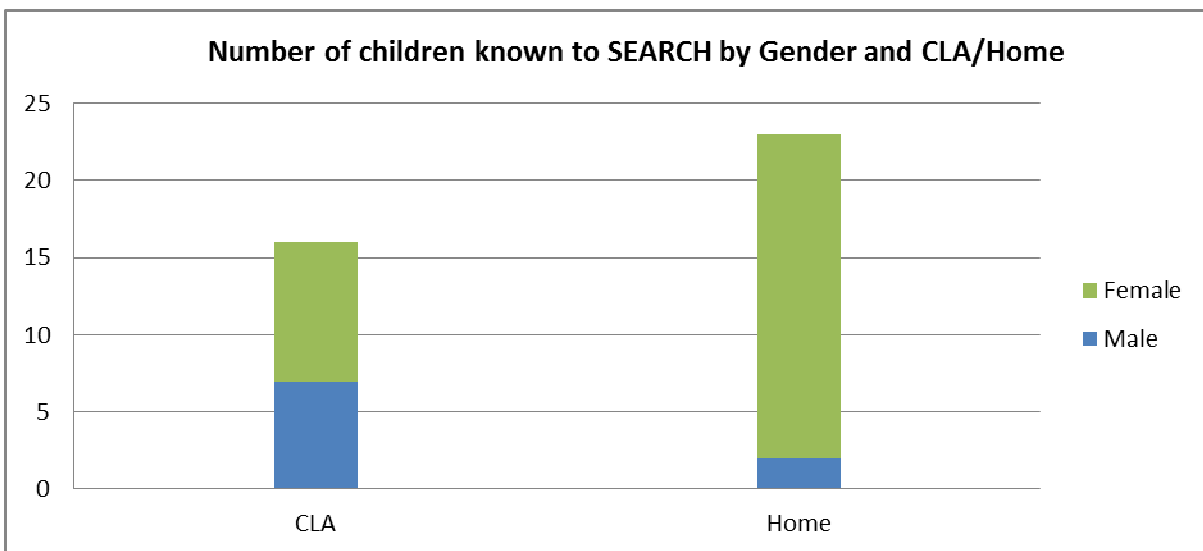
Sexual Exploitation and Runaway Children's (SEARCH) Panel is a multi-agency risk management and escalation panel.

The panel work collaboratively to ensure joint planning and decision making to develop a single multi agency risk management plan, and monitor its progress and impact to make a positive impact on children and young people who are missing and/or vulnerable to sexual exploitation.

SEARCH Panel is held once a month in which, cases presented will be reviewed at the following panel until discharged.



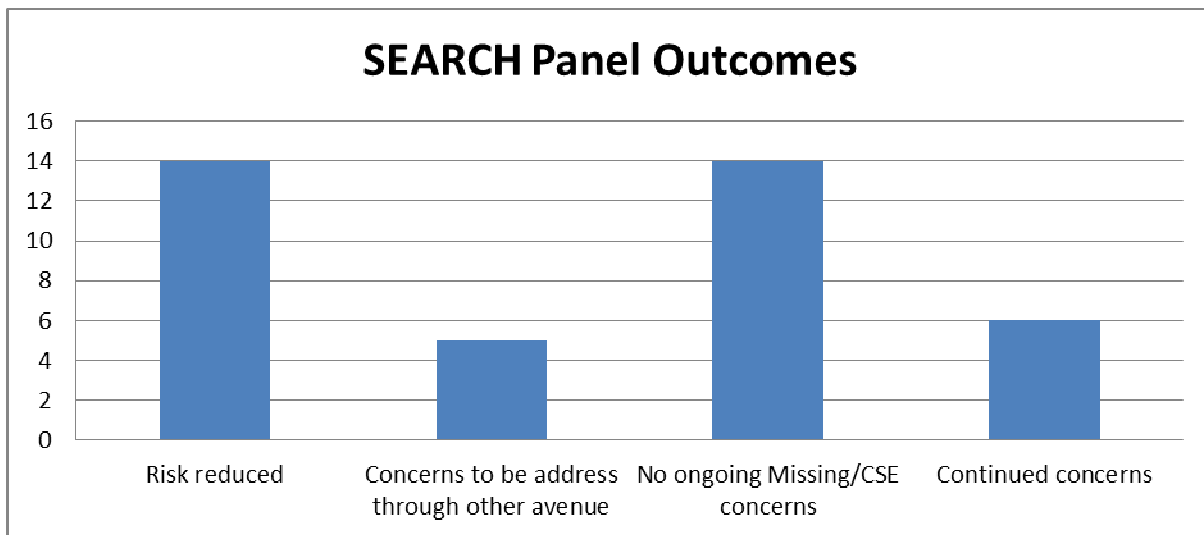
During 2016/2017, 39 cases were presented at SEARCH Panel of which 24 were referred due to concerns around both 'Missing and CSE', 10 due to concerns of 'CSE' and 5 due to concerns of 'Missing'. As per the previous year, the majority of the cases presented were due to risk of both CSE and Missing.



Of the 39 cases: 30 females presented, 21 were not accommodated by the Local Authority. 9 males presented; 7 were Children Looked After (CLA). The total number of cases presented along with the total number of males and females was consistent with last year's figures, however in the previous year; all of the males were CLA.

Another local authority referred 2 cases to place their young person in Hertfordshire, both were female.

27 of the total 39 young people were residing in Hertfordshire whilst the remaining 12 were placed Out of County.



Of the 39 cases presented at SEARCH Panel, 14 were discharged due to 'Reduced Risk' and 14 were discharged due to 'No ongoing Missing/CSE concerns'.

5 cases were discharged from SEARCH Panel with recommendations for the concerns to be addressed through another avenue whilst 6 cases were re-called to SEARCH Panel for a full case presentation by the case-worker due to the 'Continued Concerns'.

8. Return Home Interviews

(Missing People Hertfordshire Return Home Interview Service Impact Report July 2017)

Hertfordshire County Council and the Hertfordshire office of the Police and Crime Commissioner commissioned Missing People to provide a Return Home Interview Service and 1-1 Support to children and young people across Hertfordshire initially from 22nd July 2016 to 31st March 2017. The contract period was a pilot designed to offer Hertfordshire children and young people:-

- 700 Return Home Interviews
- 100% of children offered follow-up support
- 30 children p/a offered intensive 1-1 support per year
- 100% of parents and carers offered our 24/7 Family Support service
- Data and analysis regarding trends and patterns
- 24 hour phone, text and email support for children, parents and carers

System Review –

At the end of the first contract period (July 2016 to March 2017) meetings and reviews were held with MASH, the Missing Person's Unit and Missing People. This was to resolve issues that had arisen and to ensure the operational systems were effective. As a result the Top 10 list was agreed, whereby the 10 most vulnerable children and young people with ongoing missing episodes would remain on the referral list for Missing People to undertake every RHI for a 3 month period and provide a 1:1 support service. There would be a further 6 referrals made each week to be decided by the triage service between HCC MASH and the Missing Person's Unit. Feedback from both MASH and the MPU has been positive, that this new system is more time effective for both teams.

