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NOTICE OF MEETING

Meeting	Children and Young People Select Committee
Date and Time	Wednesday, 18th September, 2019 at 10.00 am
Place	Ashburton Hall, Elizabeth II Court, The Castle, Winchester
Enquiries to	members.services@hants.gov.uk

John Coughlan CBE
Chief Executive
The Castle, Winchester SO23 8UJ

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website. The meeting may also be recorded and broadcast by the press and members of the public – please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal Interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES OF PREVIOUS MEETING (Pages 5 - 12)

To confirm the minutes of the previous meeting.

4. DEPUTATIONS

To receive any deputations notified under Standing Order 12.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any announcements the Chairman may wish to make.

6. TRANSFORMATION TO 2021 – REVENUE SAVINGS PROPOSALS
(Pages 13 - 76)

For the Select Committee to scrutinise the revenue savings proposals for Children's Services that have been developed as part of the Transformation to 2021 Programme.

7. AUTISM ASSESSMENT SERVICES FOR CHILDREN AND YOUNG PEOPLE (Pages 77 - 86)

For the Select Committee to receive a presentation from the Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups providing an overview of Autism Assessment Services for Children and Young People.

8. ANNUAL SAFEGUARDING REPORT - CHILDREN'S SERVICES 2018-19 (Pages 87 - 106)

For the Select Committee to scrutinise the annual safeguarding report for Children's Services 2018-19 before consideration by Cabinet.

9. WORK PROGRAMME (Pages 107 - 112)

To consider the Select Committee's forthcoming Work Programme.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact members.services@hants.gov.uk for assistance.

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.

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Agenda Item 3

AT A MEETING of the Children and Young People Select Committee of
HAMPSHIRE COUNTY COUNCIL held at The Castle, Winchester on
Wednesday, 8 May 2019

Chairman:
p Councillor Roz Chadd

Vice-Chairman
p Councillor Ray Bolton

p Councillor Jackie Branson
a Councillor Ann Briggs
p Councillor Zilliah Brooks
p Councillor Fran Carpenter
a Councillor Steve Forster
a Councillor Marge Harvey
p Councillor Wayne Irish

p Gavin James
p Kirsty North
p Councillor Neville Penman
p Councillor Jackie Porter
p Councillor Robert Taylor
p Councillor Malcolm Wade
p Councillor Michael Westbrook

Co-opted Members

p Ian Brewerton, Secondary School Parent Governor Representative
a Gareth Davies, Primary School Parent Governor Representative
p Robert Sanders, Church of England Schools Representative
p Ruth Snook, Special School Parent Governor Representative
VACANT Roman Catholic Schools Representative

In attendance at the invitation of the Chairman:

p Councillor Keith Mans
p Councillor Stephen Reid

92. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Briggs, Harvey and Forster. Councillor Hayre was in attendance as the Conservative Substitute Member.

Apologies were also received from Gareth Davies, the Primary Schools Parent Governor Representative.

93. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the

Code. Furthermore Members were mindful that where they believed they had a Personal interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

No declarations were made at this point in the meeting.

94. MINUTES OF PREVIOUS MEETING

The Minutes of the meeting held on 17 January 2019 were confirmed as a correct record and signed by the Chairman.

95. DEPUTATIONS

The Committee did not receive any deputations.

96. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed Ruth Snook to her first committee meeting as the special school's parent governor co-opted member.

The Chairman also drew Members attention to the information forwarded to them relating to Child and Adolescent Mental Health Services (CAMHS) funding and how this was spent. The Committee had requested this information through the Chairman of the Health and Wellbeing Board at the November Select Committee. Members also noted from the work programme that a further update on CAMHS would be brought to the November meeting of the Committee.

97. CHILD EXPLOITATION UPDATE

The Committee received a presentation on child exploitation (Item 6 in the Minute Book) from representatives of the Director of Children's Services.

The background to the Willow Team was set out and Members heard that the team had been active since September 2015 in helping to safeguard children and young people. It was explained that Hampshire's response to exploitation was proactive and forward thinking with a strategic response headed through four local safeguarding boards. It was heard that the Willow Team worked closely with the Missing, Exploited and Trafficked (METT) Police Team based in Hampshire Constabulary in formulating a multi-agency response looking at intelligence and emerging threats for children and the severity of their risk. Issues such as the long-term impacts of child exploitation were highlighted to Members which included the impact on mental health.

The complexities of child exploitation were explained and the different aspects of these were highlighted such as trafficking and County Lines, which children could be drawn into for varying reasons such as childhood trauma or adverse childhood experiences. Officers also explained the models of child exploitation

and the PUSH factors for exploitation which could be triggered by issues at home, school and emotional difficulties. Members also heard that organisations in Hampshire were working hard to update information to provide a clear picture of child exploitation in Hampshire, and the presentation detailed the number of child sexual exploitation incidents in Hampshire over recent years and the increase in children arrested for drug dealing. It was also noted that the age of children involved in such incidents was decreasing and the use of social media methodology was also highlighted.

Officers explained that serious and organised crime was an ongoing national issue and the National County Lines Coordination Centre had identified eight key harm areas, which were currently police led but there was a move to bring in other agencies such as social work. With regards to County Lines, it was heard that this was a business model for organised criminal gangs nationally, and exploitation of local children was rife, who could then become trapped in a drug debt which was often difficult to escape from.

Officers detailed the breakdown of figures which were current as of February 2019 for the County Lines network in Hampshire separated into Northern, Western and Eastern areas. The safeguarding approach by Children's Services and the Police was set out as well as an explanation of the risks. It was noted that the Willow Team work hard to find windows of opportunity to help exploited children but there were often difficulties with engagement.

In response to questions, Members heard:

- That the Barnardo's exploitation tool measures the risk of exploitation, and the distance travel tool measures progress at the start, after 6 weeks and towards the end of intervention.
- That the Willow Team work with schools, and specific year groups to highlight potential risks of exploitation, especially if a child in that year group has become involved in exploitation.
- That the Willow Team work closely with the Office of the Police and Crime Commissioner (OPCC) and attend a variety of police forums as well as involvement in drug related harm groups.
- That discussions at such groups have focussed on difficulties for youths in reporting crime without worry, and work has been ongoing with the OPCC and schools around this issue.
- That there is a need for a new model of youth work, and new ways to reach out to children and young people, and the engagement of existing youth organisations.
- That evidence for criminal activity can sometimes be difficult to find, but methods such as disrupting and displacing activities can prove to be effective.
- That the relationship between the exploiter and the exploited can sometimes prove to be very complex with misplaced affection and loyalties towards the exploiter.
- That engagement with Magistrates and the use of the National Referral Mechanism was important in identifying victims and perpetrators.

RESOLVED:

That the Children and Young People Select Committee noted the update provided.

98. NEW OFSTED EDUCATION INSPECTION FRAMEWORK

The Committee received a report and presentation (Item 7 in the Minute Book) from representatives of the Director of Children's Services providing Members with an update on the new Ofsted Inspection Framework 2019.

Members were taken through the presentation slides and the background to the new inspection framework was set out. Members noted that the intention of the new framework was to focus on what mattered educationally, and to seek greater transparency and clarity for schools and inspectors. Attention was also drawn to the focus on moving away from defining educational outcomes solely in terms of performance data results and emphasising the outcomes of education resulting from all their experiences of the curriculum and school life.

The presentation also highlighted that the new framework was very similar to the existing framework and the main features that would remain the same were detailed. Attention was drawn to the references in the draft documentation to poor leadership practices, and Members heard that these related to inclusion and curriculum narrowing. The key changes to the current framework were also highlighted as well as the proposed changes to the administration of inspections. In terms of the proposed changes, Officers highlighted that one of the changes would see Section 8, monitoring inspections lasting two days. The current one day "light touch" was seen as difficult to manage. Other proposed changes were detailed as well as the potential risks of each. Specific changes to the early years and post 16 elements of the framework were set out, and in terms of early years it was heard that there would be a focus on the characteristics of effective learning. It was noted that how children learn, would be given the same importance as what they learnt, and interaction with adults and the environment was also seen as developmentally critical for children. The potential risks to the post 16 elements were detailed, which included limited emphasis on careers and employability and the question of whether sixth forms and colleges were always evaluated consistently.

Officers drew Members attention to the five key consultation questions, and these were summarised. The curriculum would be given prominent attention in judging the quality of education, and key points were raised which included that teaching should ensure learning was challenging and sequentially built upon prior curriculum experiences. In relation to inspector's evidence gathering, emphasis would be placed on collecting first hand evidence of children's acquisition of knowledge, understanding and skills rather than internal

performance data. Members heard there would be a shift away from focusing on performance data as the key judgement criterion.

Key themes of the proposed framework were set out, and these included behaviour and attitudes, personal development and leadership. It was noted that whilst the framework covered attitudes to learning and behaviour expectations, there was no mention of social emotional and mental health needs, and the issue of exclusion as “last resort” was detailed. Members noted the personal development aspect of the framework and it was heard that currently Personal, Social and Health education were not a part of the statutory curriculum. This meant that, in secondary schools, the content was sometimes covered in tutor time and assembly. New requirements for teaching sex, relationship and health education were proposed.

In concluding, the shift in the framework was explained, as well as the importance of curriculum instead of performance data. It was heard that the proposed framework would place importance on education overall rather than simply the statutory pupil outcomes.

In response to questions, Members heard:

- That gatekeeping was a means of a school preventing children from joining the school and Ofsted should ensure this was flagged and part of the framework.
- That in terms of health, schools could make differences to health outcomes, but at this point the framework is not requesting that inspectors make a judgement on these outcomes but only that provision is in place.
- That the system ‘Parent View’ enables parents to submit views online about their children’s schools, and Ofsted do listen to these.
- That it was important to have joined up working with Ofsted and the Local Authority.

RESOLVED:

That the Children and Young People Select Committee noted the information received.

99. **SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND) 0-25 REFORMS UPDATE REPORT - SEN PERFORMANCE AND JOINT WORKING**

Members received an update from representatives of the Director of Children’s Services and Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups (Item 8 in the Minute Book).

Members were taken through the presentation slides and Officers first set out the context of the SEND reforms which came into effect following the Children and Families Act in September 2014. The strong focus on year 9 preparation for adulthood was highlighted as well as other issues such as the statutory local offer and the strengthened focus on SEN support. Members also noted the need for joint planning and commissioning of services. Officers detailed the impact of the reforms and it was heard that these had been welcomed and that parents and young people had been involved in the planning of these. One of the impacts had been a 66% increase in the number of Education, Health and Care Plans (EHCPs) since 2015 with these now totalling 8,300. It was heard that this could be explained by the increase in the age range from 19 years to 25 years.

The breakdown of the number of SEN statements and EHCP's by age group was noted and it was stated that the number of young people with EHCP's was continuing to grow but there was not such a significant growth shown at secondary age.

It was heard that in terms of SEN service performance, Hampshire had seen a 100% completion of statutory transfers of 5,277 SEN's to EHCP's by 31 August 2018. Officers explained that the volume of work for the service was huge, but a high number of children who needed SEN places had had these secured.

Members were informed about the launch of the digital EHC hub which provided a digital way of working and parents would be able to track SEN progress online. It was heard that this had been launched with a phased rollout since September 2018 to ensure a smoother process, and that all new SEN requests had been inputted on the hub since September. The performance of children and young people with SEN was detailed and Members also heard about the methods to manage demand with increased capacity within HIAS and examining what could be done in terms of training.

The presentation also highlighted the proportion of children and young people for whom needs were met by way of specialist provision out of county. In most cases this was because specialist provision wasn't available at that point in time or the need was for a specific specialist support which was not available in county. Members noted that 118 annual reviews were attended in the academic year 2017/18 with 46 cases identified as ready to move on and have their needs met in county.

It was heard that the Department for Education had earmarked £6.4m of capital funding for SEND provision between 2017-2020 to support new school places and suitability. Autism Spectrum Disorder

In response to questions, Members heard:

- That the hub would provide a more disciplined way of presenting information, and this proved to be a positive move, and would provide more quality assurance around the EHCP's.
- That a formula within the schools block of funding calculates the budget for high needs for individual schools, but Officers have highlighted to the

Secretary of State for Education that this formula needs revision as the calculations were determined largely by historical factors.

- That there has been increasing financial pressures such as post 19 years need, growth in numbers requiring specialist support and the growth in costs of non-maintained schools.
- That there has been an increase of 66% in the numbers of children and young people with EHCPs. The SEN grant received to ease the transition from the old system to the new reforms runs out this year.
- That going forward, extra funding would be needed to maintain support in light of the increasing demand.
- That there was a need to prepare young people for when their EHCP finishes and provide ongoing guidance and support. There was also an emphasis on properly planned transitions.
- That the NHS recognise that there is an increasing demand on CAMHS and Autism services.
- That Tribunal cases are often brought when parents have conflicting views with the school as to where their children's needs should be met.
- That the SEN services processing of annual reviews has an administrative backlog. These reviews have taken place but almost 50% have not yet had the administrative tasks completed. The percentage for children who are educated other than at school is far higher with almost 80% having the reviews and administrative processes completed. Evaluation of this and the inputting of a significant amount of non-recurring money will ensure resources will be put in place to clear the backlog and enable assessments to be completed.

It was proposed that a further update be presented to the Committee in 12 months' time and this was agreed by Members.

RESOLVED:

That the Children and Young People Select Committee noted the update and requested a further update in 12 months' time.

100. **WORK PROGRAMME**

The Director of Transformation and Governance presented the Committee's work programme (see Item 9 in the Minute Book).

In response to a Member query, it was confirmed that the update on elected home education would be brought to the 20 November 2019 meeting of the Select Committee.

A Member also queried about receiving an update on the welfare of traveller children, and Officers would explore this further.

RESOLVED:

That the Children and Young People Select Committee considered and approved the work programme.

Chairman,

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children and Young People Select Committee
Date:	18 September 2019
Title:	Transformation to 2021 – Revenue Savings Proposals
Report From:	Director of Children’s Services and Deputy Chief Executive and Director of Corporate Resources

Steve Crocker, Director of Children’s Services

Contact name: Carolyn Williamson, Deputy Chief Executive and Director of Corporate Resources

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Purpose of this Report

1. The purpose of this report is to outline the detailed savings proposals for Children’s Services that have been developed as part of the Transformation to 2021 (Tt2021) Programme.
2. The report also provides details of the Equality Impact Assessments (EIAs) that have been produced in respect of these proposals and highlights where applicable, any key issues arising from the public consultation exercise that was carried out over the summer and how these have impacted on the final proposals presented in this report.
3. The Executive Lead Member for Children’s Services and Young People is requested to approve the detailed savings proposals for submission to Cabinet in October and then full County Council in November, recognising that there will be further public consultation for some proposals.

Recommendations

That the Children and Young People Select Committee consider the detailed savings proposals and:

Either:

4. Support the recommendations being proposed to the Executive Lead Member in section 2 of the report.

Or:

5. Agree any alternative recommendations equivalent in value to the required Transformation to 2021 total, to the Executive Lead Member with regards to the budget proposals set out in the report.

6. Agree any feedback or comments relating to the Select Committee's recommendations for consideration by the Executive Lead Member when making their decision

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Executive Lead Member for Children's Services and Young People
Date:	18 September 2019
Title:	Transformation to 2021 – Revenue Savings Proposals
Report From:	Director of Children's Services and Deputy Chief Executive and Director of Corporate Resources

Steve Crocker, Director of Children's Services

Contact name: Carolyn Williamson, Deputy Chief Executive and Director of Corporate Resources

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Email: steve.crocker@hants.gov.uk
carolyn.williamson@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to outline the detailed savings proposals for Children's Services that have been developed as part of the Transformation to 2021 (Tt2021) Programme.

Recommendation(s)

2. To approve the submission of the proposed savings options contained in this report and Appendix 1 to the Cabinet.

Executive Summary

3. This report outlines the detailed savings proposals for Children's Services that have been developed as part of the Transformation to 2021 (Tt2021) Programme.
4. The report also provides details of the Equality Impact Assessments (EIAs) that have been produced in respect of these proposals and highlights where applicable, any key issues arising from the public consultation exercise that was carried out over the summer and how these have impacted on the final proposals presented in this report.