Volumes for referrals were agreed for the new annual contract period at 840 for 12 months. This equates to an average of 16 RHI's offered per week.

HCC Young Commissioners have been tasked with obtaining independent feedback from Children and Young People that have received a service from Missing People. They have devised a feedback form which has been sent in the last week to those that have been on the 'Top Ten' list initially and will also be sent to a sample of those that engaged with the service. The aim of the exercise is to capture the Voice of the Child independently. Responses will be shared.

Data -

We have been able to combine the data collected by Missing People with the HCC Dashboard data for 2016/2017 to compare the service with in-house, yet some of the information is missing for the in-house service for the first financial year the service covered. This has been followed up with both MASH and the Analytical & Information Services Team to obtain the missing data.

In addition to the commissioned service, return home interviews are offered to all young people following a missing episode, by Targeted Youth Support, Children's Case Workers, Care worker in a residential setting and Independent Review Officers.

There have been some recording issues over this period which are being addressed, so the data below relating to these in house RHI is not comprehensive

No	Indicator	Q2 HCC	Q2 MP	Q3 HCC	Q3 MP	Q4 HCC	Q4* MP
1	Total number of missing children (referred from Home and Care)	354	136	408	128	382	162
2	Total number of missing episodes (referred from Home and Care)	500	182	567	218	548	285
	RHI – Number offered (episodes)		122		141		159
	RHI - % offered (episodes)		67%		64%		55%
	RHI – Number accepted (episodes)**		82		81		71
	RHI - % accepted (episodes)**		45%		37%		25%
Missing from Home							
5	Missing Children from Home (referred)	229	112	288	112	265	149
6	Missing Episodes from Home (referred)	285	123	345	137	335	200
14b	RHI - Number offered episodes		80		100		131
14c	RHI - % offered (episodes)		65%		72%		66%
14d	RHI– Number accepted (episodes)**		54		54		49
14e	RHI - % accepted (episodes) **		43%		40%		25%
Missing from Care							
15	Missing Children from Care (referred)	125	37	121	40	119	41
16	Missing Episodes from Care (referred)	215	60	222	81	213	85
22b	RHI - Number offered (episodes)		48		70		71
22c	RHI - % offered (episodes)		80%		86%		83%
22d	RHI – Number accepted (episodes) **		26		25		22
22e	RHI - % accepted (episodes) **		43%		31%		25%

Work is underway to improve the process of recording outcomes of missing episodes on LCS.

Appendix A

Independent Living	Independent living like in a flat, lodgings, bedsit, B&B or with friends, with or without formal support
Homes and Hostels	Children's Homes subject to Children's Homes regulations
PI in hostels & other supportive residential	Semi-independent living accommodation not subject to Children's Homes regulations
Placed with parents or other with p/responsibility	Placed with own parents or other person with parental responsibility
Placement with other foster carer	Foster placement with other foster carer-not long term or FFA/concurrent planning
Residential care home (registered)	Residential Care Home
Foster placement with relative or friend - long term	Foster placement with relative or friend-long term fostering
Foster placement with relative or friend - not long term or FFA	Fostering placement with relative or friend who is not long-term or FFA/concurrent planning
Placement with other foster carer - long term fostering	Foster placement with other foster carer-long term fostering
<i>Definition of placement codes DFE SSSA903 Guidance</i>	

HERTFORDSHIRE COUNTY COUNCIL

**CHILDREN'S SERVICES CABINET PANEL
WEDNESDAY 7 FEBRUARY 2018 AT 10.00AM**

<u>Agenda Item</u> <u>No.</u> 6
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PROGRESS REPORT ON THE OUTCOMES FROM FAMILY SAFEGUARDING

Report of the Director of Children's Services

Author:- Rebecca Price, Head of Innovation (Tel: 01992 588746)

Executive Member:- Teresa Heritage, Children's Services

1. Purpose of report

- 1.1 To update members on the progress of Family Safeguarding in Hertfordshire, to share progress on the extension of Family Safeguarding with other Local Authorities and within Hertfordshire and to outline the outcomes achieved.

2. Summary

- 2.1 Family Safeguarding is a whole system change to how child protection services are delivered in Hertfordshire. It was initially funded with a grant of £4.86m that was awarded to the County Council in January 2015 from the DfE's Innovation Fund (Wave 1) This report outlines the work being undertaken and the outcomes for children, families and the workforce that have been achieved during the last year. Family Safeguarding operates within the broader continuum of support to children, young people and families within Children's Services and across the partnership of agencies in Hertfordshire.
- 2.2 In January 2017, the DfE's Innovation Fund (Wave 2) awarded a grant of £11.6m to implement the Family Safeguarding model within four other Authorities, and also to extend the Family Safeguarding model in Hertfordshire. This funding is to focus on improving the educational attainment of children in need/in need of protection at the end of Key Stage 2 (KS2) and to improve mental health outcomes for children in need/in need of protection who have suffered abuse and neglect within their families.

3. Recommendations

- 3.1 For Hertfordshire County Council to work closely with the partnership to continue to gather data on a cross agency basis in order to further build on the evidence base for this way of working and the improved outcomes for reduced costs that can be achieved.
- 3.2 For the Panel to receive a further paper updating on progress in Autumn 2018

3. Background

- 4.1 The Family Safeguarding model was implemented to transform the delivery of child protection services across the County. The Council's aim was to keep more children at risk of significant harm and impairment of their health and wellbeing safely within their families, by tackling the 'Toxic Trio' of substance misuse, domestic abuse and parental mental health. Officers sought to do this by:
- 4.1.1 Developing multi-disciplinary teams to include expertise in domestic abuse, mental health and substance misuse within children's social work teams;
 - 4.1.2 Establishing Motivational Interviewing (MI) as the unifying method of practice for all staff in the teams. Motivational interviewing is a counselling method that helps people resolve ambivalent feelings and insecurities to find the internal motivation they need to change their behaviour. It is a practical, empathetic, and short-term process that takes into consideration how difficult it is to make life changes.
 - 4.1.3 Adapting the nationally mandated children's services recording system (Integrated Children's System, ICS)) to reduce the burden of bureaucracy and provide for integrated recording across all professional disciplines.
- 4.2 Children's Services have changed the approach to working with parents, moving away from the adversarial systems and processes within which child protection is practiced nationally and instead developed relationship based interventions that better engage parents to accept help with the issues that place their children at risk.
- 4.3 Family Safeguarding was fully operating in Hertfordshire from November 2015. In July 2017, the independent evaluation by the University of Bedfordshire was published, using intelligence gathered between June 2015 and June 2016. The evaluation concluded very early in the implementation of the project which went on to achieve some even better outcomes in some areas.
(<https://www.gov.uk/government/publications/family-safeguarding-hertfordshire-an-evaluation>). The evaluation highlighted the following improvements identified as a result of Family Safeguarding:

Figure 1 University of Bedfordshire evaluation 30/06/2015 – 30/06/2016

	% Change
Children on Protection Plans reduced	-29%
Domestic Abuse Call Outs reduced	-66%
Adult A & E Admissions reduced	-53%
School Attendance improved	+36%
Days in care for newly allocated cases reduced	-39%

- 4.4 The evaluation considered that there is strong evidence that Family Safeguarding produced substantial reductions in expenditure during the first year of operation. These were identified as £2.6m for Hertfordshire County Council. They also saw promising indications from the reduced use of emergency health services and police involvement that the impact of Family Safeguarding would continue to lead to the reduced use of services and costs for other agencies. The evaluation concluded that all local authorities should consider the potential that multidisciplinary working has for improving practice and outcomes in Children's Services.

- 4.5 The additional wave 2 funding has enabled Hertfordshire to support the implementation of Family Safeguarding in four other Local Authorities; Luton Borough Council, Peterborough City Council, West Berkshire Council and Bracknell Forest District Council. These are all unitary authorities and in total the caseloads in the four authorities equal the size of those in Hertfordshire. The purpose of this work is to extend the evidence base, by working with an independent evaluating body to test whether the same positive results could be achieved across a number of authorities with different demographic profiles, partnerships and Ofsted grades.
- 4.6 Wave 2 funding for Hertfordshire's families was granted to focus on improving the emotional wellbeing for children and to see whether focused input on children's educational attainment could help improve their welfare and life chances. The grant of £819,230 over twenty months will extend the remit of Hertfordshire Family Safeguarding Teams. This is being developed in two ways:
- 4.6.1 Two deputy Head Teachers (to be based within the Virtual School) have been appointed to help primary schools and children's social work teams to develop and monitor individual educational plans for children in need and children in need of protection to improve their educational attainment in English and Maths in the year up to Key Stage 2. There will also be two family learning practitioners, based in the Family Safeguarding teams who will help connect parents with support offered by HAFLS (Hertfordshire Adult and Family Learning Service) to support parental literacy and family learning as this has been shown to improve children's educational attainment. Many of the parents who are supported through the Family Safeguarding teams have explained that they dropped out of schools before the statutory school leaving age as they were unable to read or write properly (often connected with other adverse factors in their childhood). They would value support to improve their reading and writing as well as their relationships with schools, in order to support their children. This project will run between Easter 2018 and December 2019. The impact of this work will be independently evaluated by York Consultancy LLP, on behalf of the DfE and results will be published nationally.
- 4.6.2 In addition, two Child & Adolescent Mental Health Service (CAMHS) psychologists are in the process of recruitment. These staff will be placed within the multi-disciplinary Family Safeguarding teams to conduct assessment and treatment work with children who have mental health support needs as a result of the abuse/neglect they have suffered. This work aims to help children to regulate their feelings and emotions and strengthen the bonds they have with their parents. It is hoped that by focusing on children under 11, this will give children the support they need to become more resilient, improve their behaviour and relationships and help protect them and prevent them coming into care as teenagers. The timescales for this project and the evaluation arrangements are the same as outlined above.

5 Outcomes Achieved from Family Safeguarding (Wave 1)

- 5.1 The table below shows the relevant performance data since Family Safeguarding became operational in Hertfordshire. The data is only one part of the story and the quality of work continues to be subject to regular, independent auditing which also shows an improving picture of the quality of the work being undertaken with families.

5.2 Hertfordshire County Council performance related to Family Safeguarding is outlined in Figure 2 below:

Figure 2

	No. as at 02/01/2015	No. as at 30/11/2016	% change from 02/01/2015 to 30/11/2016	Number as at 31/12/2017	% change from 30/11/2016 to 31/12/17	% change from 02/1/15 to 31/12/17
Children with Child in need Plans exc. 0-25	970	1020	+5%	1011	+0.9%	+4.2%
Children with child Protection Plans	1032	530	- 49%	601 (22.5 per 10,000)	+13%	- 42%
Children Looked After (excluding UASC) under 12 years	454	393	-13.4%	363	-7.6%	- 20%

5.3 There has been some fluctuation in the performance data this year, with an increase in the number of children with child in need plans and children with child protection plans. The DfE grant funding of the two additional social work teams and all of the adult specialist roles in the service was made to set up and evaluate the outcomes of the project for the financial year 2015-16. Hertfordshire's partnership of Hertfordshire County Council, Constabulary, Clinical Commissioning Groups (CCG's) and Probation Services agreed before the bid was submitted, that if this way of working proved successful, they would fund the additional staffing costs to retain the model going forward. Due to contributions from Public Health, Bench Rehabilitation Company (probation) and Children's Services from the outset, the grant funding stretched over two years, rather than one. From April 2017, the grant funding for the adult specialist staff was replaced by funding from the local partnership of Adult Care Services (ACS), Public Health, East & North Herts CCG, Police and Crime Commissioner and Children's Services. Given the challenges across public services finances, there was some reduction in the numbers of adult specialist posts funded within the service. As a result, there has been some degree of turnover amongst the adult specialists which led to some additional pressures on children's social workers. It is for these reasons that we believe the child protection numbers increased in some areas and as the adult's specialist staffing has now stabilised, with all posts appointed to and in place from January 2018, performance is again improving.

5.4 Hertfordshire's performance should also be considered within the national context. Over the last seven years, nationally the number of child protection investigations has doubled, which is not the case in Hertfordshire, where we have seen a decrease of 25%. Hertfordshire now has one of the lowest rates of children with child protection plans in the country at 22.5 per 10,000 (0-18 years) reducing from 44.1 per 10,000 in 2014. Our statistical neighbour average is 38 per 10,000.