5. The Executive Lead Member is requested to approve the detailed savings proposals for submission to Cabinet in October and then full County Council in November, recognising that there will be further public consultation for some proposals.

Contextual Information

6. Members will be fully aware that the County Council has been responding to reductions in public spending, designed to close the structural deficit within the economy, since the first reductions to government grants were applied in 2010/11 and then as part of subsequent Comprehensive Spending Reviews (CSRs).
7. Whilst the County Council understands the wider economic imperative for closing the structural deficit, the prolonged period of tight financial control has led to significant reductions in government grant and the removal of funding that was historically provided to cover inflation, coupled with continued underfunding for demand pressures. At the same time the County Council has also had to respond to inflationary and growth driven increases in costs across all services, but in particular adults' and children's social care.
8. One of the key features of the County Council's well documented financial strategy and previous savings programmes has been the ability to plan well in advance, take decisions early and provide the time and capacity to properly implement savings so that a full year impact is derived in the financial year that they are needed.
9. This strategy has enabled the County Council to cushion some of the most difficult implications of the financial changes which have affected the short term financial viability of some County Councils, with Surrey previously considering a referendum for a 15% council tax increase and the well publicised financial issues facing Northamptonshire whose Director of Finance issued a Section 114 notice in February 2018, imposing spending controls on the council.
10. This approach has also meant that savings have often been implemented in anticipation of immediate need providing resources both corporately and to individual departments to fund investment in capital assets and to fund further change and transformation programmes to deliver the next wave of savings.
11. Whilst this has been a key feature of previous cost reduction programmes it was recognised that the Transformation to 2021 (Tt2021) Programme, the fifth major cost reduction exercise for the County Council since 2010, would be even more challenging than any previous transformation and efficiency programme against the backdrop of a generally more challenging financial environment and burgeoning service demands.

12. Unsurprisingly, the Tt2021 Programme is building seamlessly on from the Transformation to 2019 (Tt2019) Programme, with projects and programmes of work set to go further and harder in a number of areas as the search for an additional £80m of savings (combining cost reduction and income generation) develops.
13. The Tt2021 work has been taken forward without any impacts for Tt2019 delivery with the Corporate Management Team (CMT) setting appropriate time aside for the Tt2021 planning process whilst maintaining a continued strong grip on Tt2019.
14. What is different to previous years however is the fact that the profile of delivery for the Tt2019 Programme is back loaded, with some changes not being delivered at all until well after 2019/20. Secured savings exceeded the £100m mark in the first quarter of 2019 which represented another major milestone for the Programme. However, this leaves £40m to deliver and as we move ahead we know that the remaining savings areas will be the most difficult to secure.
15. Whilst sufficient resources have been set aside to cover this delayed implementation the need to commence the successor programme does therefore mean that there will be overlapping change programmes which is another significant difference. This does increase the overall risk in the budget going forward and there is clearly no room for complacency especially as implementation and delivery of Tt2021 will begin to run alongside the Tt2019 Programme and strong focus will be required to ensure simultaneous delivery of both.
16. Departments have looked closely at potential opportunities to achieve the required savings and unsurprisingly the exercise has been extremely challenging because savings of £480m have already been driven out over the past nine years, and the fact that the size of the target (a further 13% reduction in departmental cash limited budgets) requires a complete “re-look”; with previously discounted options having to be re-considered. It has been a significant challenge for all departments to develop a set of proposals that, together, can enable their share of the Tt2021 Programme target to be delivered.
17. The opportunity assessment and planning work has confirmed the sheer complexity and challenge behind some of the proposals, which means in a number of areas more than two years will be required to develop plans and implement the specific service changes.
18. The cashflow support required to manage the extended delivery timetable for the Tt2021 Programme will in the most part be met from departmental cost of change reserves but further funding of £32m to provide for necessary

investment and the later delivery has already been factored into the requirements for the Grant Equalisation Reserve going forward. This provision will be considered as part of the updated Medium Term Financial Strategy (MTFS) that will be reported in October.

19. The County Council undertook an open public consultation called *Serving Hampshire – Balancing the Budget* which ran for six weeks between 5 June – 17 July. The consultation was widely promoted to stakeholders and residents and asked for their views on ways the County Council could balance its budget in response to continuing pressures on local government funding, and still deliver core public services.
20. The consultation was clear that a range of options would be needed to deliver the required £80m of savings by 2021. Therefore, whilst each option offers a valid way of contributing in-part to balancing the budget – plugging the estimated £80m gap in full will inevitably require a combination of approaches. For example, the Information Pack illustrated the amount of savings that would still be required even if council tax was increased by up to 10%. It explained that the £80m estimated budget shortfall took into account an assumed increase in 'core' council tax of 4.99% in both 2020/21 and 2021/22. The Pack also explained that if central government were to support changing local government arrangements in Hampshire, savings would still take several years to be realised. Residents were similarly made aware that the use of reserves would only provide a temporary fix, providing enough money to run services for around 27 days.
21. As the consultation feedback confirms, a number of different approaches are likely to still be needed to meet the scale of the financial challenge. Consequently, the County Council will seek to:
 - **continue with its financial strategy**, which includes:
 - **targeting resources** on the most vulnerable adults and children
 - **using reserves carefully** to help meet one-off demand pressures
 - **maximise income generation** opportunities;
 - **lobby central government** for legislative change to enable charging for some services;
 - **minimise reductions and changes to local services** wherever possible, including by raising council tax by 4.99%;
 - consider further the opportunities for **changing local government arrangements** in Hampshire.
22. Executive Members and Chief Officers have been provided with the key findings from the consultation to help in their consideration of the final savings proposals for this report. Responses to the consultation will similarly help to inform the decision making by Cabinet and Full Council in October and

November of 2019 on options for delivering a balanced budget up to 2021/22, which the Authority is required by law to do.

23. In addition, Equality Impact Assessments have also been produced for all of the detailed savings proposals and these together with the broad outcomes of the consultation and the development work on the overall Tt2021 Programme have helped to shape the final proposals presented for approval in this report.

Budget Update

24. Members will be aware that 2019/20 represented the final year of the current Spending Review period and that no indication has previously been provided by Government about the prospects for local government finance beyond this time. Although a further 4 year Spending Review had originally been planned for the summer of this year, this was impacted by Brexit and the national political situation.
25. In recent years, significant lobbying of the Government has been undertaken by Hampshire and the wider local government sector in order to ask them to address the financial pressures we are facing and to convince them to provide an early indication of the financial position beyond 2019/20 to aid medium term financial planning and to address the more immediate issue of budget setting for 2020/21. Whilst the news of a single year settlement was not welcome, it was not unexpected and was partly balanced by the promise of an early indication of the 'settlement' for local government.
26. The Spending Round announcement took place on 4 September and the key issues from a Hampshire perspective were :
- £2.5bn nationally for the continuation of existing one off grants across social care services (worth around £38.5m to Hampshire) most of which had already been assumed in the MTFS.
 - An extra £1bn for adults' and children's social care services, representing between £15m and £20m to Hampshire depending on the distribution methodology, which will be consulted upon.
 - Core council tax of 2% and the continuation of a 2% adult social care precept. This is below our assumptions in the MTFS and would lose the County Council around £12m of recurring income over the two years of the Tt2021 Programme.
 - Additional funding for schools, which includes extra funding for Special Educational Needs of £700m. If this was distributed on the same basis as previous additional grant, our share would be around £16.8m and would help to address the future growth in this area, but does not provide a solution to the cumulative deficit position schools will face at the end of 2019/20.

27. The content of the proposed settlement and the issues it addressed were pleasing to see as they mirrored the key issues that we have been consistently raising for some time directly with the Government and through our local MPs.
28. In overall terms, there is a net resource gain to the County council, albeit that is only for one year at this stage. However, the cost pressures we face, particularly in adults and children's social care services are significantly outstripping the forecasts that were included in the original Tt2021 planning figures.
29. Without the additional injection of funding, the County Council would have faced a revised deficit position well in excess of £100m by 2021/22, but the additional resources bring us back to a broadly neutral position.
30. More detail will be provided in the update of the MTFS and as part of the Member briefings that will take place as part of the Tt2021 decision making process.

Transformation to 2021 – Departmental Context

31. Children's Services delivered over £80m recurring cost reductions from June 2010 to 2017. Tt2019 identified savings to deliver a further £30.1m over an extended four year period enabled by additional corporate support.
32. The Department has worked to a set of principles which have guided the successive budget reduction decisions since 2010. These have evolved to reflect the tightening economic circumstances and therefore the ever tighter focus needed in the department on its core, statutory business and meeting the needs of the most vulnerable. The Departmental Management Team has reviewed these principles and updated them in consultation with the wider management team to ensure they remain valid for the future challenges of Tt2021.
33. The principles for the department's Transformation to 2021 programme were confirmed as:
 - ensure a safe and effective social care system for children;
 - ensure sufficient capacity to lead, challenge and improve the education system to help ensure high quality educational outcomes for all but particularly more vulnerable groups;
 - continue to recognise that our workforce is our strength and that we will further develop and maintain a strong, diverse workforce which is adaptable and flexible and which has succession planning built in;

- tightly target limited resources according to the needs of children and families;
 - secure and sustain targeted and co-ordinated early help provision; and
 - maximise the opportunities to create efficiencies and maintain and enhance services through partnership and sold service arrangements.
34. The savings proposals for our Transformation to 2021 programme have looked at every aspect of Children's Services activity to ascertain where savings could be found. Three major issues recur regularly:
- Expenditure on Children's Services in Hampshire is relatively low reflecting funding arrangements for Shire Counties. It also reflects the developing evidence to show that good and outstanding authorities deliver children's social care services at a lower cost to the taxpayer than those which have failed. Hampshire has been rated 'Outstanding' under the current Ofsted framework, with all 3 underlying categories also outstanding. This award is only matched by one other local authority in the UK and also demonstrates the financial imperative to maintain high standards of social work practice;
 - the majority of the Department's spend is external, primarily relating to the placement costs of Children Looked After (CLA). In order to realise cashable savings on external spend it is not rational to reduce staffing resource beyond a certain point as this reduces our ability to work with vulnerable families to prevent the children coming into care and the subsequent external spend or, worse, opens the door to more significant additional spend if family's unmet needs escalate; and
 - some areas of potential savings would have a profound impact on our statutory duties including, most significantly, our statutory duty to safeguard children or because they would mean that we could not fulfil existing legislative duties in other areas (for example, home to school transport).
35. Where we have found savings in our proposals for Tt2021, these have been through paring back to the minimum the service provision that we think we can offer across the full range of Children's Services, whilst meeting our statutory duties and running a safe and effective service.
36. The savings target set for the Department is £17.2m which has been split across eight workstreams.
37. An outline of the proposals in each workstream is given in the following paragraphs, with savings proposals summarised in Appendix 1. These proposals are subject to consultation where appropriate.

Proposal 1 Government Funding

38. Additional funding of £8.1m was announced by the Government to support social care in 2018/19. The County Council agreed to allocate this in full to Children's services. The spending review confirmed the continuation of this funding. The Medium Term Financial Strategy has budgeted for this income to recur and this funding is being used towards the Department's total Tt2021 target.

Proposal 2 Home to School Transport (HtST)

39. The HtST workstream covers £31.6m of spend on services and proposes savings of £3m.
40. This workstream has eight key strands for potential savings.

Strand a – Special Educational Need (SEN) Transport Eligibility.

41. This strand would review the application of the transport eligibility policy for new requests to deliver a proposed saving of £282k.
42. The policy dictates that transport must be provided to the nearest suitable school with a place.

Strand b – External Contractor Spend

43. There are approximately 550 operators providing transportation for children across 1,305 routes.
44. Developing a broader commissioning strategy delivering a wider range of procurement approaches with more flexible contractual terms, complemented by a focus on market management and market development in areas of low competition. This proposal would deliver £1m saving.

Strand c – Route Planning Software

45. The introduction of new route planning software is expected to provide insight to optimise routes and deliver transport cost efficiency. There would also be an associated time saving which would enable the service to alter routes in a more responsive way. The proposed savings target is £200k.

Strand d – Spend to Save Minibus Scheme

46. This strand would aim to expand an existing approach to facilitate more schools organising their own transport through offering a leased vehicle. This proposal would save £250k.

Strand e – Mileage Allowances

47. This strand focuses on those parents who indicate that they are able to take their own (eligible) children to school. The County Council may provide a mileage allowance to enable them to do so as these allowances are always more cost effective than solo contracted transport (i.e. a taxi).
48. Savings of £530k are anticipated, supported by the Social Marketing (customer insight) survey that indicated some parents have the desire and motivation to transport their own children to and from school.

Strand f – Process and Team Efficiencies

49. The impact of other workstreams (i.e. redesigned processes, the introduction of route planning software, a shift from tendering to contract management) and the resultant reduction in demand has the potential to reduce the staff workload, enabling a restructure of the service.
50. It is estimated that this proposal would reduce the budget by £100k.

Strand g – School Escort Provision

51. There are approximately 600 Hampshire County Council employed school escorts who accompany SEN children where necessary to ensure the welfare of the child while on the journey.
52. The introduction of six monthly reviews of school escort provision would support children to become safe and independent travellers. In addition, these reviews would ensure the most effective and efficient deployment of resource. The proposed savings for this strand is £220k.

Strand h – Service Review

53. This final workstream would evaluate opportunities to deliver invoicing and financial processing efficiencies, consider the introduction of more choice into the transport application process and analyse potential capital investment opportunities to create safe walking routes to deliver a proposed target of £418k.

Proposal 3 Children and Families Transforming Social Care £3.304m

54. The social care transformation workstream proposed target of £3.304m is the further development of the new operating model, under the framework of the Hampshire Approach, and further development of multi-disciplinary working targeted at the most vulnerable families. There is good early evidence that the transformation is successfully reducing the numbers of children coming into care; since March 2019, the start of the new ways of working, we have consistently seen a small, but important, reduction in our total number of children in care. Numbers are now lower than any time since September 2018. This should be seen in the context of rising numbers, month on month,

since 2010. This promising early reduction gives further confidence in the long-term impact of the transformation programme.

55. An embedded 'whole family focus' will allow us to continue to increase the numbers of children who can remain safely at home. Alongside this, our work promoting resilience in families, utilising new technologies and community-based supports will allow more of our children with complex disabilities to move into supported/independent accommodation at an earlier stage, promoting best outcomes for them whilst reducing reliance on high cost placements. Specific savings proposal lines are as follows:
56. Within the proposal there would be a £0.554m saving from Children with Disabilities services. The efficiencies would be achieved by working with our foster carers to step down children with less complex disabilities from higher cost residential placements into family settings, to enable as many children as possible to live in family settings. Additionally, we would be working more closely with Adults' Health and Care to allow older children to access semi-independent long-term accommodation at an earlier stage. This would ensure they are better prepared for this form of living as they move into adulthood.
57. There is also £0.35m proposed from further sustainable reduction in admin staff after implementation of the admin review, introduction of a new social care system and further use of productivity tools i.e. mobile devices, Office 365, SharePoint. The proposed reduction in admin staff would be achieved through vacancy management, rather than redundancies.
58. Finally, a further £2.4m would be achieved from the safe further reduction of children looked after using the above social work model. These savings would be profiled beyond the Tt2019 CLA savings. It should be noted that across the south east there is a shortage of placements for children in care, over and above what local authorities provide themselves. This has led to significant price increases when placing children with independent foster care agencies, or independent residential providers. A case of demand outstripping supply. High level work is underway to better manage the market locally but the continued increased placement costs for children in care, are a significant challenge.

Proposal 4 Administration Efficiencies

59. A review and reduction in administrative support to the Department would make a proposed reduction of £42k on that staffing budget.