- 5.5 Against a backdrop of 15% per year national increases in Care Proceedings, changes in practice in Hertfordshire have led to a significant reduction in cases being escalated to court, and a reduction in expert witness reports being requested by the court. Table 3 indicates the reduction in the total number of care cases in court and the number of Public Law Outline (PLO) cases.

Figure 3

	April 2016	April 2017	April 2016 to April 2017 % change
Cases in Court	130	86	-34%
Children in Pre-proceedings / PLO	83	23	-72%

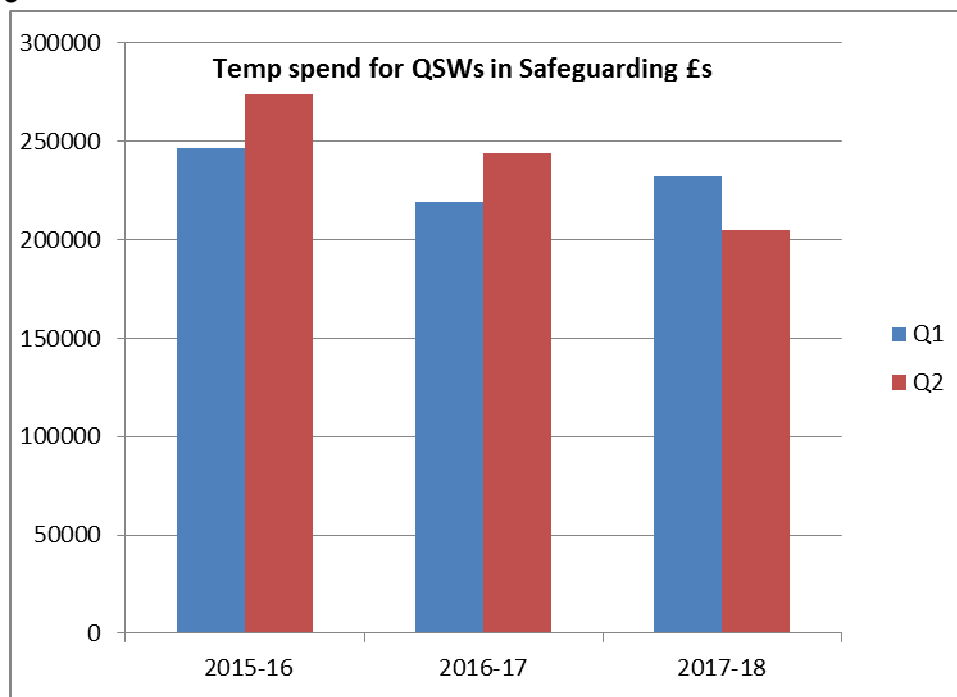
- 5.6 The impact of Family Safeguarding on recruitment and retention is also a positive picture. Vacancy levels have reduced significantly, see figure 3 below:

Figure 4

Year	WTE Establishment Total	Vacancies	Vacancies as a percentage of establishment
2015	233	33.50	14%
2016	233	28.00	12%
2017	233	17.50	7.5%

All vacant posts are covered by agency workers and we aim to avoid long term agency staffing. The spending on agency staffing in Safeguarding has reduced over the last two and a half years, as shown in Figure 5, which indicates comparable spend for each of the first two quarters of each year.

Figure 5



- 5.7 This reduction in spend is partly related to the significant improvement in recruitment and retention in Family Safeguarding, and also related to the regional memorandum of cooperation, which introduced an hourly rate cap for qualified social workers (QSW) and a push for conversion of temporary to permanent staffing where possible. Figures indicate three conversions during the year 2016/17 and eight conversions so far in 2017/18.
- 5.8 Children's Services have had consistent senior, middle and frontline leadership in place since 2015, which has enabled staff within Family Safeguarding to be supported well during the implementation period, as well as embedding effective practice, including Motivational Interviewing and the intervention programmes. The evidence from the Pulse staff survey in 2016 indicates strong appreciation for the quality of line management in Family Safeguarding and a recommendation by Family Safeguarding staff of the County Council being a great place to work.
- 5.9 Children's Services continue to focus on skills development in Motivational Interviewing (MI) through action learning by a group of social workers and managers who have developed MI activities and exercises that they lead on in team meetings, as well as an effective training programme by specialists in MI.
- 5.10 In order to develop confidence in practice for all professional groups, officers have moved from following prescribed processes and monitoring to intervening therapeutically. Managers and staff within Family Safeguarding in Hertfordshire have developed a range of intervention programmes for each professional group to follow, giving them a focus and ability to plan their work with children and families. This enables practitioners to evidence the outcomes of the work they have undertaken and see the results of their positive practice. In carrying out these interventions the focus is to empower the parents and allow them to explore their strengths and risks and develop a plan of action for change together. These

intervention programmes have been enthusiastically received by the other Authorities we are working with.

6 **Innovation bid wave 2 developments of Family Safeguarding.**

6.1 Family Safeguarding is now operating in the four other partner authorities; Luton Borough Council, Peterborough City Council, West Berkshire Council and Bracknell Forest District Council. All the Authorities have embraced the practice methodology of Family Safeguarding. The achievements of the wider extension of Family safeguarding in the other authorities includes:

- Skills development of the workforce in Motivational Interviewing;
- Understanding and using Group Case Supervision and the Intervention Programmes, as appropriate
- Recruitment of additional workers;
- Engagement of their partners, who are employing the adult workers who are seconded to Children's Services;
- Implementing the Integrated Children's System 'workbook' or 'workarounds'.

Resulting in all authorities implementing many elements of Family Safeguarding during Autumn 2017.

6.2 The main challenge for the other Authorities in achieving the full implementation has been the recruitment of adult workers into the multi-disciplinary teams. They are working closely with their partners to work together to resolve this. The independent evaluating body, York Consulting LLP was contracted by the DfE in January 2018 to evaluate the impact of this way of working from October 2017 to October 2019 with the report being produced by summer 2020. They have commenced working with all five authorities and started the complex process of gathering the evidence of outcomes across partner agencies in the five local authority areas.

6.3 The Hertfordshire team members, who implemented Family Safeguarding in Hertfordshire, were funded by the DfE to support the four new authorities to set up the family safeguarding model. This has included setting up:

- governance arrangements,
- information sharing agreements,
- project management mechanisms,
- partnership collaboration,
- financial modelling,
- contracts and recruitment
- development of a unified set of Key Performance Indicators (KPI's)
- workshops and coaching sessions for strategic and middle managers
- training of staff and skills development in the intervention programmes, group case supervision and the ICS workbook for operational staff and managers

We have also attended and supported them at their Operational and Partnership Board meetings,

7. Next Steps

- 7.1 The implementation of the extension of Family Safeguarding in Hertfordshire will take place during the spring 2018, which will be subject to further independent evaluation by York Consulting LLP.
- 7.2 We have been exploring, as a part of the requirements of the wave 2 innovation funding, how other authorities could establish Family Safeguarding without reliance on DfE grants. One route the Innovation Unit have been investigating is how Social Impact Bond funding could be used as an opportunity to extend Family Safeguarding to the twelve new interested authorities wanting our help with implementation. This will continue to be explored over the next six months. However, Children's Services is mindful that our primary focus must be on continuing to embed the Family Safeguarding model in Hertfordshire.