Proposal 5 Short Breaks

60. This workstream would involve a further review of the short break activities grant allocation to deliver a proposed saving of £596k.

61. Changes to the short break activities offer would be subject to a separate public consultation.
62. The proposals are to reduce funding to the Hampshire Parent Carer network and to review short break activity funding to focus on core activities in each district.

Proposal 6 Education and Inclusion Efficiencies

63. This workstream proposal would deliver £210k towards the Tt2021 target.
64. The first strand would review the processes and structures around the early years service with a view to creating efficiencies of £60k.
65. In addition, there would be a review of high needs admin to deliver £50k efficiencies across the range of inclusion services.
66. Finally, Hampshire Futures would maximise income streams while ensuring the structure is efficient to deliver £100k.

Proposal 7 Health Contributions

67. Working closely with the Clinical Commissioning Group, we would seek to more effectively jointly commission and fund packages of care for children with disabilities, SEND and challenging behaviour. This proposal would result in an increase in income of £1.8m through contributions to care packages that may previously have been solely funded by the County Council.

Proposal 8 Youth Offending Service Efficiencies

68. This workstream would focus on delivering an efficient and effective Youth Offending Service that is both compliant with quality measures and achieves its targets to deliver a proposed £150k saving. It is important to note that the Youth Offending Service is now working with fewer children than at any time previously, a reflection of the high quality service it offers. However, this does allow us to consider how we might create further efficiencies within the service.

Key challenges

69. Alongside the three major issues which regularly recur through all of the workstreams set out in section 34, the transformational changes proposed for social care, and the proposed remodelling of other services, are as in previous programmes unavoidably challenging.
70. There are common themes and key risks involved with the Department's Tt2021 savings approach:

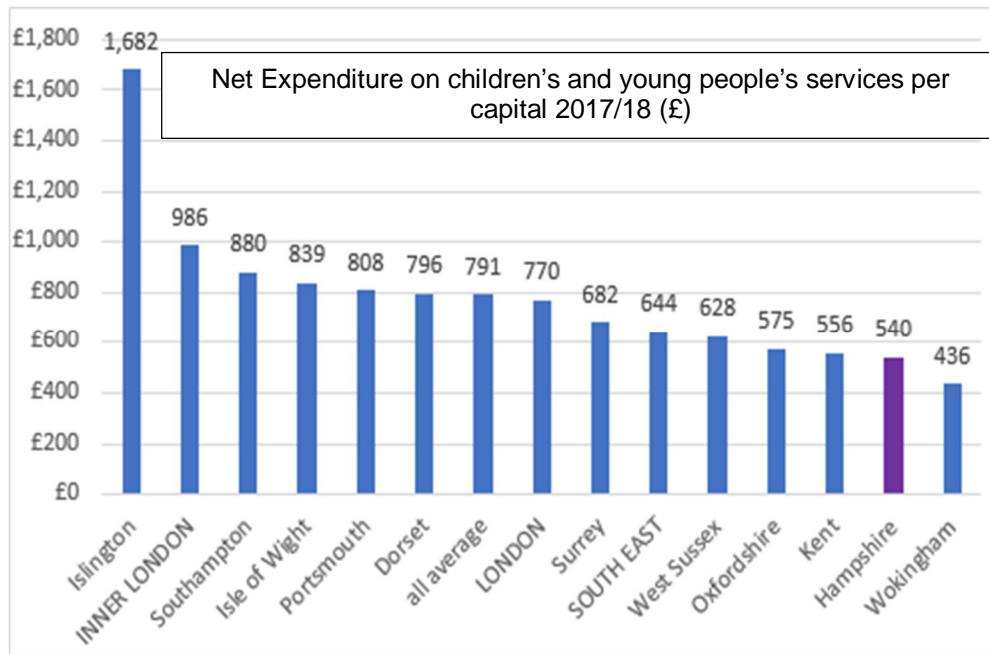
- If changes to the social care operating model, including the Hampshire Approach, are not fully adopted and embedded within social work practice, then the expected change in families will be reduced and placement savings not achieved. Similarly, the need to address new and emerging forms of abuse or neglect, or new policy areas tend to create increases in demand. Recent examples of this are 'county lines' and unaccompanied asylum-seeking children. The next risk is not yet known but there will be one;
- If there is challenge to any of these proposals, savings would have to be found from other areas;
- If the required capacity and capability is insufficient to both transform and sustain the changes, then savings are unlikely to be achieved and service quality will suffer, potentially leading to increased expenditure.

71. The Department's principal dependencies are:

- A range of IT enablers and support, including the replacement social care system that will begin implementation in the Autumn. This system is expected to increase the amount of productive time available for social workers to spend with families. The system is also expected to enable a 'digital by default' approach to working practices.
- Inextricably linked to this programme is a department wide programme (supported by the extended digital programme) to improve the use of data and analytics in reporting and decision-making. The ambition is to introduce near-to-real-time performance dashboards that provide managers with a 'finger on the pulse' of their services.
- Introduction of route planning software in HtST, which is expected to provide analytical insights that will shape a different approach to the market and contracts.
- A good flow of appropriately qualified social work staff through the Graduate Entry Training Scheme (GETS) and Connect2Hampshire that together will ensure we get the right people doing the right level of work, at lower cost
- Our relationship with Public Health is key and there is a risk that the cumulative savings associated with the Transformation Programmes in both departments could have an adverse impact on reducing escalation of need and the number of looked after children in Children's Services. This risk will be mitigated through collaborative working between Public Health and Children's Services to design pathways and specifications to support children and families to have the best possible outcomes

72. The single biggest challenge the Department faces is having sufficient capacity and capability to transform and to sustain the operating model changes.

73. The Department's funding, whilst benefitting from much needed and valued corporate support, continues to offer excellent value for money compared to other LAs, as shown in the graph below.



Summary Financial Implications

74. The savings target that was set for Children's Services was £17.2m and the detailed savings proposals that are being put forward to meet this target are contained in Appendix 1.

75. Significant funding for growth in CLA numbers and costs (and in turn the knock on impact for care leavers), has been provided for in recent years. However, the spending on Children Looked After (CLA), has continued to rise since the baselining exercise was last updated and further corporate funding was agreed in the MTFS in 2018.

76. As reported to Members previously, the projections of the growth in the costs of CLA used to baseline corporate funding, were based on a wide range of assumptions and predictions and given the volatile nature of these areas, a requirement to continue to monitor activity and spend closely was recognised. This continued monitoring undertaken by Finance staff and Children's Services colleagues has informed a further review of the recurring funding previously agreed. Updated projections indicate that there will be growing financial pressure over and above that previously anticipated which in 2019/20 is currently forecast to reach £4.6m if the growth continues at the same rate for the remainder of the year.

77. Looking ahead to 2020/21 and forecasts for the MTF5, it is predicted that an additional ongoing base budget increase of £6.8m on top of the £11.6m that had already been allowed for in the forward forecasts will be required and this will be followed by further annual increases of £1.9m in 2021/22 and £1.2m in 2022/23 (on top of the £13.3m and £15.6m that had already been provided for in those years). The MTF5 which will be presented to Cabinet in October will contain more detail of the work completed and seek approval for this additional corporate funding.
78. The nature of the Tt2019 programme was transformational and it was agreed that it would be delivered over a 4 year period, with provision made for appropriate cash flow support. However, there remain concerns about the future financial impact of the continued growth in CLA, particularly with the added complexities of the Tt2019 Programme which includes a workstream that seeks to significantly reduce the number of children in care over the next three years.
79. The workstream is still in its early stages but there is good evidence that it is having an impact on the overall numbers of children in care, supported by comments in the latest Ofsted report that were positive about the direction of travel and the staff engagement with the programme. Whilst these signs are positive there continues to be significant growth in the average costs of placement across the market to the extent that costs are not reducing in line with the numbers of children in care, particularly in the Independent Fostering Agency (IFA) sector. A recent BBC report highlighted the fact that private equity firms are buying up smaller IFA's, consolidating them and then selling the companies on. It was also highlighted that three firms now account for 45% of all spend with local authorities in this sector. The impact of this together with greater demand for placements nationally may help to explain part of the cost pressure that we are seeing.
80. The Tt2021 savings proposals are planned to be delivered within the 2 year timeframe, so would run in parallel with the extended Tt2019 programme. The monitoring of savings delivery and any growth, particularly in relation to CLA, would continue in order that appropriate funding is available.

Workforce Implications

81. Appendix 1 also provides information on the estimated number of reductions in staffing as a result of implementing the proposals.
82. Of the 0 to 15 potential Full Time Equivalent (FTE) posts that may be affected, it is anticipated that most savings would be achieved through natural turnover within the relevant services. Any balance would need to be managed down between now and the implementation date.

83. The County Council's approach to managing down staff levels in a planned and sensitive way using managed recruitment, redeployment of staff where possible and voluntary redundancy where appropriate would be continued.

Consultation, Decision Making and Equality Impact Assessments

84. As part of its prudent financial strategy, the County Council has been planning since June 2018 how it might tackle the anticipated deficit in its budget by 2021/22. As part of the MTFS, which was last approved by the County Council in September 2018, initial assumptions have been made about inflation, pressures, council tax levels and the use of reserves. Total anticipated savings of £80m are required and savings targets were set for departments as part of the planning process for balancing the budget.

85. The proposals in this report represent suggested ways in which departmental savings could be generated to meet the target that has been set as part of the Tt2021 Programme. Individual Executive Members cannot make decisions on strategic issues such as council tax levels and use of reserves and therefore, these proposals, together with the outcomes of the *Serving Hampshire - Balancing the Budget* consultation exercise outlined below, will go forward to Cabinet and County Council and will be considered in light of all the options that are available to balance the budget by 2021/22.

86. The County Council undertook an open public consultation called *Serving Hampshire – Balancing the Budget* which ran for six weeks from 5 June to the 17 July 2019. The consultation was widely promoted to stakeholders through a range of online and offline channels including: the County Council's website; local media and social media channels; the County Council's residents' e-newsletter *Your Hampshire*; direct mail contact to a wide range of groups and organisations across Hampshire; posters and adverts in County Council libraries, Country Parks, at Hillier Gardens and Calshot Activity Centre; in residential and day care settings, on electronic noticeboards in GP surgeries and healthcare settings. Information Packs and Response Forms were available in hard copy in standard and Easy Read, with other formats available on request. Comments could also be submitted via email, letter or as comments on social media.

87. The consultation sought residents' and stakeholders' views on several options that could contribute towards balancing the revenue budget, and any alternatives not yet considered – as well as the potential impact of these approaches. The consultation was clear that a range of options would be needed to meet the required £80m savings by 2021. For example, the Information Pack illustrated the amount of savings that would still be required even if council tax was increased by up to 10%.

88. The options were:

- Reducing and changing services;
- Introducing and increasing charges for some services;
- Lobbying central government for legislative change;
- Generating additional income;
- Using the County Council's reserves;
- Increasing council tax; and
- Changing local government arrangements in Hampshire.

89. Information on each of the above approaches was provided in an Information Pack. This set out the limitations of each option, if taken in isolation, to achieving required savings. For example, supporting information explained that the £80m estimated budget shortfall took into account an assumed increase in 'core' council tax of 4.99% in both 2020/21 and 2021/22. The Pack also explained that if central government were to support changing local government arrangements in Hampshire, savings would still take several years to be realised. Residents were similarly made aware that the use of reserves would only provide a temporary fix, providing enough money to run services for around 27 days.

90. Therefore, whilst each option offers a valid way of contributing in-part to balancing the budget – plugging the estimated £80m gap in full will inevitably require a combination of approaches.

91. A total of 5,432 responses were received to the consultation – 4,501 via the Response Forms and 931 as unstructured responses through email, letter and social media.

92. The key findings from consultation feedback are as follows:

- The majority of respondents (52%) agreed that the County Council should continue with its current **financial strategy**. This involves **targeting resources on the most vulnerable** people; **planning ahead** to secure savings early and enable investment in more efficient ways of working; and the **careful use of reserves** to help address funding gaps and plug additional demand pressures e.g. for social care.
- Achieving the required savings is likely to require a multi-faceted approach. However, respondents would prefer that the County Council seeks to explore all other options before pursuing proposals to reduce and change services – in particular, opportunities to **generate additional income** and **lobby central government for legislative change**.
- Just over one in three respondents (37%) agreed with the principle of **reducing or changing services** - but the proportion who disagreed

was slightly higher (45%) - Of all the options, this was respondents' **least preferred**.

- Around half of respondents (**52%**) **agreed** with the principle of **introducing and increasing charges** to help cover the costs of running some local services, but over one-third (39%) felt that additional charges should not be applied.
- Respondents were in favour of **lobbying central government** to allow charging in some areas:
 - 66% agreed with charging for issuing Older Person's Bus Passes.
 - 64% agreed with charging for Home to School Transport.
 - 56% agreed with diverting income from speeding fines or driver awareness courses.
- However, in other areas, opinions were more mixed:
 - 42% agreed and 43% disagreed with recouping 25% of concessionary fares.
 - most did not feel that it would be appropriate to lobby for charges relating to library membership (60% disagreement) or HWRCs (56% disagreement).
- Overall, lobbying for legislative change to enable charging was respondents' **second preferred option**.
- Of all the options presented, generating additional income was the **most preferred option**. Suggestions included:
 - Improving the efficiency of council processes.
 - Increasing fees or charges for services.
 - Using council assets in different ways.
 - Implementing new, or increasing existing, taxes.
 - Lobbying central Government for more funding.
- Six out of ten respondents (61%) agreed with the position that **reserves should not be used** to plug the budget gap.
- Most respondents (55%) preferred the County Council to raise **council tax** by less than 4.99%. This compared to 34% of respondents whose first choice was to raise council tax by 4.99%. There was limited support for a rise in council tax above this level (14%).
- More than half of those who responded (**61%**) **agreed** that consideration should be given to **changing local government arrangements in Hampshire**.
- One in three (36%) respondents noted **potential impacts** on poverty (financial impacts), age (mainly older adults and children), disability and rurality.
- Staffing efficiencies were the most common focus of **additional suggestions** (31%).

- The 931 unstructured **other responses** to the consultation primarily focused on ways to reduce workforce costs (26% of comments), the impact of national politics on local government (8%), the need to reduce inefficiency (6%) and both support and opposition to council tax increases (7%).

Proposals following consultation feedback

93. Executive Members and Chief Officers have been provided with the key findings from the consultation to help in their consideration of the final savings proposals. As the consultation feedback confirms, a number of different approaches are likely to still be needed to meet the scale of the financial challenge. Consequently, the County Council will seek to:
- **continue with its financial strategy**, which includes:
 - **targeting resources** on the most vulnerable adults and children
 - **using reserves carefully** to help meet one-off demand pressures
 - **maximise income generation** opportunities;
 - **lobby central government** for legislative change to enable charging for some services;
 - **minimise reductions and changes to local services** wherever possible, including by raising council tax by 4.99%;
 - consider further the opportunities for **changing local government arrangements** in Hampshire.
94. The proposals set out in Appendix 1 have, wherever possible, been developed in line with these principles.
95. The transformation of children’s social care specifically addresses the principle of targeting resources at the most vulnerable children. The same principle applies to the efficiency programme in the Youth Offending Service. A further example of the principles being applied is working more closely with colleagues in the Clinical Commissioning Group to jointly commission and fund packages of care for children with complex needs to generate income for Hampshire County Council’s Children’s Services.
96. Following the Executive Member Decision Days, all final savings proposals will go on to be considered by the Cabinet and Full Council in October and November – providing further opportunity for the overall options for balancing the budget to be considered as a whole and in view of the consultation findings. Further to ratification by Cabinet and Full Council, some proposals may be subject to further, more detailed consultation.

97. In addition to the consultation exercise, Equality Impact Assessments (EIAs) have been produced for all the savings proposals outlined in Appendix 1 and these have been provided for information in Appendix 2. These will be considered further and alongside a cumulative EIA by Cabinet and Full Council. The cumulative assessment provides an opportunity to consider the multiple impacts across proposals as a whole and, therefore, identify any potential areas of multiple disadvantage where mitigating action(s) may be needed.
98. Together the *Balancing the Budget* consultation and Equality Impact Assessments have helped to shape the final proposals presented for approval in this report.
99. Analysis has been undertaken across Adults Health and Care, Children's Services and Public Health to evaluate impact of savings proposals on particular groups/service users. Mitigation of impacts has been developed collectively and is reflected in the Equality Impact Assessments for projects across all departments.
100. The Short Breaks consultation is likely to be published in Spring 2020. Based on the findings of the consultation, analysis of data, and stakeholder input, recommendations for how to achieve savings under this workstream would be submitted to the Executive Lead Member at decision day on winter 2020.
101. Following this date, stakeholders would be made aware of any proposals agreed at the decision day and any required changes to service(s) would be implemented to ensure that savings are realised by April 2021.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes/No
People in Hampshire live safe, healthy and independent lives:	Yes/No
People in Hampshire enjoy a rich and diverse environment:	Yes/No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes/No

Other Significant Links

Links to previous Member decisions:	
<u>Title</u> Looking Ahead - Medium Term Financial Strategy https://democracy.hants.gov.uk/ielssueDetails.aspx?Ild=10915&PlanId=0&Opt=3#A18687	<u>Date</u> Cabinet - 18 June 2018 County Council – 20 September 2018
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

A full Equalities Impact Assessment has been undertaken for each of the savings options and these are included as a separate appendix to this report (Appendix 2).

Children's Services – Proposed Savings Options (Subject to consultation where appropriate)

Ref.	Service Area and Description of Proposal	Impact of Proposal	2020/21 £'000	2021/22 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
CSD001	Government Funding - Additional Central Government Funding provided for Children's Social Care	<p>Staff: Positive insofar as it ensures that services are more sustainable.</p> <p>Service Users: Maintenance of services and quality that might otherwise have to be reduced or removed.</p> <p>Partners: Some targeted services will remain removing demand increases on universal services.</p>	8,100	8,100	8,100	0
CSD002	<p>Home to School Transport - A programme of whole service transformation that includes:</p> <ul style="list-style-type: none"> - Applying SEN transport eligibility policy, reducing exceptions. - Reducing external contractor spend through reduced number of suppliers and more flexible contracts. - Extend roll-out of spend to save on mini-buses. - Greater use of mileage allowances. - School Escort Provision Review - Team efficiencies through redesigned processes, revised contact model and front door 	<p>Staff: Cultural change related to ways of working, including increased use of technology and data insights to make decisions on transport routes and contract configurations. Potential some roles redundant from efficiency gains.</p> <p>Service Users: Those previously falling under an exception could have service removed or changed.</p> <p>Partners: Pressure on schools to meet reduced transport arrangements.</p>	1,340	3,000	3,000	0 - 5

Ref.	Service Area and Description of Proposal	Impact of Proposal	2020/21 £'000	2021/22 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
CSD003	<p>Children & Families - Transforming Social Care - A continuation and enhancement on the Transforming Social Care programme that will see further development of the new operating model, including Hampshire Approach and Multi-Disciplinary Working with partners, enabling more children to remain safely at home and supporting Children with Disabilities.</p> <p>Specific elements include:</p> <ul style="list-style-type: none"> - Reduced placement costs from CWD to Adulthood transition pathway integration with AHC/ SEN - Reduction in unit cost of placements - Reduced administration costs and increased social worker capacity from system replacement efficiencies. 	<p>Staff: Positive for staff in terms of reduced caseloads and more time to spend working with families.</p> <p>Service Users: Positive through the reunification of children and young people with families and more CYP staying safely at home.</p> <p>Partners: Increased expectation that they will engage fully in multi-disciplinary working, potentially diverting their resources away from universal services.</p>	431	3,304	3,304	0
CSD004	<p>Administration Efficiencies - Efficiencies from a review and reconfiguration of administrative support to the Children's Services Department</p> <p>Resulting in a reduction in the staff establishment</p>	<p>Staff: A post redundant. Some additional workload for staff remaining.</p> <p>Service Users: None at this stage</p> <p>Partners: None at this stage.</p>	42	42	42	0 - 5

Ref.	Service Area and Description of Proposal	Impact of Proposal	2020/21 £'000	2021/22 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
CSD005	<p>Short Breaks - A range of service reductions including:</p> <ul style="list-style-type: none"> - Reduce funding to Hampshire Parent Carer Network - Reduce funding for short break activities 	<p>Staff: Additional, time limited resource will be required to deliver the savings</p> <p>Service Users: Reduced offer; potentially reduced access to opportunities for a short break, potentially increased travel time to access</p> <p>Partners: Increase in demand on statutory and/or partner services.</p>	0	596	596	0
CSD006	<p>Education and Inclusion Efficiencies - A range of service efficiencies including:</p> <ul style="list-style-type: none"> - The service delivery processes and staffing structures around early years to release cashable efficiencies from staffing - To exploit the opportunities to increase income around Hampshire Futures by expanding the offer around outdoor education. - The administrative processes within Inclusion to ensure overheads are properly costed in the charging models. 	<p>Staff: Potential roles redundant, but potential increase in Hampshire Futures.</p> <p>Service Users: Increased opportunities for different access to broader range of outdoor education offers</p>	0	210	210	0 - 5
CSD007	Health Contributions - Improved business processes, governance and joint commissioning to increase	<p>Staff: Capacity needed to coordinate and drive health contributions.</p> <p>Service Users: Increase in fulfilled packages,</p>	0	1,800	1,800	0

Ref.	Service Area and Description of Proposal	Impact of Proposal	2020/21 £'000	2021/22 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
	contributions from Health for Continuing Care and S117 After Care eligible cases.	potential consent issues relating to sharing information across CCG and CSD. Partners: Increased funding pressures on the CCG.				
CSD008	Youth Offending Team Efficiencies - An increase in team efficiency and productivity benefits, that will be released as cash also to improve service quality.	Staff: Some roles will not be replaced through vacancy management. Service Users: Removal of previous key worker leading to concerns over support and having to build new relationships/trust. Partners: Availability of reduced HCC workforce.	0	150	150	0
Children's Services Total			9,913	17,202	17,202	0 - 15

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Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Home to School Transport*

T21 Opportunity Reference: *CSD002*

Name of the accountable Officer: *Martin Goff*

Email address of the accountable Officer: *martin.goff@hants.gov.uk*

Department:

Adults' Health and Children's Services
Care

Corporate
Services

Culture,
Communities and
Business Services

Economy,
Transport and
Environment

Date of assessment: *29/8/2019*

Detailed

Overview

Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

The County Council provides transport assistance for some children to attend school. This statutory service is largely provided to children attending their catchment school as well as specialist Home to School Transport for Hampshire pupils with Special Educational Needs and/or disabilities. In both circumstances transport assistance is provided where children meet the County Council's eligibility criteria. £30 million is currently spent per financial year on providing Home to School Transport assistance to around 15,000 students,. Of these, 12,000 attend mainstream schools (at a cost of c£12million) and 3,000 attend schools that meet their Special Educational Needs and/or disabilities (at a cost of c£18million) utilising about 600 passenger assistants. More information about the Home to School Transport service can be found at: <https://www.hants.gov.uk/educationandlearning/schooltransport>

Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

Describe the proposed change, including how this may impact on service users or staff:

Reductions to the cost of providing the Home to School Transport service through: -reducing the need to transport students over longer distances by engaging more proactively with parents to identify the closest schools to the family home that will meet their child's needs -optimising the service by undertaking a full-scale review of existing routes using new technology and geographic information systems. -increasing the number of schools using the Spend to Save scheme in which the County Council provides schools with vehicles enabling them to transport eligible children. -making greater use of mileage allowances for parents who are willing to transport their child to/ from school -reducing external contractor spend by using fewer suppliers and renegotiating lower cost contracts and improving contract management. Service users may find that the transport service restricts its offer to only certain destinations and others will be offered choices beyond a contracted 'taxi' service. The deployment of passenger assistants (escorts) will be reviewed and the use of escorts provided by taxi companies will be increased; 5% efficiency savings are targeted.

Who does this impact assessment cover?

Service users

HCC staff (including partners)

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

- Yes
 No
 No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Impact: *Some reduction in service for children attending special needs placements, compared to the current provision, is intended.*

Mitigation: *Better published advice to parents to clarify the link between travel support eligibility and the choice of placement.*

	Positive	Neutral	Low negative	Medium negative	High negative
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Impact: *Some reduction in service for children attending special needs placements, compared to the current provision, is intended.*

Mitigation: *Better published advice to parents to clarify the link between travel support eligibility and the choice of placement.*

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: *Some families faced with the prospect of transporting their own child to school may find this financially restrictive, but there is enhanced support for children in receipt of Free School Meals (FSM). For those families with an income just above the threshold for qualifying for FSM, the consideration as an exceptional or privilege traveller will need to take account of the family's ability to pay for any exceptional transport service.*

Mitigation: *There is enhanced support for children in receipt of Free School Meals (FSM). For those families with an income just above the threshold qualifying for FSM, the consideration as an exceptional case, will need to take account of the family's ability to pay for any exceptional transport service.*

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Impact: *The changes that are proposed may have a medium impact on those living in rural areas as the basis for Home to School Transport are usually the statutory distances of 2 and 3 miles or an unsafe route. A greater proportion of families in rural areas may find that their nearest suitable provision is more than the set distance or along an unsafe route but where applicable the statutory provision will be made. A rural family who prefers a placement where transport is not provided may face a more challenging journey to their placement of choice.*

Mitigation: *A robust service to consider the circumstances of any case to decide if it merits support as an exception to policy.*

If you have only identified neutral impacts, please state why:

Additional information

[Click here for guidance on any other factors to consider.](#)

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Transforming Social Care (TSC) - Reduction in Children Looked After*

T21 Opportunity Reference: CSD003

Name of the accountable Officer: *Stuart Ashley*

Email address of the accountable Officer: *stuart.ashley@hants.gov.uk*

Department:

Adults' Health and Children's Services
Care

Corporate
Services

Culture,
Communities and
Business Services

Economy,
Transport and
Environment

Date of assessment: 14/5/2019

Detailed

Overview

Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

The Children and Families branch of Children's Services provides protection and support to safeguard vulnerable children and families. This comprises statutory services such as children in need of care and protection, children looked after, fostering and adoption services. Non statutory prevention and early help services are also provided to those not meeting the threshold for statutory support. The County Council is required by law to deliver services to support children and families in need and safeguard children who are at risk of significant harm. The way in which these services are delivered is being transformed to make them more efficient.

Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

Describe the proposed change, including how this may impact on service users or staff:

Reductions to the cost of providing Children's Social Care may be possible through:

- continuing to reduce demand for costly care placements by keeping more children safely at home through targeted interventions with families in identified priority cohorts using our established virtual multi-disciplinary hubs*
- reducing placement costs for disabled children by helping families to care for their child at home through strengths-based interventions creating resilience in the family*
- working with providers to reduce the costs they charge for care placements ensuring best value for money*
- supporting and encouraging staff to use available technology and further investing in technology, which will result in increasing the capacity of social workers to work with families*
- further skilling up our workforce of enable the delivery of interventions that create long term change in families*

Who does this impact assessment cover?

Service users

HCC staff (including partners)

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

- Yes No No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:	<i>Through working with partners to manage demand and provide more targeted help to vulnerable children, it is expected that fewer children (especially teenagers) will need to be taken into care and a greater number will return to the home environment.</i>				
Mitigation:					
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:	<i>Shaping service delivery based on the feedback gained from parents and families to only tell their story once and to provide a more integrated service across professions. Providing targeted support earlier to build resilience and enable children with disabilities to remain living within their families wherever possible.</i>				
Mitigation:					
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: *Our looked after cohort has more males than females particularly in the 11-16 age group. Through working with this identified age range, it is expected that fewer individuals within this group will need to be taken into care and a greater number will return to the home environment.*

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

If you have only identified neutral impacts, please state why:

Additional information

[Click here for guidance on any other factors to consider.](#)

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

Significant changes have already been implemented through the initial phases of the Transforming Social Care Programme. Work will continue to further develop the operating model and continue to embed into business as usual the Hampshire Approach(our new strengths based practice model) and Multi-Disciplinary Working with partners, enabling more children to remain safely at home. Hampshire County Council will continue to deliver the following social care transformation:

- A family service - a system focusing on improving outcomes for the child in the context of their family
- A social work led, integrated, multidisciplinary service, from the front door through to specialist services
- Social workers are supported to deliver meaningful interventions based on an underpinning methodology of resilience
- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands
- Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better
- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands
- Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better.

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Administration Efficiencies*
T21 Opportunity Reference: *CSD004*
Name of the accountable Officer: *Suzanne Smith*
Email address of the accountable Officer: *Suzanne.Smith2@hants.gov.uk*

Department:

Adults' Health and Children's Services
Care



Corporate
Services



Culture,
Communities and
Business Services



Economy,
Transport and
Environment



Date of assessment: *30/08/2019*

Detailed



Overview



Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

The Director of Children's Services administrative team (DCS Admin) provide administrative support for a variety of senior managers within the Children's Services Management team; the Executive Lead Member for Children's Services and Young People; the Executive Member for Education and Skills. Collectively they provide support through a range of administrative functions, including diary management, meetings coordination and minuting and report preparation. They also manage the DCS complaints process, which is a part of the Members Contact Protocol.

Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

Describe the proposed change, including how this may impact on service users or staff:

The current administrative support offer is inconsistent both in respect of the number and level of senior managers receiving support and the tasks undertaken by members of the administrative team. A review is proposed that will standardise the offer and level of support to senior managers and ensure all staff in the DCS Admin team are on a consistent role profile with like expectations of the support offer to managers. This review is anticipated to result in a potential reduction in staff, removal of vacant posts and savings of up to £50,000.

Who does this impact assessment cover?

Service users

HCC staff (including partners)

Engagement and consultation

Has any pre-consultation engagement been carried out?

Yes

No

No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

The proposal has been developed following engagement with CSDMT and team managers.

Consultation with staff will commence in September 2019, ahead of a phased implementation in January and April 2020.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:	78% of the team fall within the 30-54 age bracket and 22% within the 55-64 age bracket.				
Mitigation:					
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:	Two members of DCS Admin team (22%) have a disability.				
Mitigation:					
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:	The DCS Admin team is 100% staffed by women.				
Mitigation:					
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Other considerations					
Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

If you have only identified neutral impacts, please state why:

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

The reduction is expected to be achieved through voluntary redundancy.

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: T21 Short Break Activities

T21 Opportunity Reference: CSD005

Name of the accountable Officer: Sarah Cross

Email address of the accountable Officer: sarah.cross@hants.gov.uk

Department:

Adults' Health and Children's Services
Care

Corporate
Services

Culture,
Communities and
Business Services

Economy,
Transport and
Environment

Date of assessment: 9/5/2019

Detailed

Overview

Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

Hampshire Children's Service's Short Break Activities Programme meets the requirements of The Breaks for Carers of Disabled Children Regulations 2011 to provide a range of services which are sufficient to assist carers to continue providing care to a disabled child or young person, or to do so more effectively. The programme provides breaks for carers whilst enabling children and young people with disabilities to join in with safe, fun and interesting activities. The programme is currently available to children and young people aged from 0-18 years with a disability and/or additional need, that live in the Hampshire local authority area.

Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

Describe the proposed change, including how this may impact on service users or staff:

1. Reduce the range of Short Break activities available and target funding at the highest priority activities identified by parents/carers. Impact would be a reduction in the type of activities available and the breadth of provision. Parents and carers of disabled children may have fewer opportunities to access a short break. 2. Reduce grant funding to Hampshire Parent Carer Network (HPCN). HCC would need to work with HPCN to consider how best to involve and engage with the organisation on future priority projects. HCC would need to consider new opportunities for engaging with parents/carers. 3. Remove grant funding to the Buddy Scheme. Current buddy scheme service users would no longer receive a one to one service.