8. Conclusion

- 8.1 With DfE Wave 1 funding in January 2015, Hertfordshire Children's Services implemented a whole system change to the child protection system. Multi-disciplinary teams were introduced to keep more children at risk of significant harm and impairment within their families. Motivational Interviewing was established as the unifying method of practice, whilst an ICS 'workbook' approach has helped to improve practice, reduce bureaucracy and provide for integrated recording across all professional disciplines.
- 8.2 The achievements have been very positive. The independent evaluation of Family Safeguarding, published in July 2017, reports a 39% reduction in days in care, a 66% reduction in domestic abuse call outs by the police, a 53% reduction in adult A & E admissions and a 36% improvement in school attendance for those children supported by Family Safeguarding.
- 8.3 A second successful innovation bid to DfE of £11.63m has enabled the opportunity of scaling up the family safeguarding model within four unitary authorities; Bracknell Forest, West Berkshire, Luton and Peterborough. The aim is to develop a strong evidence base to test whether the same positive results can be achieved across a number of authorities with different demographic profiles, partnerships and Ofsted grades.
- 8.4 In early 2018, Hertfordshire will extend their Family Safeguarding service and Virtual School to a) improve the educational attainment of children subject to Child in Need Plans and Child Protection Plans at the end of Key Stage 2 and b) add additional CAMHS support for children who have experienced significant trauma and attachment issues.
- 8.5 Family Safeguarding is recognised as a successful model and has recently been awarded both the Care category and Overall Public Services winner in the Guardian Annual Awards 2017. In addition we have received a positive letter from the Minister-of State for Children and Families congratulating Hertfordshire on our work on Family Safeguarding both within Hertfordshire and across Luton, Peterborough, Bracknell Forest and West Berkshire.

9. Financial Implications

9.1 From the independent evaluation report there is clear evidence that for Family Safeguarding families there has been a reduction in the number of days children in those families spent in care and there has also been a reduction in the number of children escalated to Child Protection plans and to care proceedings. These two outcomes alone led the evaluators to conclude that “there is strong evidence that FSH produces substantial cost savings” (Forrester et al 2017). They estimated the reduction in expenditure for the County Council as £2.6m, which can be split as follows:

Reduction in Child Protection and Children in Need cases	£1.478m
Reduction in days in Care	£1.193m
Total	£2.671m

9.2 The Children Looked After (CLA) Strategy identified Family Safeguarding as the service that would have the biggest impact on reducing CLA numbers and gave the service a target of reducing the numbers of CLA by 45 annually which represents 77% of the overall target reduction. The Family Safeguarding approach has had a considerable level of success at keeping children at home with their families but this more intensive level of work requires smaller caseloads so the savings / reduction in expenditure achievable will not result in reductions in Family Safeguarding salary costs in the short term.

9.3 In addition to the potential cost savings identified in the evaluation report, there has been a reduction in agency costs in Family Safeguarding teams resulting from increased stability of the workforce. The reduced expenditure on agency costs was £144,291 for Family Safeguarding Teams in 2016/17 compared to the previous year and is estimated these reductions will remain at a similar level in 2017/18.

9.4 The evaluation concluded that based on the positive nature of the evaluation it is important that the agencies in the partnership continue their impressive cross-agency working and support for FSH. The evaluation provided “a very positive set of initial indicators of outcomes” and “it provides unequivocal support for continuing the development of FSH”. (Forrester et al 2017). The report also stated that all authorities should consider the potential of working in this way and replicate this project.

10. Equalities Implications

10.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equality implications of the decision that they are making.

10.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council’s statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EQiA) produced by officers.

- 10.3 The Equality Act 2010 requires the County Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 10.4 The evidence from the evaluation of Family Safeguarding indicates many benefits for vulnerable children and their families. The independent evaluation of Family Safeguarding, published in July 2017, reports a 39% reduction in days in care, a 66% reduction in domestic abuse call outs by the police, a 53% reduction in adult A &E admissions and a 36% improvement in school attendance for those children supported by Family Safeguarding. This indicates that under Family Safeguarding, children are more likely to stay within their families than become looked after, and are at less risk of significant harm and impairment within their families, than they would otherwise have been.
- 10.5 No EqIA was undertaken in relation to this report

HERTFORDSHIRE COUNTY COUNCIL

**CHILDREN'S SERVICES CABINET PANEL
WEDNESDAY, 7 FEBRUARY 2018 AT 10.00AM**

PROPOSED CHILDREN'S EQUIPMENT OFFER AND PUBLIC CONSULTATION

Report of the Director of Children's Services

Author:- Oliver Barnes, Senior Commissioning Manager, 0-25 SEND
Commissioning (Tel: 01992 556309)

Executive Member:- Teresa Heritage, Children's Services

1. Purpose of report

- 1.1 This report is to invite the Panel to endorse a proposed equipment offer which will be accessible to all children and young people in Hertfordshire, and which will be formalised into a single policy.
- 1.2 The report asks Panel to note the Director of Children's Services intention to begin a public consultation on the proposed equipment offer.

2. Summary

- 2.1 Community and school equipment provision is important to many families across all of Hertfordshire as it allows individuals to maintain independence as well as prevent hospital admission. In light of this any change to the way in which equipment provision is administered is likely to cause concern.
- 2.2 At present, there is not a clear equipment offer for Hertfordshire families. The proposed policy attached to this Report will inform families as to what they are entitled, and of the process by which they access equipment.
- 2.3 Further, because there is not a clear policy framework to guide decision making about equipment provision, there is no assurance that resource being invested in equipment provision is being targeted at those who need support the most.
- 2.4 Panel is asked to endorse the proposed policies which will form the offer, and note that Officers will be taking the proposed offer to public consultation.

3. Recommendations

- 3.1 That the Panel:
 - Notes, comments upon and supports the proposed Children's equipment offer.

- Notes that the Director of Children’s Services intends to commence a public consultation on the proposed offer.
- Notes that the outcome of the Consultation will be brought back to Cabinet Panel and then onto Cabinet for a final decision.