Who does this impact assessment cover?

Service users

HCC staff (including partners)

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

- Yes
 No
 No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council’s Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Impact:	<i>By the nature of the Short Break Activities programme these changes will impact children and young people under the age of 18 years.</i>				
Mitigation:	<i>We will consult with children and young people to identify what their priorities are. We will seek their views to understand the impact of the proposals on them specifically, and to understand what we can do to mitigate against these where possible.</i>				

	Positive	Neutral	Low negative	Medium negative	High negative
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Impact:	<i>By the nature of the Short Break Activities programme these changes will impact children and young people with a disability and or additional needs.</i>				
Mitigation:	<i>By consulting with children and young people with a disability, and their parents/carers, we will seek to maintain a Short Break activity offer that continues the highest priority Short Breaks, in line with activity usage data, in key geographical areas, within the budget constraints.</i>				

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Impact: *The majority of attendees of Short Break activities are boys/young men (60% according to 18/19 usage data) therefore the impact of any changes to the service may be higher for this cohort. In terms of parents/ carers, many primary carers of children with a disability are mothers. By reducing the number of Short Break activities available this may have a greater impact on this group as they would potentially have fewer opportunities for a break from their caring duties. This may also have an impact on their caring duties for other children and/or family members.*

Mitigation: *By consulting with parents/carers, we would seek to maintain a Short Break activity offer that continues the highest priority Short Breaks, in key geographical areas, in line with activity usage data, within the budget constraints. We would maintain the recommended duration of a break to ensure that an appropriate period of time is offered to families as a break.*

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Impact: *Caring for a child with a disability can have a financial impact on a family, particularly where the primary carer has stopped working to enable their caring role. By reducing the Short Break activities offer these families would potentially have fewer opportunities for a Short Break. Providers may also increase their prices in response to a reduction in grant funding from the Local Authority.*

Mitigation: *By consulting with parents/carers, we would seek to maintain a Short Break activity offer that continues the highest priority Short Break activities, in key geographical areas, in line with activity usage data, within the budget constraints. We would also continue to offer subsidised rates for activities where families can evidence receipt of benefits to enable families on low income to be able to access Short Breaks.*

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Impact: *In order to prioritise funding for a core offer, we may need to reduce the number of locations where Short Break activities are delivered. Urban venues will by their nature attract a higher volume of attendees which may be more cost effective. This may lead to a reduction in funding for venues in rural areas and therefore may reduce the number of opportunities for families living in these areas to access Short Breaks locally.*

Mitigation: *By consulting with parents/carers, we would seek to maintain a Short Break activity offer that continues the highest priority Short Break activities, in key geographical areas, in line with activity usage data, within the budget constraints. We would ask Short Break activity providers to ensure that they give consideration to families from surrounding areas in their grant applications. We would also look to facilitate discussions between providers operating in rural areas to explore innovative approaches to delivery, the sharing of resources and closer joint working to reduce costs.*

If you have only identified neutral impacts, please state why:

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Review aspects of the Early Years service delivery processes and staffing structures*

T21 Opportunity Reference: CSD006A

Name of the accountable Officer: *Eric Halton*

Email address of the accountable Officer: *eric.halton@hants.gov.uk*

Department:

Adults' Health and Children's Services
Care

Corporate
Services

Culture,
Communities and
Business Services

Economy,
Transport and
Environment

Date of assessment: 10/5/2019

Detailed

Overview

Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

Services for Young Children supports all pre-school, nursery and Reception year children across Hampshire. This includes schools, pre-schools and child-minders. The key duties of this service are to undertake statutory moderation of assessments made by practitioners, provide advice and guidance where practice and provision is weak, provide advice and guidance to support settings with children who have SEND and to ensure that public funds distributed to settings are spent in accordance with the terms and conditions associated with delivering early years education. The service also provides advice and guidance on the welfare requirements and safeguarding issues related to Early Years settings

Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

Describe the proposed change, including how this may impact on service users or staff:

There are a range of proposals under review that will enable the efficiencies to be met with minimal disruption to service users and limit impact on staff. Administration posts with current vacancies may be deleted and functions achieved through planned IT improvements, allowing the same work to be done with fewer staff. New income generating activities will be used to offset costs with no negative impact to users. Specialist Speech and Language support through access to self help resources and staff funded from outside this budget will enable continuation of services to users. A management re-structure will be used to improve effectiveness so should not affect organisational capacity.

Who does this impact assessment cover?

Service users

HCC staff (including partners)

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

- Yes No No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.
Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Service leads have contributed joint ideas into proposals. Minimal impact on service is anticipated so wider consultation not appropriate at this stage.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: *Self help resources such as guidance, fact sheets, DVD, sound files may not be equally accessible to all vulnerable service users*
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Some service users may not be able to access the cost of new additional services offered that seek to improve service quality.

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

If you have only identified neutral impacts, please state why:

Additional information

[Click here](#) for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: CS - Skills & Participation (Staff)
T21 Opportunity Reference: CSD006B (TBC, ref. assigned to Service EIA)
Name of the accountable Officer: Phillip Walker
Email address of the accountable Officer: phillip.walker@hants.gov.uk

Department:

Adults' Health and Children's Services Care	Corporate Services	Culture, Communities and Business Services	Economy, Transport and Environment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of assessment: 29/8/2019

Is this a detailed or an overview EIA? *Detailed* *Overview*

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

The Skills & Participation Service provides a range of services, programmes and curriculum to support individuals to develop the skills to access, participate and succeed in education, employment and training. The service works with children and young people, 4-19/25, and adults, 19+ across Hampshire.

Geographical impact:

- | | | |
|---|----------------------------------|--------------------------------------|
| <input checked="" type="checkbox"/> All Hampshire | <input type="checkbox"/> Fareham | <input type="checkbox"/> New Forest |
| <input type="checkbox"/> Basingstoke & Deane | <input type="checkbox"/> Gosport | <input type="checkbox"/> Rushmoor |
| <input type="checkbox"/> East Hampshire | <input type="checkbox"/> Hart | <input type="checkbox"/> Test Valley |
| <input type="checkbox"/> Eastleigh | <input type="checkbox"/> Havant | <input type="checkbox"/> Winchester |

Describe the proposed change, including how this may impact on service users or staff:

£150,000 total T21 savings Inc. £46,000 to be secured by April 2020. Savings will be generated by replacing funding from LA sources with new project, contract and fee income, thus sustaining and, where appropriate and practical, extending the service offer. There are no staffing reduction associated with the service's T21 savings.

Who does this impact assessment cover?

- HCC staff (including partners)

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Yes

No

No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Note. A staff consultation exercise was run in Spring 2019 re a new service structure to be implemented from Autumn 2019. This was not associated with the service's T21 savings programme and no staff reductions were proposed or applied. The restructure did include a proposal to change the Terms & Conditions of some staff (x13 out of c.165) whose posts are funded from non-LA funding sources (High Needs). There is no reduction in the operational budget associated with this aspect of the proposal. The new service structure will provide the operational and strategic capacity to meet new areas of responsibility for the service.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

If you have only identified neutral impacts, please state why:

The approach is to replace LA funding with other funding sources without withdrawing or reducing the service offer or staffing.

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

- *CiTb, NCOP and ESF external funding sources secure to 2021, 2022 and 2023 respectively. Review will be necessary post T21 if further external funds not secured beyond this period.*
- *Statutory youth participation (Inc. NEET support) funded from Combined DSG, subject to annual approval (BAU)*
- *Secure and specialist curriculum (Inc. Hospital Education Units) funded High Needs DSG.*
- *16-19/25, Adult Education and Apprenticeships funded via ESFA allocation and Apprenticeship Levy.*

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: T21 Inclusion Admin
T21 Opportunity Reference: CSD0006c
Name of the accountable Officer: Tracey Sanders
Email address of the accountable Officer: tracey.sanders@hants.gov.uk

Department:

Adults' Health and Children's Services Care	Corporate Services	Culture, Communities and Business Services	Economy, Transport and Environment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of assessment: 7/5/2019

Is this a detailed or an overview EIA? Detailed Overview

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

This transformation relates to the administrative support for the Inclusion services. These services work with all schools in Hampshire to help schools include children who have a range of needs..

Geographical impact:

- | | | |
|---|----------------------------------|--------------------------------------|
| <input checked="" type="checkbox"/> All Hampshire | <input type="checkbox"/> Fareham | <input type="checkbox"/> New Forest |
| <input type="checkbox"/> Basingstoke & Deane | <input type="checkbox"/> Gosport | <input type="checkbox"/> Rushmoor |
| <input type="checkbox"/> East Hampshire | <input type="checkbox"/> Hart | <input type="checkbox"/> Test Valley |
| <input type="checkbox"/> Eastleigh | <input type="checkbox"/> Havant | <input type="checkbox"/> Winchester |

Describe the proposed change, including how this may impact on service users or staff:

There will be a review of the business processes of these services to consider whether there are efficiencies that can be made in the administration of the Local Authority that the service undertakes. These will not impact on service delivery but there is likely to be some staffing changes. It is not anticipated that this will affect the reach of these services.

Who does this impact assessment cover?

- Service users HCC staff (including partners)

Engagement and consultation

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required

Staff consultation will also take place as proposals develop.

Has any pre-consultation engagement been carried out?

Yes

No

No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Transformation Practice will work with Inclusion Support Services to consider processes. This work will be undertaken using the LEAN approach which uses staff knowledge and expertise to design changes to working practices.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:	<i>if staffing reductions are necessary this will impact upon a staffing group which is predominantly female.</i>				
Mitigation:					
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Other considerations					
Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

If you have only identified neutral impacts, please state why:

Additional information

[Click here](#) for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Health Funding Contributions*

T21 Opportunity Reference: *CSD007*

Name of the accountable Officer: *Sarah Cross*

Email address of the accountable Officer: *sarah.cross@hants.gov.uk*

Department:

Adults' Health
and Care



Children's
Services



Corporate
Services



Culture,
Communities and
Business Services



Economy,
Transport and
Environment



Date of assessment: *2/7/2019*

Detailed



Overview



Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

Where a child or young person who is open to social care, has health needs that have been assessed as eligible under the NHS Continuing Care Framework, or Section 117 Mental Health Aftercare criteria, the Local Authority and relevant Clinical Commissioning Group have a duty to work together (and with Education where relevant) to ensure that appropriate support, and funding is put in place.

Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

Describe the proposed change, including how this may impact on service users or staff:

It is anticipated that in order for Hampshire Children's Services and the relevant Clinical Commissioning Group to work more collaboratively the following changes are being implemented; a new governance structure, a new joint funding decision making panel, new jointly agreed processes, shared joint data and new, centralised ways of working. The impact of the changes will be positive on service users and staff.

Who does this impact assessment cover?

Service users

HCC staff (including partners)

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Yes

No

No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

This opportunity relates to internal processes and income generation with a partner agency and as such external consultation is not required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: *This is a positive opportunity for children and young people as it will promote improved joint working between statutory agencies to best meet their outcomes.*

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: *This is a positive opportunity for children and young people with a disability as it will promote improved joint working between statutory agencies to best meet their outcomes.*

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:** *This is a positive opportunity.*

If you have only identified neutral impacts, please state why:

Additional information

[Click here](#) for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

End of Equality Impact Assessment

Thank you for taking the time to complete this form.

Click below to confirm the following:

- This form is complete, with no additions or changes still to be made
- The accountable officer has agreed the contents of this form

Please note: You will **not** be able to make changes to this form after submission.

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Hampshire Youth Offending Team efficiencies*

T21 Opportunity Reference: *CSD008*

Name of the accountable Officer: *Stuart Ashley*

Email address of the accountable Officer: *stuart.ashley@hants.gov.uk*

Department:

Adults' Health and Children's Services
Care



Corporate
Services



Culture,
Communities and
Business Services



Economy,
Transport and
Environment



Date of assessment: *30/08/2019*

Detailed



Overview



Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

Hampshire Youth Offending Team (HYOT) is a multi-agency team comprising staff from Children's Services, probation, police, health and volunteers. HYOT's ambition is to see fewer children and young people involved in the criminal justice system. This will reduce the number of potential victims of crime and promote the confidence and safety of our local communities. We aim to maximise the potential of every child and young person, delivering quality assessments and interventions which will prevent offending and protect the public. HYOT work restoratively, with our partner agencies, to prevent children and young people from offending and re-offending. We also work with the victims of their offences. We try and repair the harm caused to them and the wider community as a whole. In 2018 Her Majesty's Inspectorate of Probation rated the Hampshire YOT as 'good' in its inspection of the service.

Geographical impact:

- | | | |
|---|----------------------------------|--------------------------------------|
| <input checked="" type="checkbox"/> All Hampshire | <input type="checkbox"/> Fareham | <input type="checkbox"/> New Forest |
| <input type="checkbox"/> Basingstoke & Deane | <input type="checkbox"/> Gosport | <input type="checkbox"/> Rushmoor |
| <input type="checkbox"/> East Hampshire | <input type="checkbox"/> Hart | <input type="checkbox"/> Test Valley |
| <input type="checkbox"/> Eastleigh | <input type="checkbox"/> Havant | <input type="checkbox"/> Winchester |

Describe the proposed change, including how this may impact on service users or staff:

The proposed change is based on a review of the structure of the service in response to the changing nature of need. The partnership commitment to reducing the criminalisation of children who have offended or at risk of offending has resulted in the HYOT having reduced caseloads and therefore naturally creates opportunities for considering streamlining and efficiencies. As posts become available, some staff are not being replaced but consideration will be given to how that money is best utilised within an overall commitment to meet the efficiency target. There is no plan for redundancy for staff, so impact will be low and the service will also continue to seek alternative funding sources to bring income in to attempt to offset any reductions in budgets.

Who does this impact assessment cover?

- Service users HCC staff (including partners)

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

- Yes No No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: Service Users: Our Youth Crime Prevention Officers (YCPs) work with young people aged 10 to 16 who are at risk of offending and have not been to court. Reductions in funding could mean that the service may not be able to respond to demand.

Mitigation: Service Users: To manage the demand for YCPs the service will prioritise those young people who are at a greater risk of offending. Further, keeping boundaries around the length of the intervention and having a planned exit strategy.

	Positive	Neutral	Low negative	Medium negative	High negative
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: Service Users: The gender ratio of young people is 81% boys and 19% girls. There are similar ratios in both statutory and YCP cases. The risk would be that girls are not offered the same service as boys. Staff: In YCP the substantive staff group consists of 11% male and 89% female. Of those managing the statutory work there are similar proportions. Therefore, it is more likely that any reductions would be in the female workforce. However this should be proportionate.

Mitigation: Service Users: To prevent girls being disadvantaged in statutory work pre-sentence reports are gate-kept to ensure that there is no unintended bias. In YCP cases, if these are prioritised in accordance to risk (as above) this will ensure equal consideration of girls and boys.

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:
Mitigation:

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

If you have only identified neutral impacts, please state why:

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

The strength of the HYOT is the partnership approach which brings committed partners together who work collaboratively to meet need and draw on a wide network of resources. This is a critical foundation on which to make efficiencies.

HAMPSHIRE COUNTY COUNCIL

Front Cover Report

Committee:	Children and Young People Select Committee
Date:	18 September 2019
Title:	Autism Assessment Services for Children and Young People
Report/Presentation From:	Hampshire & Isle of Wight Partnership of Clinical Commissioning Groups

Contact name: Angela Murphy **Email:** angela.murphy7@nhs.net

Purpose of this Report/Presentation

1. The purpose of the presentation is for the Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups to update the Children and Young People Select Committee on Autism Assessment Services for Children and Young People.