4. Background

- 4.1 At present Hertfordshire County Council does not have a clearly articulated offer which states how children and young people access equipment support. As a result Families are not clear what support is available to them.
- 4.2 The above needs to be addressed to ensure that equipment support is part of the system-wide vision to improve outcomes and increase the financial sustainability of services. This vision is set out in Hertfordshire’s Special Education Needs and Disabilities (SEND) [Strategy](#) and the [Hertfordshire and West Essex Sustainability and Transformation Plan](#). The proposed equipment offer will align to the [Hertfordshire Six Bees](#) outcomes framework co-produced with families, and they describe what Children’s Services wants to achieve for families. In particular, the proposed equipment offer will align the outcomes of be healthy, be safe, and be independent.
- 4.3 Access to equipment support following a clinical assessment can enable Hertfordshire to realise its ambitions by ensuring that children and young people have the opportunity to safely access their home environments and their educational settings.
- 4.4 The demand for equipment reflects complexity of need amongst children and young people. Children’s services see a smaller volume of demand than that placed on Adult Care Services (ACS) funded community equipment provision; however individual items of equipment tend to be more complex and more expensive. For example children’s funded equipment provision accounts for approximately 7% of Hertfordshire Equipment Service deliveries each year. However 80% of ACS funded equipment are categorised a ‘standard stock’ and have a lower unit cost; where as 80% of Children’s funded equipment are non-standard stock, and must be purchased to meet individual need. The offer going forward must future proof service provision, so that Children’s’ Services is able to continue to meet the demand for complex and expensive items of equipment.
- 4.5 At present demand for equipment is met through the resources invested in the equipment provider: Hertfordshire Equipment Service (HES). Investment is shared across Hertfordshire County Council, East and North Hertfordshire CCG (ENHCCG) and Herts Valleys CCG (HVCCG).
- 4.6 The overall resource required from the partner agencies in order to meet the current need for equipment is unpredictable at present; this is because of the demand profile described above which is the need for a relatively low number of expensive items of equipment. The table below outlines total spend on children’s equipment for the past three years, and demonstrates how much spend can fluctuate.

	Total Spend on Children's Equipment
2015/16	£662,337
2016/17	£456,466
2017/18	£551,282 (forecast whole year expenditure)

4.7 The unpredictability of spend means that financial planning has previously been reactive. An overspend on the equipment budget in 2015/16 meant that it was agreed to increase the contributions to the HES children's budgets for 2016/17; Health (ENHCCG and HVCCG), Education (the Dedicated Schools Grant contribution) and social care would each contribute £201,500 (£604,500 in total).

4.8 The impact of a clear equipment offer will be to give increased assurance that resource is being effectively used to target need amongst children and young people; and to ensure the financial sustainability of the service. Officers can then consider whether the level of resource invested is appropriate to meet need.

5. Objectives for the Children's Equipment offer

5.1 The future Children's equipment offer must achieve the following objectives:

- To ensure that equipment is used effectively and efficiently to achieve outcomes for children and young people, across the whole county.
- To enable children and young people to realise their personal health and wellbeing outcomes.
- To ensure that there is control over the future costs of equipment, so that the service offer is financially sustainable and represents value for money
- To meet statutory duties within Children and Families Act 2014 and Care Act 2014
- To ensure a clear pathway for transitioning to ACS funded equipment provision.

5.2 To achieve these objectives the future Children's equipment offer must be outcomes focused, and access to the service will be dependent on a clinical assessment undertaken by a qualified Occupational Therapist.

6. The proposed equipment offer

6.1 It is proposed that the future offer will be composed of the following framework:

- Children's Services will fund provision for young people up to their 18th birthday. At 18, a service user will transfer to ACS funded provision.
- That a child or young person will be issued with only one set of equipment per location or setting. However where there are mitigating

circumstances requiring multiple sets of equipment, the Head of HES will be able to apply their discretion

- There will be two classification of equipment: standard and non-standard specialist stock.
 - Standard Stock items means items of equipment which HES buy in bulk, and a ready supply is available in the HES warehouse. These items usually have a unit cost of less than £500
 - Non-standard specialist stock is an item of equipment which must be bought in to meet an individual child's particular needs. These items typically have a value of more than £500.
- There will be a clear and consistent approach to decision making about equipment allocation, this is described below.
- Special schools will generally be expected to fund equipment support out of their centrally allocated budget (and not through the resource invested in HES).
- Mainstream schools will access equipment support through HES, as per the usual assessment and authorisation process. The future of equipment support for schools is detailed further below.

6.2 These proposals will be included in a consultation document and consultation feedback may lead to amendments.

6.3 It is proposed that decision making about equipment allocation will take place within the following protocol:

- Requests for 'non-standard specialist stock equipment' will be critically assessed for clinical necessity by a panel of authorisers (competent, qualified therapists).
- The panel of authorisers will replace a group which already exist to review orders for Children's equipment. The group meets monthly, and is comprised of the Head of HES, and three qualified professional authorisers.
- Standard stock items will not require authorisation at panel, but must be approved via the usual management oversight process; which is determined by the Head of HES
- A more detailed guide to the standard stock list and authorisation framework is provided in Appendix A.

7. The equipment offer to schools

7.1 At present, there are no clear policy as to what equipment will be provided as standard from HES to mainstream or specialist schools. The future equipment offer will address this issue; proposals will be included in the public consultation.

7.2 Consultation with Integrated Services for Learning (ISL) have resulted in the following principles being proposed as a future equipment offer to schools:

- **Special schools** are normally expected to fund the equipment needs of the children in the school. Should a school be required to take a child with exceptional specialist equipment needs, this will be considered on a case by case basis.
- **Mainstream schools** will receive equipment from HES, following the usual stocklist protocol. Requests for equipment from mainstream schools will be considered through the usual authorisation process, and should follow a needs-led assessment.
- Excluded from the standard equipment offer are 'reasonable adjustments' to schools buildings or premises, and equipment covered by the 'Policy on the Loan of Specialist Equipment for Pupils with a Physical and/or Sensory Impairment'.

7.3 The funding model which underlies this offer to schools will be developed further by ISL, for implementation with the revised policy

8. Consultation on the proposed offer:

8.1 The introduction of an equipment offer will have implications for families across the county. In light of this, officers feel that a public consultation is necessary before a decision on the future offer is taken.

8.2 It is proposed that the consultation will last from February 2018 to May 2018. A report on the outcome of the consultation and the proposed offer will be brought to Panel in June 2018 and Cabinet thereafter. This report will outline a final equipment offer, which Panel will be asked to recommend to Cabinet.