Recommendation

2. That the Children and Young People Select Committee receive and note the overview provided in the presentation.

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Hampshire County Council Select Committee

Autism Assessment Services for Children and Young People

September 2019



Current Situation

- ▶ Recognising the need for action to improve access to services, the Hampshire CCGs invested £1m into Autism assessments during 18/19;
- ▶ Assessments are provided through Sussex Partnership and Psicon Ltd;
- ▶ Good progress made with assessments completing c.1000 assessments, but more work to be done to reduce waiting times and demand for diagnosis
- ▶ Barnardo's are commissioned by the CCGs to provide parenting support;
- ▶ Providers sign post families to Autism Hampshire for peer networks
- ▶ Demand and Capacity Peer Review of Child and Adolescent Mental Health Services (CAMHS) completed April 2019 has recommended that Autism assessment should not return to CAMHS
- ▶ The NHS Long Term Plan sets out some ambitious targets for the NHS to improve services for young people with Autism and Learning Disabilities



Autism Pioneer Programme May - Sept 2018

Background

- Demand & capacity issues within Hampshire Child and Adolescent Mental Health Services (CAMHS);
- Backdrop of additional pressures on CAMHS for those referred with mental health needs, including urgent referrals.

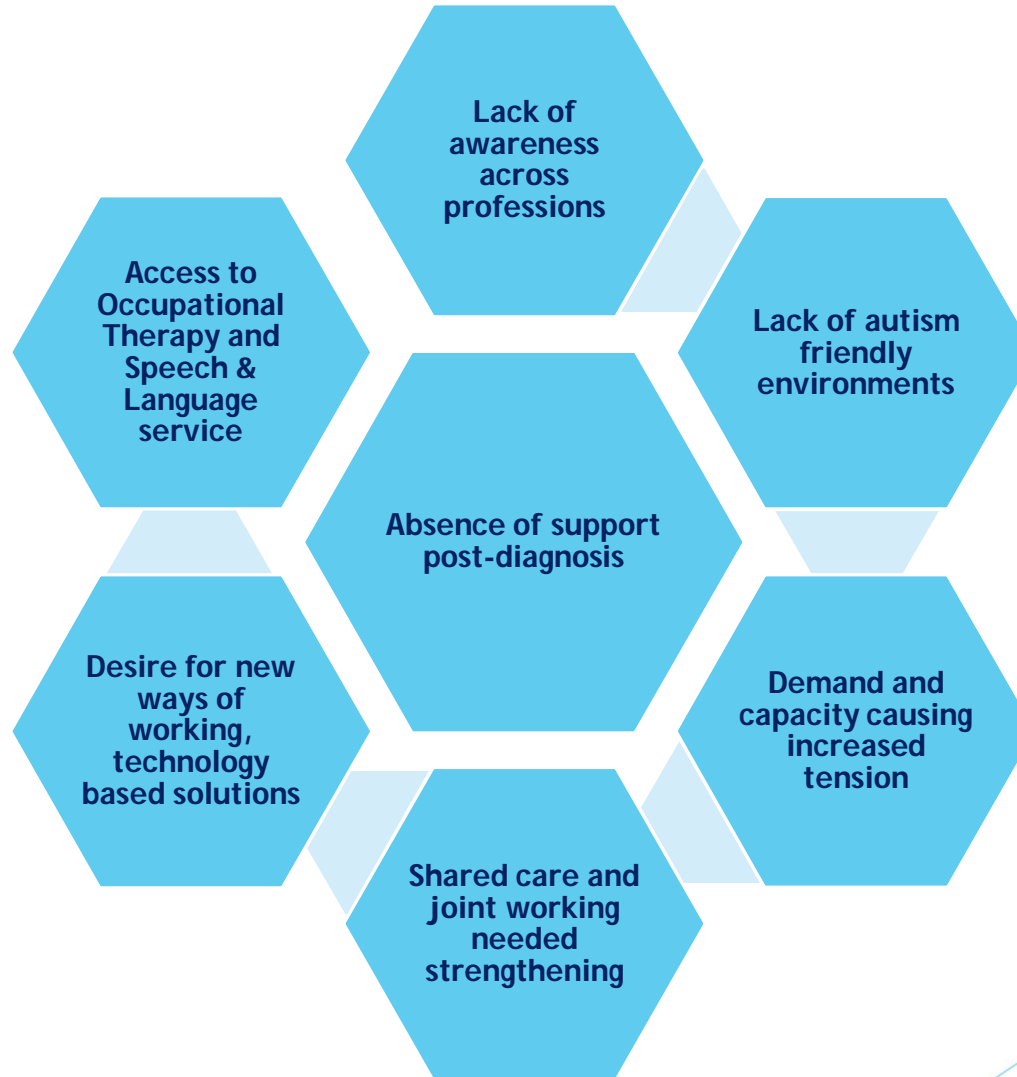
Drivers for increase in referrals

- Policy & awareness campaigns, as well as social media;
- General increase in awareness of mental health issues in children & young people (CYP);
- Children & Families Act (2014) - amended existing legislation & service provision for CYP, including those with Special Educational Needs (SEN);
- Associated with above, lack of support in schools leading to parents / carers seeking a diagnosis in the belief this may lead to their child being eligible for an Education Health & Care Plan (EHCP) as a means of support.

Scope of the Pioneer Programme

- Review & mapping out of current Autism pathways (pre & school age) against NICE guidance for CYP;
- Consultation with a wide range of stakeholders;
- Explore opportunities for redesign;
- Explore approaches for e.g. other alternatives to diagnosis; options of working closer with schools / education colleagues; behaviour support teams & education psychology services;
- Opportunities for closer working with the third sector;
- Make a series of recommendations

Summary of Main Findings



Summary of Recommendations

- ← Education settings to create neuro-diverse friendly environments. Promoting the requirement for all mainstream schools to have an Autism Ambassador would support this.
- ← Develop a co-produced fact sheet and website around tested interventions in managing behaviours.
- ← Extend interim arrangement in place with Psicon Ltd for Autism assessments.
- ← Introduce a stepped approach - a revised pathway starting with early help.
- ← Children's system wide work stream across Hampshire & Isle of Wight testing a bespoke neuro-development/ neurodiversity service.
- ← Implement an early help pathway, work has commenced on the Isle of Wight and Portsmouth.
- ← Following an audit, implement a programme of Autism awareness and strategies training for professionals Build on the Autism Hampshire E-learning platform and current review of levels of training taking place.
- ← Explore opportunities to develop CAMHS and Autism services up to age 25.
- ← Commission the development of an online Autism specific course for families/carers and for CYP. Co-produce with parent carers and young people.
- ← Explore opportunities for joint commissioning in respect of Occupational Therapy, Speech and Language Therapy and Portage (home visiting and support service).
- ← Strengthen shared care arrangements between CAMHS and primary care and Paediatric services.
- ← Explore digital options – CAMHS and Autism assessment services.



Education support and provision for children with Autism



- ← The majority of children with Autism have their needs successfully met in mainstream schools
- ← Schools have access to a range of advice and guidance through the specialist teacher advisory service, Hampshire's educational psychology service, Hampshire SEN inspectors, camhs professionals
- ← There are also programs run by educational psychologists for parents and schools so that there is continuity of support
- ← This aligns with home support from children's social care
- ← In some cases children's Autism needs cannot be met in mainstream schools there are 4 resourced provisions attached to schools that specifically support pupils with Autistic needs
- ← All of the 26 special schools support some pupils with Autistic needs
- ← Children are provided with support based upon educational need and **no diagnosis** is necessary in either mainstream or special schools
- ← A positive diagnosis of Autism **does not** mean a child meets the criteria for an EHCP
- ← There is a pilot programme taking place where Primary Care Mental Health workers are working alongside Behaviour Support Teams to identify need early and support professional development of teachers
- ← Sussex Partnership also run a range of PACE (Parent and Carer Events) and CARE (Coping and Resilience events) events to raise awareness of how to support the needs of a young person

Next Steps

- ▶ Implementation of recommendations - Autism Pioneer Programme, with a key focus on early help;
- ▶ Additional investment agreed to support Autism assessment within this financial year £670k;
- ▶ Options appraisal for future Autism Assessment service, including 0-25 or all age options (Autumn 2019); Hampshire Autism Partnership Board involved in initial options appraisal workshop;
- ▶ Additional Funding of £1.7m for 2020/21 being considered at September Boards and Committees, with a view this will bring waiting times down to 6 months by 2021



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HAMPSHIRE COUNTY COUNCIL

Front Cover Report

Committee:	Children and Young People Select Committee
Date:	18 September 2019
Title:	Annual Safeguarding Report – Children’s Services 2018-19
Report From:	Director of Children’s Services

Contact name: Stuart Ashley

Tel: 01962 846370

Email: stuart.ashley@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to enable the Children and Young People Select Committee to pre-scrutinise the annual update to Cabinet from the Director of Children’s Services on safeguarding children and young people In Hampshire during the period of 2018/19. The attached draft report is anticipated to be presented to Cabinet on the 10 December 2019.

Recommendation

2. That the Children and Young People Select Committee note and support the recommendations being proposed to Cabinet in the attached report.

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HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Cabinet
Date:	10 December 2019
Title:	Annual Safeguarding Report – Children’s Services 2018-19
Report From:	Director of Children’s Services

Contact name: Stuart Ashley

Tel: 01962 846370

Email: stuart.ashley@hants.gov.uk

Purpose of this Report

- 1 The purpose of this report is to provide an annual update to Cabinet on safeguarding children activity within Children’s Services during 2018/19.

Recommendation(s)

- 2 That Cabinet notes the positive progress and continued consistently high performance with regards to safeguarding children in Hampshire.
- 3 That Cabinet note the commitment of a wide range of Children’s Services officers in achieving this level of performance.
- 4 That Cabinet endorses the future direction of travel identified in this report.
- 5 That Cabinet receives further updates on safeguarding on an annual basis.

Executive Summary

- 6 The purpose of this report is to provide an annual update to Cabinet on safeguarding children activity within Children’s Services during 2018/19.
- 7 This report identifies key national developments, summarises performance and activity levels, and details a number of key local developments and future priorities.
- 8 The report provides assurance that whilst demand for children’s social care services continues to increase year on year, the response to the safeguarding of vulnerable children is both robust and timely. New and emerging risks to children are identified and addressed collaboratively with partners and the wider transformation of children’s social care will deliver a modern social work service fit for the future challenges over the next decade.

Contextual Information

- 9 Cabinet will recall that in the last report in autumn 2018 we were expecting a full inspection under the new Inspection of Local Authority Children's Services (ILACS). Under this new framework introduced in January 2018 and amended in March 2019, local authorities are subject to standard and short inspections depending on their previous Ofsted judgement. Authorities that are Requires Improvement receive a standard inspection which will involve one week pre-inspection and then two weeks on site. Local authorities that are good or outstanding will receive short inspections which will involve one week on site. In addition to these, between the three yearly inspections, Ofsted will aim to visit local authorities on an annual basis to conduct Joint Targeted Area Inspections (JTAs), which is a themed inspection of all safeguarding partners, or focussed visits which will take two days and will explore in detail a particular theme. Prior to inspections Ofsted will hold an annual conversation with the Director of Children's Services and will expect advance sight of a self assessment of children's social care. Cabinet will be aware that;
- 10 In November 2018, Hampshire was subject to a focused visit, inspecting children subject to a child protection plan, including the quality and impact of pre-proceedings intervention under the Public Law Outline (PLO). Hampshire had received a very positive letter from Ofsted following this visit.

ILACS

- 11 In April and May Hampshire was subject to a full ILACS inspection. Report to Council dated 15 July refers to this inspection. The summary at the front of the report read, *'Children's Services in Hampshire are outstanding. Since the last full inspection in 2014, the director and his leadership team have resolutely focused on continuing to improve the help, care and protection provided to children. Social workers are highly skilled at building meaningful relationships with children; engaging them in their assessment and plans..... Children's lives consistently improve as a result of the help they receive. Strong political and corporate support ...have helped the leadership team to implement an ambitious transformation programme.'*
- 12 This inspection judged Hampshire to be outstanding overall and across the other *three* areas of judgement, including *'The experiences and progress of children in need of help and protection'*. At the time of writing, Hampshire is one of only two authorities to be judged outstanding across the board.
- 13 It is worth noting that each of these inspections were intrinsically rooted in safeguarding and have fully tested Hampshire's safeguarding practice, alongside *testing* the front door process within MASH. The Ofsted report evidenced this with, *'Children in need of help or protection benefit from high-quality services that improve their lives, whatever the level of need'* and *'when children need protection, swift, proportionate and authoritative action is taken during and outside office hours.'*

National Developments

- 14 'County lines' remains an increasing concern for Hampshire Children's Services and all agencies concerned with children in the area. In essence, it is the supply of Class A drugs, predominantly from inner-city gangs to suburban areas, and targets rural and coastal towns as well as major cities, as part of widening the drug market. For Hampshire much of this activity is supported by good transport links and close proximity to London.
- 15 This activity involves child criminal exploitation as criminal gangs use children and vulnerable adults to move drugs and money. Gangs establish a local base or can send adults in to a local area, who actively recruit vulnerable children.
- 16 Whilst all agencies and professionals contribute to tackling this new form of exploitation, more specialist work is undertaken by the pan-Hampshire Police Missing team and the Hampshire Children's Services specialist Willow team. The Willow team is a multi agency team consisting of specialist social workers and health professionals, working closely with Hampshire Constabulary to protect the highest risk children. Together with Hampshire Constabulary there is a coordinated deployment of these specialist resources to identify networks, ensuring the safeguarding of the most vulnerable children and the disruption of county line activity.

Unaccompanied Asylum-Seeking Children (UASC):

- 17 There are three groups of asylum-seeking children: those who enter the UK illegally, those who enter according to the DUBS¹ amendment and Syrian refugees who travel legally to the UK. These children become looked after children and are the responsibility of the Local Authority, but the implications are wide reaching and complex. Health services and education are impacted as are Child and Adolescent Mental Health Services (CAMHS) as many of the children are traumatised. There are also issues around the availability and cost of translation services alongside a significant national shortage and lack of suitable placements for looked after children.

Hampshire UASC Arrivals

	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan-Mar 2017	Apr-Jun 2017	Jul-Sept 2017	Oct-Dec 2017	Jan-Mar 2018	Apr-Jun 2018	Jul-Sep 2018	Oct-Dec 2018	Jan-Mar 2019	Apr-Jun 2019
Quarterly Data	7	19	27	20	17	27	18	14	29	31	17	18	7

¹ <https://www.gov.uk/government/news/unaccompanied-asylum-seeking-children-to-be-resettled-from-europe>

- 18 As at 30 June 2019 the total number of UASC (under 18 years) looked after by Hampshire is 127, a reduction of 22, from 149 reported last year. The reduction is due to the fact that a significant proportion of these children arrive at the age of 17 so they reach maturity during the year, become eligible care leavers. Since July 2016, Hampshire has been accepting children through the South East National Dispersal Team. The transfers through this scheme and from the closure of the Calais camp account for the large increase in UASC from July 2016 onwards. The majority of the children are placed in independent fostering agency (IFA) placements and a significant number are placed outside of Hampshire, in order that we can better meet their cultural and individual needs. The age range is from 11 years old and the significant majority are males. They will need to be looked after by the local authority until they reach 18 years and will then have care leaver status with continuing support from the local authority until they are 25 years of age. Whilst the Home Office provide set funding for UASC, an Association of Directors of Children's Services report² evidenced that the funding only covers 50% of the actual costs to the local authority. It should also be noted that around 30% of UASC will not be given leave to remain in the UK and as such will have 'no recourse to public funds' requiring the local authority to entirely fund all of their living costs until they reach 25 years of age.