8.3 The new equipment offer should be fully operational in time for the beginning of the 2018/2019 academic year.

9. Financial Implications

9.1 It is possible that there will be financial implications resulting for a new Equipment Offer. Although at this present stage it is not possible to quantify any potential financial impact. Some measures within the revised offer may reduce spend, such as controlling the number of sets of equipment which any one child or young person can be issued with; whilst the increased complexity of need in the community may lead to more bespoke equipment being prescribed, which increases cost.

9.2 The intention of introducing a clear Equipment Offer is to offer greater assurance that spend on equipment is being used in the most effective way to address need in the county. Officers will continue to monitor spend, and assess the financial impact of the Equipment Offer. If upon implementation, this revised policy results in significant financial change, the relevant process for reporting and securing this (amongst the funding partners) will be initiated and followed.

10. Governance

- 10.1 The governance of HES formally sits in Adult Care Services.
- 10.2 Notwithstanding the above The Director of ACS has indicated that he will be guided by the decision making process within Children's Services, for matters which pertain to the elements of HES which are funded by Children's Services.

11. Equality implications

- 11.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equality implications of the decision that they are making.
- 11.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council's statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EQiA) produced by officers.
- 11.3 The Equality Act 2010 requires the County Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 11.4 An Equality Impact Assessment (EqIA) has been undertaken and this is annexed at Appendix B.

Appendix A: HES Equipment Authorisation Framework

Standard stock: More basic items of equipment, which will generally be worth less than £500 (however some of which may exceed £500). This equipment can be issued with authorisation and appropriate clinical justification without need for panel. Items of standard stock equipment include (but this list is not exhaustive):

- Standard electric mobile hoists
- Potty chairs
- Simple functional chairs (with a limited range of accessories available)
- Rails
- Regular community profiling bed for children
- Some hoists

These items will be available in a limited range of sizes.

Specialist stock: Generally items over £500 (but could be of lower or significantly higher value) which do not appear on the standard catalogue. These items would come to panel even if the item is in the warehouse to critique the clinical need for equipment, and to provide assurance to the decision making process. These would include:

- Cot beds
- Specialist sleeping solutions such as safety sleepers
- More complex functional seating with accessories
- Hoists not on standard catalogue
- Other lifting devices such as Mangar cushions/ Razors

Equality Impact Assessment (EqIA)

Guidance is available on [Compass](#). Completion of an EqIA should be proportional and relevant to the anticipated impact of the project on equalities. The form can be tailored to your project and should be completed before decisions are made. Key EqIAs should be reviewed by the Business Manager or Service Head, signed off by your department's Equality Action Group (EAG) and sent to the Equality and Diversity team to publish on HertsDirect. For support and advice please contact equalities@hertfordshire.gov.uk.

STEP 1: Responsibility and involvement

Title of proposal/ project/strategy/ procurement/policy	Herts Equipment Service (HES) Review	Head of Service or Business Manager	Sarah Evans
Names of those involved in completing the EqIA:	Fiona Hutton Sarah Evans Oliver Barnes	Lead officer contact details:	Oliver Barnes (01992 556309)
Date completed:		Review date:	TBC

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p>Proposal objectives: – what you want to achieve – intended outcomes – purpose and need</p>	<p>The Children and Young People's (CYP) Equipment Service is a well-established service, which has been delivered by the local authority for over ten years. It provides "loan" equipment to CYP in Hertfordshire who have physical and/ or learning disabilities such as beds, standing frames and hoists to meet clinical need.</p> <p>HES is the current provider of Hertfordshire's equipment service providing equipment on behalf of Hertfordshire County Council (Adult Care Services and Children's Services), East and North Herts Clinical Commissioning Group (ENHCCG) and Herts Valleys Clinical Commissioning Group (HVCCG).</p> <p>They do not provide wheel chairs which are provided through Wheelchair services or adaptations to homes which are provided through local councils.</p> <p>However, there has previously been a lack of clarity around the criteria for how equipment should be provided to CYP in Hertfordshire and there is some perceived unfairness in the system. In addition there are pressures to make efficiency savings across all services including Children Services. It is hoped that the current proposals will provide more clarity and also support better future planning and use of resources.</p> <p>The current proposals are to:</p> <ul style="list-style-type: none"> • Review the process for how more than one set of equipment is being provided. • Review how equipment is allocated going forward
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Equality Impact Assessment (EqIA)

	<p>including to those service users undergoing transition from children’s services to adult services.</p> <p><u>Reviewing the process for more than one set of equipment being provided.</u> Under the current system CYP can be provided with a number of sets of equipment which can include different sets for school and home - and in the case of parental separation, another set for second home.</p> <p>The proposal looks at whether any of this equipment can be transported realistically, and how many sets of equipment is reasonable for the local authority to provide.</p> <p><u>How equipment is allocated going forward including to those undergoing transition from children’s services to adult services.</u> Currently there is a lack of clarity around the process of equipment allocation - leading to potential unfairness. For those that have accessed the service in childhood, sometimes allocated equipment no longer meets the clinical need as an adult.</p> <p>This proposal looks at introducing a “ladder” approach for allocation of equipment.</p>
<p>Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc</p>	<p>Current and future service-users of HES – and their parents and carers HES staff, Occupational Therapists Schools Members</p>

STEP 3: Available data and monitoring information

Relevant equality information	What the data tell us about equalities
<p>For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations.</p>	
<p>HES issues around 84,000 items of equipment each year.</p> <p>Equipment is usually provided to children up to the age of 18 who are resident or registered with a GP in Hertfordshire who have physical needs. The majority will also have a learning disability.</p> <p>Around 1118 children are receiving support through the Disabled Children’s Team in</p>	<p>Any changes to how equipment is allocated in terms of what equipment is provided and how many sets of equipment provided will have a greater impact on those with a disability and in particular those with more complex needs who tend to have more bulky items that are not easily transportable.</p> <p>These children will be the ones likely to be the ones who would be eligible for equipment</p>

Equality Impact Assessment (EqIA)

Hertfordshire. This is a very small proportion of children in Hertfordshire (less than 0.001%) and the vast majority of those receiving support are for Autism or Asperger's Syndrome (33%) followed by Learning Disability (15%) and Physical Disabilities (14%) (JNSA, 2015, Children and Young People aged 0-25 with SEN and Disabilities).

9.75% of households in Hertfordshire are lone parent's households and 20% of children live in single-parents households being in Stevenage.

Children from a Gypsy/Roma/Traveller background are four times more likely to be in receipt of support for SEN associated with learning disabilities than the average Hertfordshire pupil. Asian pupils are more likely to receive support at school for severe or, profound and multiple learning difficulties than the average Hertfordshire pupil (JNSA, Learning Disabilities Needs Assessment, 2011).