Working Together 2018

- 19 The formal arrangements for the new Hampshire Safeguarding Children Partnership (HSCP) were published on 27th June 2019 and can be found at <https://www.hampshirescp.org.uk/wp-content/uploads/2019/06/HSCP-New-Arrangements-27-June-2019.pdf>. These arrangements outline how the new Safeguarding Partners, the Local Authority, Police and Clinical Commissioning Groups will work together to coordinate their safeguarding services, identify and respond to the needs of children in Hampshire, commission and publish local child safeguarding practice reviews and provide scrutiny to ensure the effectiveness of the arrangements.
- 20 The HSCP will continue to have an Independent Chair who will also provide independent scrutiny to the arrangements. The HSCP will continue to commission and deliver safeguarding training to the multi-agency workforce, and, commission local learning reviews (previously known as Serious Case Reviews) as outlined in Working Together 2018.
- 21 The statutory safeguarding partners in Hampshire have agreed to work in partnership with the statutory safeguarding partners for Isle of Wight, Portsmouth and Southampton, to ensure coherence in safeguarding arrangements across the wider geographical area. The arrangements for

² http://adcs.org.uk/assets/documentation/ADCS_UASC_Report_Final_FOR_PUBLICATION.pdf

Hampshire and Isle of Wight collaboration are known locally as ‘HIPS’. It was acknowledged that for many agencies and professionals who work across more than one of the local authority areas, there would be benefit in greater joined-up working on strategic issues and common themes. Given that each local area was keen to retain some degree of local arrangement, partners agreed to form a new Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS) Executive Group, supported by some specific four-area subgroups, to work alongside the four local partnerships. These groups include; Exploitation, Health, Procedures and the Child Death Overview Panel. More information regarding this can be found in Appendix One of the new arrangements document.

- 22 The previous Hampshire Child Death Overview Panel will now operate across the pan Hampshire areas to enable all of the four areas to conduct reviews of child deaths across a geographical area in line with the requirements outlined in Working Together 2018. These new arrangements will be in place by 29 September 2019.

Performance and Activity Levels

- 23 Workloads, as evidenced in contacts, referrals and safeguarding activity, continue to be high with 9,013 cases open to Children’s Social Care at the time of writing this report. The table below sets out the trends over the last four years including the source of referrals received via Hantsdirect.

Contacts and Referrals

Contact and Referrals	2015-16		2016-17		2017-18		2018-19	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value
Number of initial contacts		77934		87235		106010		117188
Number of CIN referrals		16666		19435		16596		18408
Referral source: Individual	1835	11.0%	2165	11.1%	1908	11.5%	1906	10.4%
Education	4149	24.9%	4559	23.5%	3862	23.3%	4432	24.1%
Health Services	2148	12.9%	2603	13.4%	2251	13.6%	3063	16.6%
Housing	277	1.7%	233	1.2%	174	1.0%	188	1.0%
Local Authority Services	1596	9.6%	1606	8.3%	1704	10.3%	1661	9.0%
Police	4346	26.1%	5360	27.6%	4265	25.7%	4559	24.8%
Other legal agency	370	2.2%	447	2.3%	388	2.3%	593	3.2%
Other	1255	7.5%	1765	9.1%	1194	7.2%	1248	6.8%
Anonymous	400	2.4%	478	2.5%	384	2.3%	495	2.7%
Unknown	290	1.7%	219	1.0%	466	2.8%	263	1.4%

Contact and Referrals	2015-16		2016-17		2017-18		2018-19	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value
Not recorded	0	0.0%	0	0%	0	0.0%	0	0.0%

- 24 The total number of contacts as at 31 March 2019 (117,188) is 34% higher than the total received at 31 March 2017 (87,235), which was 11.9% higher than the total received as at 31 March 2016. This is indicative of the continuing pressures across the child protection system which is reflected nationally. For 2018-19, police remain the highest referrer (24.8%) followed by education (24.1%) and then health services (16.6%). This trend has remained consistent over the last three years. National benchmarking highlights that the referral rate from schools in Hampshire are comparable with the south east region.

Section 47 and Assessments

Section 47 and Assessments	2015-16		2016-17		2017-18		2018-19	
% of S47 going to ICPC	4182	44.9%	4,211	43.7%	3926	44.9%	4317	40.6%
C&FA Timeliness	16931	88.3%	19841	89.6%	18496	87.9%	18003	90.9%

- 25 With regards to assessments, as can be seen in the table above, the percentage of child abuse investigations (section 47 investigations) which progress to an initial child protection conference over a year, has remained at around the same level compared to previous years. This continues to reinforce the fact that thresholds are being consistently applied by social workers and has been the picture locally for the last three years, strengthened by the introduction of MASH.
- 26 The timeliness of completing a Child and Family Assessment (C&FA) since their introduction in 2014-15, is a very positive picture given the large number of assessments undertaken over the last year. This has remained in the high 80s for the last three years and is higher than the majority of other local authorities in the region.

Child Protection Plans (CPP)

Child Protection Plans (CPP) and visits	2015-16		2016-17		2017-18		2018-19	
No of children on CPP		1441		1263		1293		1097
New CPP in the Year %: Neglect	1005	60.1%	977	61.8%	1080	70.4%	950	64.4%
Physical	219	13.1%	123	7.8%	122	7.9%	100	6.8%

Child Protection Plans (CPP) and visits	2015-16		2016-17		2017-18		2018-19	
Sexual	122	7.3%	124	7.8%	65	4.2%	75	5.1%
Emotional	326	19.5%	358	22.6%	268	17.5%	351	23.8%
New CPP in Year Rate Per 10,000: Neglect	1005	35.7	977	34.7	1080	38.4	950	32.9
CPPs ending after 2 or more years	65	4.1%	86	4.9%	108	7.2%	78	4.4%
Current CPs lasting 2 or more years	20	1.4%	27	2.1%	28	2.2%	35	3.2%
Visits made in accordance with CPP - 14 days	3131	86.8%	3258	89.7%	3160	86.0%	2345	85.6%

- 27 As detailed above, work within the child protection planning process remains robust with numbers showing a decline from the end of March 2017. The positive reduction is considered to be as a result of more effective interventions with children and families at the Child in Need level, meaning less cases are escalated to a child protection plan because risks are addressed earlier. This is further reinforced by the transformation work see 5.20-5.23.
- 28 The number of children subject to a plan for neglect remains in the 60-70 percent bracket (although a word of caution in that categorisation between neglect and emotional abuse can be variable, and neglect while present may not be the main presenting factor). HSCB launched its Neglect Strategy in October 2016 and this continues to help professionals better identify neglect.
- 29 A low percentage of child protection plans are lasting beyond two years (which is good as it indicates proactive work) and relatively few require a repeat plan within two years. The number of timely visits made within the required dates remains a significant strength of the service and reinforces that children are being seen and kept safe.

Full Time Children Looked After (CLA)

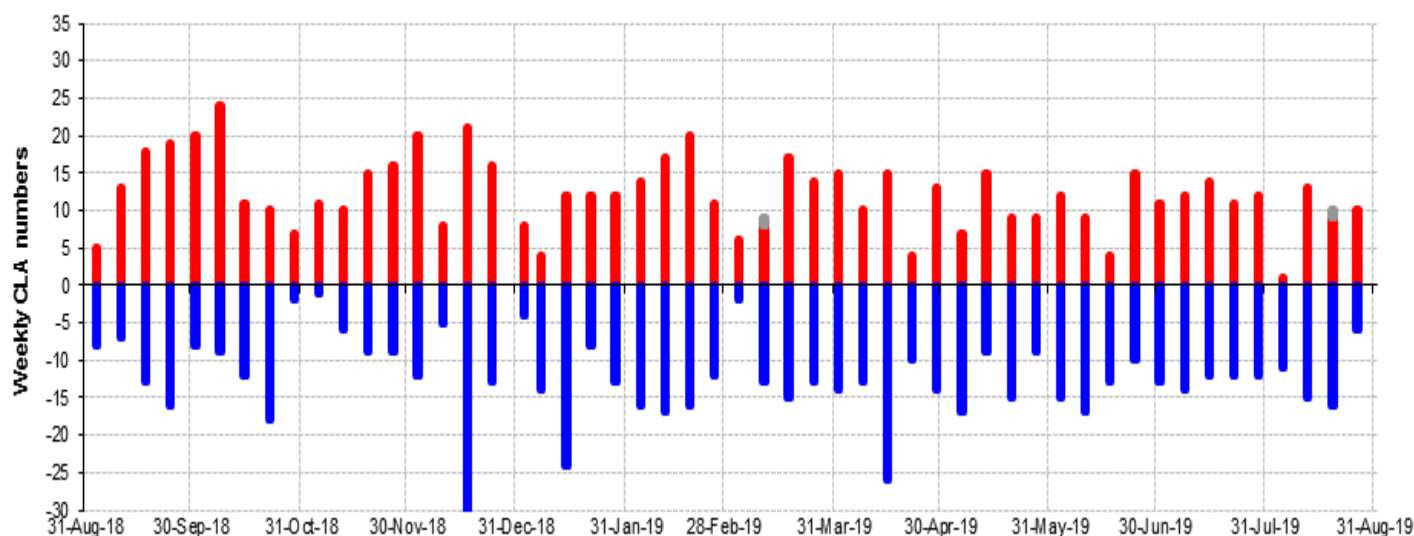
Full Time Children Looked After (CLA)	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20 Q1 Apr-Jun
No of full time CLA	1267	1339	1305	1440	1592	1664	1637

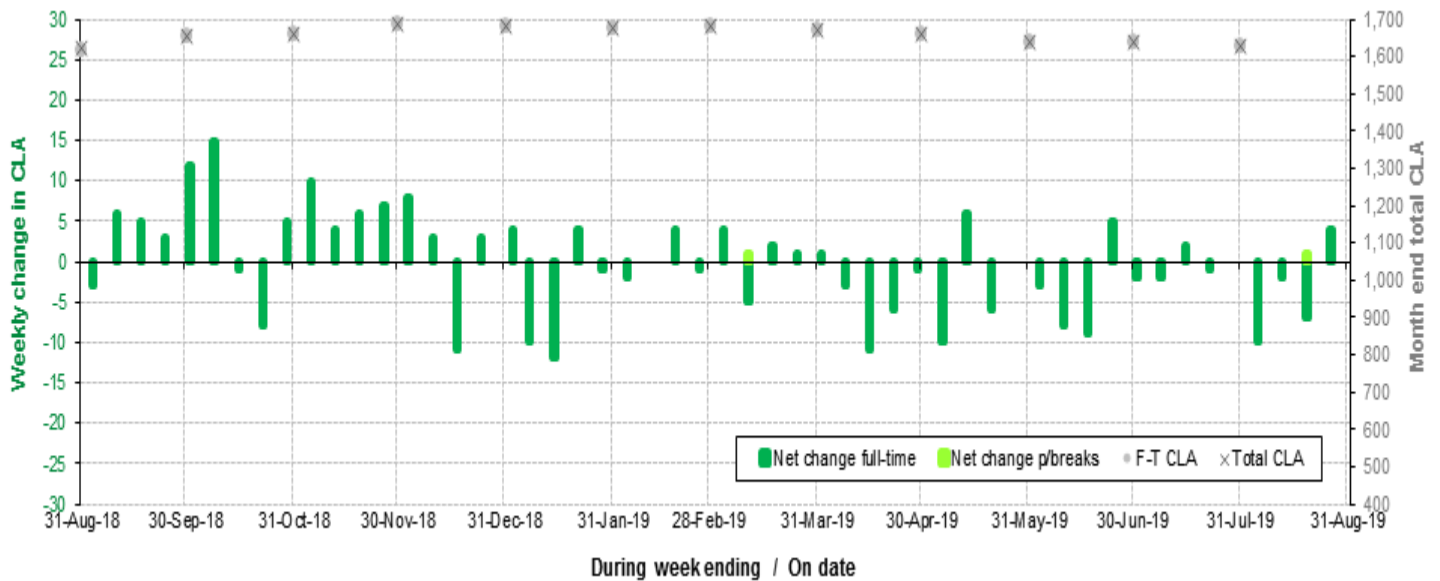
	Jul-Sep 2017	Oct-Dec 2017	Jan-Mar 2018	Apr-Jun 2018	Jul-Sep 2018	Oct-Dec 2018	Jan-Mar 2019	Apr-Jun 2019
Entering full time care	168	152	146	151	207	168	159	135
Leaving full time care	110	136	123	149	148	136	185	161
Net increase	58	16	23	2	59	32	-26	-26
Of those new into care children Placed with Parents	21	29	39	24	18	24	30	32
Of those new UASC	27	18	14	29	31	19	18	7

30 With regards to children in care, the number has increased by 72 (4.5%) over the last 12 months, slightly under the national rise of children in care. It should be noted that there is of course significant churn throughout the year of the children in care population. Additionally, changes in court practices are placing more children at home whilst on a Care Order (and thus 'in care') whilst previously such children would probably have remained the subject of support in the community without entering the court (and care) arena. This is primarily due to a complex set of changes relating to the 'Public Law Outline'. The table above shows the quarterly rise in numbers of children being placed with parents by the courts.

31 It is important to note that as part of the transformation of children's social care the new strengths based methodology, known as the 'Hampshire Approach' (see 5.16 – 5.19), is evidencing positive early impact. As of August 2019, the total number of children in care is now lower than it was in September 2018, with evidence, in the main, of month on month reductions. This latter point can be seen in the tables below which shows the numbers of children coming into care and those leaving care, on a weekly basis.

Weekly New and Ended CLA - Month End Totals





- 32 Nationally the picture of demand continues to outstrip the supply of placements for children in care, and the costs of placements are rising significantly. A recent LGA report noted that councils had overspent on children’s social care by £800m in 2018/19 as demand and costs rise. <https://www.local.gov.uk/about/news/childrens-care-crisis-councils-forced-overspend-almost-ps800m-childrens-social-care>. Predominantly these increased costs are associated with the cost of placements for children in care, although not exclusively. A recent BBC news item reported on recent analysis showing that three groups (Hedge Funds) account for 45% of funds spent on independent fostering by English councils. This is clearly driving prices even higher. <https://www.bbc.co.uk/news/uk-england-49450405>
- 33 The increasing complexity of the children coming into the care system has meant additional costs associated with their placements. As above, demand for placements outstrips supply and this is particularly the case with the most complex and troubled teenagers, who frequently require more intensive residential placements. The costs of those placements continue to rise year on year. Significant work is carried out by our Placement Commissioning team (such as working through framework contracts and contract specification) to ensure that Hampshire achieves the best value that it can in what is an ‘overheated’ market.

Local Developments

Family Support Service (FSS):

- 34 This integrated service brings together the work of children’s centres and the Early Help Hubs, including youth support services, into a single service. The service commenced in December 2016 and supports vulnerable families with children aged 0-19 years (or up to age 25 for young adults with learning difficulties and/or disabilities). It is also more closely aligned with the Supporting Troubled Families Programme. Help and support is targeted

specifically to vulnerable families with children who have multiple needs, often requiring the involvement of more than one agency, but who do not meet the criteria for statutory, children's social care intervention. Tailor-made support is provided at a local level, in order to respond to the needs of local families. With one point of contact, families no longer need to go to different early help services. A total of 3,253 children were open to the FSS in April 2019, compared to 3,462 as at the end of March 2018.

Child Assessment and Safeguarding Teams (CAST)

- 35 Hampshire Children's Services introduced CAST across the service from February 2018, following a successful pilot in Basingstoke, in order to provide a more efficient service, manage demand from the front door and most importantly, reduce transition points for families.
- 36 CAST integrates Referral and Assessment team and Children in Need teams into Children's Assessment and Safeguarding Teams (CAST). The 4 district CAST teams rotate over a 4 week period, receiving incoming work from the MASH.
- 37 The benefits of CAST continue to include;
- Reduced transition points and greater continuity for children, families and partner organisations
 - All CAST team members are skilled across a range of casework and able to enjoy a more diverse role
 - A reduction in caseloads was evident
 - The plans for children and families are more robust and social workers have a greater ownership of casework.
 - Assistant Team Managers have greater capacity to support line-management of staff (including social workers)
 - Reduced duplication of work

Recruitment and Retention:

- 38 A key issue, both nationally and locally, continues to be the recruitment and retention of social workers. Nationally vacancy rates are now at around 20% of all posts and, at times, there have been similar rates in Hampshire in front line teams, but we expect these to reduce to 10% or less by 2019/20.
- 39 Aggressive recruitment tactics by agencies which have played on the insecurity in social work posts brought about by critical Ofsted judgements (sometimes in neighbouring authorities) or national reports have exacerbated this situation. Social workers report being offered very high hourly rates to switch to an agency and to then work in a neighbouring authority. The recruitment and retention strategy, which included a retention bonus, is beginning to address these issues and create a more stable workforce, with the average turnover rate in Hampshire at 11%, a reduction of around 3% since last year.

- 40 As part of the strategic response to the aggressive tactics of agencies, Hampshire County Council has now established its own agency in partnership with Kent to source and supply social workers and a range of other staff. Connect2Hampshire, the new Hampshire temporary staffing agency was in place from 1 April 2019, with the initial focus being on smooth transition, with action now being taken to maximise the benefits of the new arrangements.
- 41 A Memorandum of Co-operation (MoC) agreed by the South East Regional Assistant Directors meeting came into place over 18 months ago. Due to changes in the agency market since its introduction this arrangement will be reviewed with other south east local authorities.
- 42 We have seen a continued steady rise in demand across social work services in line with the national picture, which was increasing the caseloads of our social workers. The Council's investment of £6.5m in over 100 new social work posts recognised that to deliver effective sustained change in vulnerable families, social workers require greater time to deliver meaningful interventions, therefore requiring greater capacity. This investment will, in the longer term, keep more children at home where it is safe and appropriate to do so, and reduce the number of children the service is working with. This in turn should see a reduction in spend on children in care placement costs as referred to earlier. Since the investment we have recruited around 130 children's social workers to fill vacancies in our frontline teams, with a significant proportion of these being newly qualified social workers (NQSWs) recruited into the Graduate Entry Training Scheme (GETS) programme to grow our own social workforce for the future.
- 43 A substantially enhanced programme of recruitment activities was developed for 2018 based upon a continuous approach to recruitment which is open to applications at all times. This is continuing and is proving successful. In addition, there has been conversion of existing agency staff to HCC employment through District Manager led discussions and interventions.
- 44 The Graduate Entry Training Scheme (GETS) continues to be our principal, and most successful, means of recruiting social workers. The two year programme recognises that newly qualified social workers (NQSWs) need support in their chosen career and works on the basis that each social worker should receive intensive support within a protected environment and wide experience of the service they are joining. A dedicated 4-week induction period followed by increased management oversight and supervision in a front-line secondment provides a gradual introduction to the social work role and embeds the expectations and high quality standards of Hampshire. This provides more resilient social workers better able to deal with the challenges of frontline practice. In its first two years of operation ten cohorts of Graduate Trainees have joined the department (a total of 147 NQSWs, about 92% of whom are still with Hampshire) – and a further two cohorts are planned for September and October 2019 (with 20 NQSWs in each).

- 45 Following the approval by national bodies for the establishment of an Apprenticeship Social Work Degree scheme, the department (together with colleagues in AHC) has worked closely with the University of Winchester to design a new “grow-your-own” programme for current staff in roles that lend themselves to the undertaking of an apprenticeship. Eleven staff from the Children’s and Families branch will start the apprenticeship in September 2019 (funded through the apprenticeship levy) and will qualify as social workers in summer 2022.

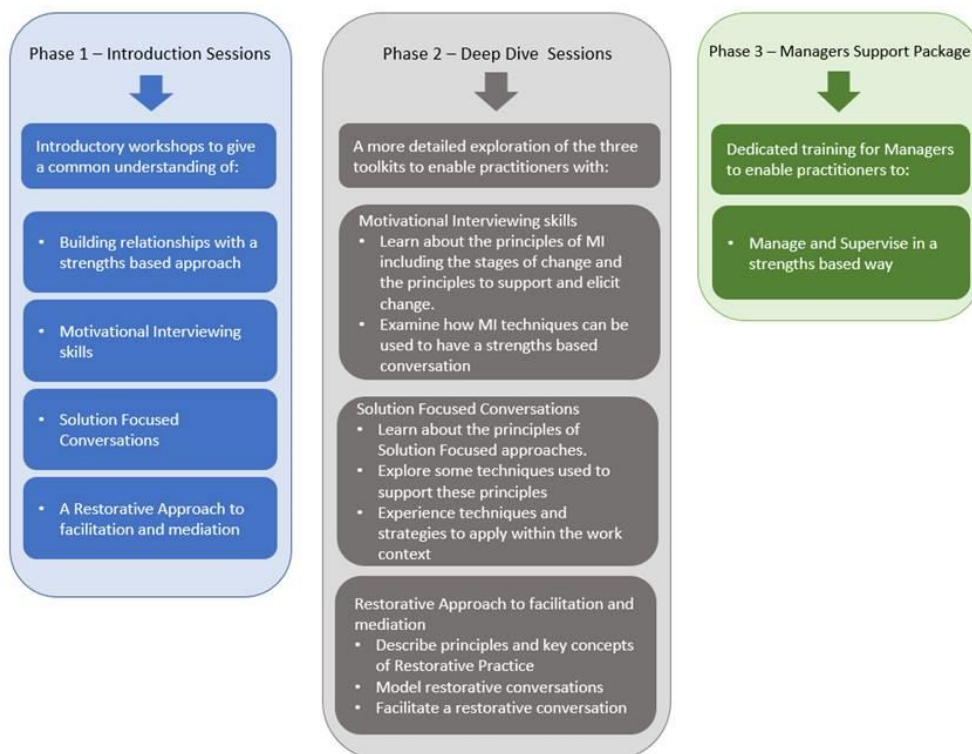
Transforming Social Care in Hampshire – Partners in Practice programme

- 46 Hampshire is one of only a small number of high performing local authorities chosen by the Department for Education to innovate and test new ways of delivering social work to vulnerable children and families. This is a radical whole system change and Hampshire Children’s Services’ vision is to build a new service around five key principles:
- A family service - a system focusing on improving outcomes for the child in the context of their family
 - A social work led, integrated, multi-disciplinary service, from the front door through to specialist services
 - Social workers supported to deliver meaningful interventions based on an underpinning methodology of resilience that creates lasting change
 - A service where good practice is free to flourish unfettered by bureaucracy and unnecessary regulatory demands
 - Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better.

- 47 This has focused on three key areas:

1) Family focused and evidence based practice

We have developed and rolled out in depth training in the ‘Hampshire Approach’, a resilience, strengths based way of working with families grounded on academic research. This has been the largest programme of training since Children’s Services was established. An overview can be seen in the table below. 83% of staff have now completed the training sessions.



2) Dynamic and sustainable multi-disciplinary service

To ensure we are able to put the right support around the family and do so in a way that is sustainable in the long term, we are creating a multi-disciplinary service that makes the best use of the collective resources available for children and their families.

To achieve this, we have needed to work closely with those that commission or provide other services to build a shared, joint understanding of how we can collectively work for children and families in Hampshire. As a result of our programme, we will have a sustainable multi-disciplinary service with buy-in and support from across agencies and no reliance on short term funding from the DfE.

3) Graduate Entry Training Scheme (GETS)

This will create a steady intake of newly qualified social workers that have been effectively supported in their transition from education to social work, positioning them to have long careers in Hampshire.

- 48 In 2019 we will develop Phase 2 of this social care transformation. The early evidence of the impact of the remodelled service and the Hampshire Approach, is positive, as evidenced in the recent Ofsted report.

‘A highly successful large-scale transformation programme has included the creation of additional social work posts and an innovative pathway of support for newly qualified social workers. The implementation of children’s assessment and safeguarding teams (CAST) and specialist multi-disciplinary teams supports an increasingly holistic approach to children’s needs...’

'The appointment of personal assistants to support social workers, combined with improved technology and the implementation of the strengths based social work model, the Hampshire Approach', have equipped social workers with the tools, skills and time to work directly with children and families. Consequently, children's needs are better understood, intervention is purposeful, and children and families are being helped to become resilient'.

- 49 Importantly, since the introduction of the new ways of working in March 2019, for the first time we have seen a small but steady reduction in the numbers of children coming into care. As of August 2019, we have the lowest number of children in care since September 2018, following month on month increases since 2015.

Youth Offending Service:

- 50 Hampshire Youth Offending Team (YOT) aims to prevent offending and reoffending by children and young people aged 10 - 17 years. The YOT works with children and young people who are subject to Pre-Court and Court Orders. The Youth Crime Prevention (YCP) arm of YOT works with children who are at risk of receiving a formal disposal to prevent this happening. The YOT provides reports to the Hampshire Courts and undertake specialist assessments for children who commit Harmful Sexual Behaviour. The YOT achieves its objectives through working in partnership with Health, Children Services, Police and Probation. It also provides specialist services in relation to Restorative Justice; Parenting; and Education, Training and Employment.
- 51 The YOT has statutory duties to co-operate under the Multi Agency Public Protection Arrangement framework (MAPPA), and a duty under the 2004 Children Act to promote the welfare and safeguarding of children and young people accommodated across England and Wales.
- 52 At any one time, Hampshire YOT is working with 450-500 children and young people across the county, of which 200 are subject to YCP. During 2018/19 420 young people received Pre-Court and a further 164 were sentenced in court. The Youth Crime Prevention programme worked with 242 young people in the same period. During 2018/19 the number of young people either remanded or sentenced to custody was 22.
- 53 In addition to the above, all victims of youth crime are contacted by specialist trained Restorative Justice staff and offered the opportunity to participate in a restorative intervention if they wish. In 2019 Hampshire YOT renewed the Restorative Services Quality Mark by the Restorative Justice Council.
- 54 Hampshire YOT has continued to drive up quality and performance with recent improvements in the reduction of First Time Entrants (FTE) in to the Youth Justice System. It has also addressed the areas for development

identified by HMI Probation in its 2018 inspection (where the service was judged 'good'), which included; improving its use of data, introducing a reparation scheme, reviewing its risk guidance and developing the way it plans with young people.

Sector Led Improvement Work

55 Buckinghamshire

Hampshire's Chief Executive was the 'Commissioner' appointed by DfE. Hampshire Children's Services are now supporting Buckinghamshire in the intervention phase of the improvement journey. A plan was agreed with Buckinghamshire, and DfE with phase 1 delivered up to July 2019 and further support planned for the following 12 months.

56 West Sussex

Hampshire's Chief Executive is undertaking the formal role of Commissioner and is due to prepare a report of his findings in September. The report will be informed by work undertaken by Children's Services staff who have been undertaking visits to West Sussex in June and July 2019, to interview West Sussex staff to understand the reasons behind the issues. This intelligence will be used to write the final report with recommendations to the Secretary of State for the future arrangements for Children's Services West Sussex.

57 Torbay

Hampshire County Council continue to provide a level of scrutiny and assurance work to the Improvement Board in Torbay and Hampshire's Chief Executive continues to attend the board as an advisor. However, our involvement has reduced significantly; Hampshire Chief Executive's formal Commissioner role has now come to an end as Torbay are formally partnered with Plymouth, with whom they now share a Director of Children's Services. The Department for Education has requested Hampshire continue its role until December 2019.

58 Isle of Wight

Hampshire Children's Services continue to manage Isle of Wight Children's Services and a formal strategic partnership agreed in 2018 has extended that until 2023. The service has continued to make positive improvements and in the Inspection of Local Authorities Children's Services in November 2018 was judged to be 'Good' across all categories. This was a remarkable achievement since being judged inadequate in 2012 and a testament to the joint working to improve the service

59 Members can be assured that, even with the work of the Director of Children's Services and some of his senior managers in the above authorities, there is no detriment to the oversight and management of Hampshire Children's Services as evidenced by the recent Ofsted report. As with all work undertaken in other authorities, there is always positive learning gained to further improve services in Hampshire. Ofsted commented that, *'Leaders recognise the benefits that come from being an improvement*

partner, not only in creating income, but also in the learning that is gained from other local authorities and from keeping its own staff stimulated and stretched.

Future Challenges and Operational Priorities

- 60 The future challenges and priorities can be summarised as follows (this is not an exhaustive list and the history of this type of work is that new priorities will emerge such as child exploitation and domestic abuse have done).
- 61 The number of children entering the care system remains a challenge, as do the cost of their placements, as detailed at 4.15 – 4.16. It is essential that the transformation work as described in paragraphs 5.20-5.23 and the new operating model become fully embedded to keep more children at home, where it is safe and appropriate to do so. Transforming children’s social care will deliver a modern social work service fit for the future challenges over the next decade.
- 62 The costs associated with the placements for looked after children will continue to be a significant pressure for the County Council. Significant additional corporate funding has already been given to the department, but as demand increases and the supply of placements comes under further pressure, inevitably costs will rise.
- 63 Child exploitation, in all its forms, continues to be an increasing area of work, particularly the ‘county lines’ issues. Although Hampshire is well placed to meet these challenges, it is important that we remain vigilant and responsive, working in tandem with partners to protect children.
- 64 The recruitment and retention of social workers will continue to need to be addressed.
- 65 Tactical changes have been made to the current social care IT system to ensure that the system continues to be fit for purpose. A new system will be implemented following procurement during late 2020. The new system must allow social workers to work in a modern digital environment, which will free up their capacity and reduce administration. The new system is expected to be in place late 2020.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	yes
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	yes
People in Hampshire enjoy being part of strong, inclusive communities:	no

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

This report is for Cabinet to note Hampshire County Council's progress and performance with regards to safeguarding vulnerable children. As such it creates no disadvantage or inequality and the activity described serves to reduce inequality for some of the county's most vulnerable children.

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children and Young People Select Committee
Date of meeting:	18 September 2019
Report Title:	Work Programme
Report From:	Director of Transformation & Governance

Contact name: Members Services

Tel: (01962) 847479

Email: members.services@hants.gov.uk

1. Purpose of this Report

To consider the Committee's forthcoming work programme.

2. Recommendation

That the Children and Young People Select Committee consider and approve the work programme.

WORK PROGRAMME – CHILDREN AND YOUNG PEOPLE SELECT COMMITTEE

Topic	Issue	Reason for inclusion	18 September 2019	20 November 2019	13 January 2020	6 May 2020
Pre-scrutiny	Consideration of Departmental Transformation to 2021 savings proposals	To provide the Executive Lead Member with feedback prior to decision	X			
Pre-scrutiny	Safeguarding children and young people in Hampshire	To pre-scrutinise the annual safeguarding report before consideration by Cabinet – to include information on the recent Ofsted inspection	X			
Pre-scrutiny	Consideration of revenue and capital budgets	To provide the Executive Lead Member with feedback prior to decision			X	
Overview	Autism Assessment Services	To provide an update on the work with children and young people. <i>As requested by a Member of the Select Committee</i>	X			

Topic	Issue	Reason for inclusion	18 September 2019	20 November 2019	13 January 2020	6 May 2020
Overview	Child and Adolescent Mental Health Service (CAMHS)	To provide an update of CAMHS in Hampshire, to include progress made to reduce waiting times for access to CAMHS treatment. <i>Last update – November 2018</i>		X		
Overview	Children in Care	To provide an overview of children in care – to include the role of corporate parents. <i>As requested by a Member of the Select Committee</i>		X		
Overview	Elected Home Education	To provide an update on elected home education. <i>As requested by a Member of the Select Committee</i>		X		
Overview	School attainment	To provide an update on attainment of children and young people in Hampshire schools <i>Annual Update Report</i>			X	
Overview	Special Educational Needs and Disabilities (SEND)	To provide a further update and overview of work with children and young people with special educational needs as requested by the Select Committee <i>Last update May 2019</i>				X

Topic	Issue	Reason for inclusion	18 September 2019	20 November 2019	13 January 2020	6 May 2020
Overview	Ethnic Minority and Traveller Achievement Service (EMTAS)	To receive a biannual update on the Hampshire EMTAS <i>Last update - July 2018</i>				
Monitoring Scrutiny Outcomes	Short break Activities	To monitor progress made in implementing changes to the Short Break activities programme. <i>Following on from pre-scrutiny - July 2018 and update report - January 2019</i>			X	

CORPORATE OR LEGAL INFORMATION:

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- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

This is a scrutiny review document setting out the work programme of the Committee. It does not therefore make any proposals which will impact on groups with protected characteristics.