A report by Mencap "Reaching out" in 2009 found that people from BME communities are almost always under-represented in the client base of both voluntary and statutory service providers. Carers and those who work with them reported difficulties when trying to access services including racism, language barriers and culturally insensitive services.

Both nationally and locally males are more likely to receive support for learning disabilities. In Hertfordshire, 65% of all children with SEN associated with learning disabilities are male, which suggests that males are more likely to require support for learning disabilities than females (JNSA,

services. Although any changes are likely to have a disproportionate effect on those with disability and in particular physical disability this is a small amount of Hertfordshire's population.

It is likely that CYP living in single-parent households will still have contact with their other parent, and may visit and stay at the other parent's home. If the CYP has a disability they may then need to have additional equipment to enable this contact and any constrictions placed on the sets of equipment may then impact whether the child can access overnight stays with the other parent and other relatives. As mothers tend to have primary custody these change will potentially have a greater impact on fathers.

Any communications with parents/carers and service users will be offered in accessible format in order to ensure that service users/parents and carers understand information and consultation content.

The difficulties in accessing the service in particular any language barriers will need to be considered when developing the consultation.

Equality Impact Assessment (EqIA)

<p>Learning Disabilities Needs Assessment, 2011).</p> <p>There is a higher prevalence of learning disabilities in children in Watford and Stevenage and lower prevalence in St. Albans and Dacorum (JNSA, Learning Disabilities Needs Assessment, 2011).</p>	<p>The higher prevalence of learning disabilities in Watford and Stevenage is likely to do with a variety of complex reasons one of which is a correlation between social deprivation and learning disabilities. As both Watford and Stevenage have higher rates of social deprivation there is likely to be a higher prevalence of learning disabilities but the reasons for this correlation are both complex and unclear.</p>
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STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

Protected characteristic	Potential for negative impact	What reasonable mitigations can you propose?
Age	Herts Equipment Service currently provides equipment until the service user is 18, at which point they will be reassessed. This could potentially mean that equipment is no longer suitable or available.	A clear assessment process that has been robustly tested with Occupational Therapists and service users to ensure that needs are met. In addition feedback from the consultation will be considered in developing the final policy.
Disability Including Learning Disability	Those who access HES will have a disability and therefore proposed changes could potentially impact them by not providing additional sets of equipment or no longer providing enhanced equipment.	Service users, carers and interest groups to be fully involved in consultation regarding the changes in order that adverse impacts are considered and mitigated where possible. Communications including those regarding the consultation will be accessible and available in different formats such a large print, braille and easy read.
Race	It is not anticipated that there	Consideration will be given to



Equality Impact Assessment (EqIA)

Protected characteristic	Potential for negative impact	What reasonable mitigations can you propose?
	will be any impact on this protected characteristic. However, it has been noted that nationally those from a BME background often feel they have difficulties in accessing services.	how to ensure that those from BME background are fully included in the proposed changes. Communications about the changes will be translated or interpreted as appropriate on request.
Gender reassignment	It is not anticipated that there will be any impact on this protected characteristic.	There will be on-going monitor to ensure there is no negative impact on this characteristic
Pregnancy and maternity	It is not anticipated that there will be any impact on this protected characteristic.	There will be on-going monitor to ensure there is no negative impact on this characteristic
Religion or belief	It is not anticipated that there will be any impact on this protected characteristic.	There will be on-going monitor to ensure there is no negative impact on this characteristic
Sex	There is potential for fathers to be more adversely affected if second sets of equipment are not provided. Statistically, more mothers have primary custody of children than fathers – so the “second set” of equipment is more likely to be at the father’s home.	Consultation process to discuss changes and ensure that needs are meet of the CYP.
Sexual orientation	It is not anticipated that there will be any impact on this protected characteristic.	There will be on-going monitor to ensure there is no negative impact on this characteristic
Marriage & civil partnership	It is not anticipated that there will be any impact on this protected characteristic.	There will be on-going monitor to ensure there is no negative impact on this characteristic
Carers (by association with any of the above)	If additional sets of equipment are not provided to multiple carers (i.e parents where they are separated) then this may have a negative impact in the way in which they can care for their children.	Carers are to be engaged in consultation regarding changes and consideration placed upon these situations for example loan of equipment, how portable equipment is.
Opportunity to advance equality of opportunity and/or foster good relations (Please refer to the guidance for more information on the public sector duties)		
Currently there appears to opportunity for disparity of equipment between differing service users. By reviewing the service and prescriber guidance the opportunity is there to develop clear set of guidance and ensure fairness across the service.		

Equality Impact Assessment (EqIA)

STEP 5: Gaps identified

<p>Gaps identified Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on Compass). How will you make sure your consultation is accessible to those affected?</p>	<p>There is a lack of clarity around how equipment is provided to schools which needs to be understood and resolved to move forward. It is intended that a clear set of protocols will be developed.</p> <p>The proposed changes will be consulted upon and feedback considered and any changes reflected where possible.</p>
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STEP 6: Other impacts

Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input type="checkbox"/> No equality impacts identified – No change required to proposal.	
<input type="checkbox"/> Minimal equality impacts identified – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality.	
<input checked="" type="checkbox"/> Potential equality impacts identified – Take 'mitigating action' to remove barriers or better advance equality. – Complete the action plan in the next section.	<p>The proposed changes will have a potential impact on CYP with disabilities who may no longer receive more than one set of equipment which may affect contact with extended family and there is potential that they may only be eligible for standard equipment.</p> <p>However, all needs will still be met and the new procedures will be tested with OT and consulted on to fully ensure that the impacts of the changes are fully understood.</p>
<input type="checkbox"/> Major equality impacts identified – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact.	

Equality Impact Assessment (EqIA)

STEP 8: Action plan

Issue or opportunity identified relating to: <ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 	Action proposed	Officer Responsible and target date
The current process of schools allocation of equipment is not fully understood	Process to be reviewed in order to ensure that the current process and impact of any changes are understood	Oliver Barnes
Unclear how many people the changes will affect	Proposals to be developed and consulted upon	Oliver Barnes
Need to ensure that proposed new procedures will meet needs	Proposals to be “tested” and consulted upon	Fiona Hutton
Some people with disabilities may not be able to be fully involved in the consultation due to a difficulties in processing information	Clear communication available and where possible easy read guidance, braille etc made available.	Fiona Hutton

This EqIA has been reviewed and signed off by:

Head of Service or Business Manager:

Date: