### **Public Document Pack**



#### NOTICE OF MEETING

Meeting Children and Young People Select Committee

Date and Time Wednesday, 20th November, 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 3 - 10)

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. CHILD AND ADOLESCENT MENTAL HEALTH SERVICES (CAMHS) UPDATE (Pages 11 - 26)

To receive a presentation from the Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups providing an update on CAMHS.

#### 7. ELECTIVE HOME EDUCATION (Pages 27 - 54)

To receive a report of the Director of Children's Services providing an update on new guidance around Elective Home Education and an overview of the Hampshire position.

#### 8. UPDATE ON CHILDREN IN CARE

To receive a presentation from the Director of Children's Services providing an update on Children in Care.

#### 9. WORK PROGRAMME (Pages 55 - 60)

To consider and approve the Children and Young People Select Committee 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 <u>members.services@hants.gov.uk</u> 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.

### 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, 18 September 2019

> Chairman: p Councillor Kirsty North

Vice-Chairman p Councillor Ray Bolton

- p Councillor Jackie Branson
  p Councillor Ann Briggs
  p Councillor Zilliah Brooks
  p Councillor Fran Carpenter
  p Councillor Peter Edgar MBE
  a Councillor Marge Harvey
  a Councillor Pal Hayre
- p Councillor Wayne Irish
- p Councillor Gavin James
- p Councillor Neville Penman
- p Councillor Jackie Porter
- a Councillor Robert Taylor
- p Councillor Malcolm Wade
- p Councillor Michael Westbrook

#### **Co-opted Members**

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

#### In attendance at the invitation of the Chairman:

Councillor Patricia Stallard, Executive Lead Member for Children's Services and Young People

Councillor Roz Chadd, Executive Member for Education and Skills

#### 101. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Harvey, Hayre and Taylor. Councillor Burgess was in attendance as the Conservative Deputy Member.

#### 102. 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 Non-Pecuniary interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 2 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.

#### 103. MINUTES OF PREVIOUS MEETING

The Minutes of the meeting held on 8 May 2019 were confirmed as a correct record and signed by the Chairman.

Matters arising from the minutes:

It was noted that the title 'Councillor' was missing in the attendance list in relation to Gavin James and Kirsty North.

#### 104. **DEPUTATIONS**

There were no deputations on this occasion.

#### 105. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed Councillor Pal Hayre and Councillor Peter Edgar onto the Children and Young People Select Committee.

The Chairman also announced that Ruth Snook had resigned as a special schools parent governor, and she extended her appreciation to Ruth for her contribution to the work of the Committee. The Chairman confirmed that nominations would be sought for a special schools parent governor to become a co-opted member of the Committee, and this would be put forward for formal appointment at a future Council meeting.

#### 106. TRANSFORMATION TO 2021 – REVENUE SAVINGS PROPOSALS

The Committee received a report and presentation from the Director of Children's Services, which provided an overview of the revenue savings proposals for Transformation to 2021 (see Item 6 in the Minute Book).

Officers led Members through the slides and attention was drawn to the recent Government spending review which didn't provide certainty beyond 2021, in the light of rising demand and the cost of children's social care. The key issues facing the County Council were explained and the additional funding for schools was noted. It was heard that there was no detail at the moment in relation to Government funding and children with complex needs and disabilities, but the Government would be reviewing special education needs (SEN) next year.

It was heard that T21 would be challenging with a need to ensure sufficient capacity to lead and maintain an adaptable and strong workforce. The savings targets for children's services were explained in relation to the various work

streams, and it was anticipated that there would be some staff reductions but almost all through 'natural wastage' rather than redundancies.

Members were led through the various work stream savings proposals which included government funding, home to school transport and admin efficiencies. In relation to proposal 3 – Transforming Social Care, it was explained that the department would continue to increase the numbers of children who could remain at home safely. Officers also drew Members attention to the challenges around foster care placements and external organisations who were driving the cost up.

It was heard that there would be a public consultation in due course in relation to scope to achieve savings to the short breaks programme and focus on core priorities for parents and carers. Attention was drawn to the fact that short breaks was the only service within children's services which was still discretionary.

The significant shortfall in health contributions from the Clinical Commissioning Groups was highlighted at proposal 7, and it was heard that this amounted to  $\pounds 1.8$  million and was shown as an income stream. It was heard that in relation to youth offending, youth crime had reduced consistently in the last ten years, and there were legitimate efficiencies which could be made which wouldn't compromise the high standard of the service.

The spend in Hampshire per child was explained and it was heard that in relation to other authorities, the spend in Hampshire per child was low at £540 and on a par with another Ofsted rated Outstanding local authority

Members heard that there were risks that the department couldn't anticipate in the future such as emerging forms of abuse, and national issues that could heighten anxiety at a local level. Officers highlighted the consultation 'Serving Hampshire – Balancing the Budget 2019' which gave Hampshire residents and stakeholders the chance to comment on ways to balance the County Council budget, and it was heard that out of the 5432 responses, 52% of respondents agreed that the County Council should continue with its current financial strategy which included prioritising the needs of vulnerable groups, including children. Officers concluded by highlighting the key messages of Transformation to 2021 and it was also noted that significant reductions in spend had been delivered to date.

In response to questions, Members heard:

- Additional Government funding of £8.1million to support social care in 2018/19, and the Medium Term Financial Strategy has budgeted for this income to recur and will be used towards the department's savings target.
- That in terms of foster care places, a number of Hampshire children were placed in other authority areas but these would be local to the child. For example a child who lived in Havant could be placed in a Portsmouth foster home.
- That work was underway to better manage the foster market locally in Hampshire, but continued increased placement costs for children in care with independent foster care agencies remained a challenge as demand outstrips supply.

- That the Office of the Police and Crime Commissioner has received significant funding for serious violence reduction and this should continue for the next 2/3 years. More preventive work through youth offending with the possibility of funding being given to assist with this was highlighted.
- That it would be ensured that there would be a range of early years provision and quality of provision as part of the early years statutory responsibility.
- The use of technology in relation to childminders and money from providers will help to achieve admin efficiencies and release a vacant job position as a result.
- That with the increase in the numbers of children in care, it could be argued that there was a need for more children's homes, but this could risk substituting family care in a foster care environment for residential care which may not be in the best interest of an individual child.

The Chairman moved to debate and the following arguments were heard:

- That Members need to show support to Executive Members and Officers in planning these changes.
- That the Council can't continue to keep cutting services, especially in relation to children, and funding needs to be increased and not reduced.

The Chairman moved to the substantive recommendation as set out in the paper:

That the Children and Young People Select Committee consider the detailed savings proposals and support the recommendations being proposed to the Executive Lead Member in Section 2 of the report.

A vote was taken on the proposed recommendation: For: 9

Against: 4 Abstained: 1

#### RESOLVED:

That the Children and Young People Select Committee considered the detailed savings proposals and supported the recommendations being proposed to the Executive Lead Member for Children's Services and Young People in Section 2 of the report.

### 107. AUTISM ASSESSMENT SERVICES FOR CHILDREN AND YOUNG PEOPLE

The Committee received a presentation on Autism Assessment Services for children and young people from representatives of Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups (Item 7 in the Minute Book).

Members were led through the presentation slides and the current situation in relation to autism assessment services was explained and it was heard that £1million had been invested into the service by the CCGs during the period 2018/19. Members also heard details about the NHS long term plan and noted that following the Demand and Capacity Peer Review of CAMHS, it had been recommended that autism assessment should not return to CAMHS.

The background to the Autism Pioneer Programme was also explained as well as the drivers for the increase in referrals and the scope of the programme. In relation to the main findings, it was heard that these included a desire for a new way of working and joined up working across other services. Officers explained the summary of recommendations which included developing services for both CAMHS and Autism and neurodiversity. Members noted that in relation to education support and provision, schools have access to a range of advice and guidance to help meet the needs of children with autism. Officers concluded by highlighting the options appraisal for a future autism assessment service, and it was also heard that additional funding of £1.7million for 2020/21 was being considered with a view to bringing down waiting times to 6 months.

In response to questions, Members heard:

- That work was ongoing with schools to raise awareness around autism, including the use of visual stimulus.
- That schools were responsible for their own professional development, and educational psychologists have been leading on training, but there wasn't a guarantee that all schools would use this. At a primary level the autism ambassador in schools was likely to be the SENCO lead.
- In assisting families, organisations such as Autism Hampshire and Barnardo's have co-produced autism literature with the help of parents and young people. There was a keenness to develop YouTube clips.
- If a child presented autism symptoms, then they should be able to access relevant services without a diagnosis, and this was being embedded in schools and across the network, but some parents prefer to have the diagnosis.
- That there has been an increase in assessments for adult autism, as some parents have recognised similar traits in themselves which their children present.
- That there has been an increase in demand for the assessment service, and this has been heightened by the increase in age for access to services for children and young people to 25 years old.
- That an Education, Health and Care Plan was designed to provide a holistic plan until the age of 25 years.

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

#### **RESOLVED**:

- a) That the Children and Young People Select Committee received and noted the overview provided in the presentation.
- b) That the Children and Young People Committee requested that a further update be brought to the Committee in 12 months' time, to include progress made on reducing waiting times for assessments.

#### 108. ANNUAL SAFEGUARDING REPORT - CHILDREN'S SERVICES 2018-19

The Committee received the Annual Safeguarding Report – Children's Services 2018/19 (Item 8 in the Minute Book) for pre-scrutiny before being presented to Cabinet on the 10 December, from representatives of the Director of Children's Services. A presentation also accompanied the report.

Officers introduced the item by drawing Members attention to the full Ofsted inspection of Children's Services in April/May 2019 which gave an overall judgement of 'Outstanding' and outstanding in each of the three domains, with two areas to develop further. It was noted that Hampshire County Council was one of only two Local Authorities to receive this overall judgement, and this provided a high level of assurance about the standard of the Service as a whole.

Members were taken through the presentation slides and various issues were highlighted which included County Lines and national developments. It was heard that in relation to County Lines, this was not just a Hampshire issue, but a growing national concern. The work of the Willow Team was highlighted in relation to this and it was noted that the multi-agency team continued to work closely with Hampshire Constabulary in disrupting County Lines activity. In relation to national developments, officers explained how unaccompanied asylum-seeking children were looked after, and it was noted that after the age of 18, the Authority was still responsible but they didn't count against the government set targets.

Officers highlighted the number of full time looked after children in recent years as set out at page 11 of the presentation, and it was noted that in August 2019, the number of children in care was lower than it was in September 2018. It was explained that more children were being kept safely at home, especially the teenage cohort.

Attention was drawn to the work undertaken in relation to the recruitment and retention of social workers in Hampshire. It was heard that the career life of a social worker averaged seven years and work had been successful in building resilience with the implementation of a protected two year programme for newly qualified social workers. Officers also highlighted work undertaken in developing the Hampshire Approach which would enable more children to be kept at home through resilience working with families.

Officers outlined future challenges and the number of children entering the care system was seen to be a continual challenge for the department, with the annual

cost for a child in care approximately £60,000. The increase in social media use amongst children and young people and online abuse was also seen as a growing challenge both regionally and nationally.

In response to questions, Members heard:

- That the cost of children in care differed according to where the child was placed, with an independent foster home averaging £60,000 a year and non-county residential care averaging £150,000 a week.
- Work was ongoing to ensure where appropriate, children were placed in foster care which provided a family environment rather than residential care.
- Many unaccompanied asylum seeking children (UASC) were placed in communities with people from their own country as a means of providing support in areas such as language. Access to further education, employment and accommodation were also provided.
- That the family support service was now working with more children then ever before, as was the whole professional network.
- That child exploitation through technology and online abuse was a continuing concern.
- That work was ongoing which was looking at how best to prepare children during the transition to adulthood and equip them with the relevant skills to live independently. It was recognised that some young people wouldn't be ready to live independently, and in these cases higher cost placements were funded.
- That Councillors who sit at both a district and borough as well as County level could help to raise issues at a local level in relation to commissioning accommodation for care leavers.

The Vice-Chairman raised that he was pleased with the comments received from Ofsted and to see the continued progress made despite the savings required. The leadership and staffing quality were also praised.

#### RESOLVED:

That the Children and Young People Select Committee noted and supported the recommendations being proposed to Cabinet in the attached report.

#### 109. WORK PROGRAMME

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

A question was raised about the Committee receiving an item on educational attainment in relation to disadvantaged children, and it was explained that this would be included in the next educational attainment annual report.

### RESOLVED:

That the Children and Young People Select Committee agreed the work programme including the amendment as outlined above.

Chairman,

### HAMPSHIRE COUNTY COUNCIL

#### Front Cover Report

Committee:	Children and Young People Select Committee
Date:	20 November 2019
Title:	Child & Adolescent Mental Health Services (CAMHS) Update
Presentation From:	Hampshire & Isle of Wight Partnership of Clinical Commissioning Groups

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

#### **Purpose of this 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 the waiting times for assessment and treatment within Hampshire CAMHS, the key challenges and measures taken to date.
- 2. This update is at the request of Members of the Select Committee who specifically wanted to receive further information and progress on CAMHS waiting times.

#### Recommendation

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

#### **REQUIRED CORPORATE AND LEGAL INFORMATION:**

#### Links to the Strategic Plan

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

#### Other Significant Links

Links to previous Member decisions:		
Title	<u>Date</u>	
Direct links to specific legislation or Government Directives		

#### 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

None

**Location** 

### 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 disproportionally low.

#### 2. Equalities Impact Assessment:

This report is an information update for the Children and Young People Select Committee and therefore no impact has been identified. This page is intentionally left blank



# Child & Adolescent Mental Health Services (CAMHS) Update

# Hampshire County Council Select Committee 20<sup>th</sup> November 2019

# **Executive Summary**

- Sussex Partnership NHS Foundation Trust have held the CAMHS contract since 2011; year on year demand for children's mental health services have seen significant increases;
- The Five Year Forward View Future in Mind set out ambitious targets to improve access to services for children and young people. Nonetheless, this has not gone far enough and we are faced with **significant & unacceptable waiting times** for children and young people (see slides 3-5);

There are a number of actions in place by both Sussex Partnership & the CCG to seek to manage safety for those waiting for assessment and treatment (see slide 6);

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Given the challenges of CAMHS waiting times, doing nothing is not an option for us, therefore the CCG has worked with key stakeholders to develop a phased investment plan. This year we have **invested £670k** to support Autism assessments and an additional investment of **£998k** has been made available in year (19/20) to support for core CAMHS; further autism assessments and a number of tier 2 interventions. Further to this, **additional investment of £0.8m has been agreed for 20/21**. Decisions to be taken re. the potential for additional investment as part of the financial planning round for 20/21;

• As highlighted at September Select Committee, we have commissioned another provider to undertake Autism assessments, enabling the CAMH service to focus on children and young people with serious mental health needs and as noted, significant investment has been made reduce waiting times for Autism assessments.

## CAMHS Performance Summary Sussex Partnership Foundation Trust (1)

#### Access Rates - total number of children and young people under 18 accessing treatment

CCG	Q1 2019 CYP seen	Target 34% YTD %	Difference projected to target %
NHS Fareham And Gosport CCG	335	38.34%	4.34%
NHS North East Hampshire And Farnham CCG	430	45.87%	11.87%
NHS North Hampshire CCG	450	44.41%	10.41%
NHS South Eastern Hampshire CCG	405	42.64%	8.64%
NHS West Hampshire CCG	1195	51.43%	17.43%
HAMPSHIRE TOTAL	2815	46.16%	12.16%

	Vulnerable groups	Excluding Vulnerable groups	Combined
F&G	100%	10.52%	26.08%
NEH	50%	18.75%	27.27%
NH	50%	41%	41.46%
SEH	33.3%	21%	22.72%
West	90%	22.89%	30.1%

Data continues to flow across all Hampshire commissioned services and we are exceeding the access rate standards in all CCG's. The access figures remain as per last month. We will have further access data during November when NHSE validate the figures.

CAMHS demand and capacity issues remain across Hampshire although SPFT are managing the risk appropriately and responding to urgent and emergency referrals within contractual obligations.

#### 18 weeks for treatment

4 weeks for assessment

	Vulnerable groups	Excluding Vulnerable groups	Combined
F&G	100%	31.25%	47.61%
NEH	N/A	60%	60%
NH	0%	51.85%	50%
SEH	50%	11.11%	18.18%
West	87.5%	33.3%	40.32%



## CAMHS Performance Summary Sussex Partnership Foundation Trust (2)

#### Waiting times

Average in weeks	Hampshire
4 Week Referral to Assessment*	15
Longest wait	17 (SEH & F&G)
Shortest wait	10 (NH)
18 Week assessment to treatment*	46
Longest Wait	66 (F&G)
Shortest wait	12 (NEHF)

	Target	Hampshire
4 Week Referral to Assessment*	95%	38.4% YTD
18 Week Referral to Treatment*	95%	49.3% YTD
GP Urgent Assessment	100%	100%
24 Hour Crisis	100%	100%
Eating Disorder Urgent – 1 Week (by 2020)**	95%	49.3%
Eating Disorder Routine – 4 Weeks (by 2020)**	95%	50%

\* Excludes vulnerable groups

\*\*The Eating disorders figures are from the end of July. We will have an update during November when NHSE validate the figures.



**MOVING FORWARD TOGETHER** 

## **CAMHS Waiting List & Safety Management**

The CCG and the provider, Sussex Partnership NHS Foundation Trust have a number of processes in place to seek to manage safety for those waiting for assessment and / or treatment.

Regular CAMHS updates are provided to the CCG Quality, Performance & Finance Committee.

#### Safety Management – Provider

- Promoting proactive contact from parent carers,
   professionals and referrers as well as young people, where ghere is a change in circumstances and / or increase risk;
- SAMHS duty slot those waiting can be booked in for review following contact (as above);
- Weekly waiting list reports for Team Managers to review;
- Cancelled appointments in the week are offered to long waiters for face- to face review;
- Risk assessment meetings in place;
- Where possible, periods of phoning parent carers to discuss the child / young person waiting have been trialled;
- Initiatives in place for e.g. trialling group work.
- Z cards with advice and comprehensive advice on the CAMHS Website

### Safety Management - CCG

- Quality Managers observation visits to the CAMHS Single Point of Access (SPA). Looked at workflow, how staff risk assess, triage cases etc. Independent psychiatrist involved in the demand and capacity peer review also observed the SPA and looked at processes;
- Observation of clinical risk assessment meetings where children & young people on the waiting list are discussed;
- Quality Managers joining the internal Sussex Partnership Quality Team for joint quality visits;
- Local quality indicators agreed between CCG Quality Managers and Sussex Partnership;
- Peer Review did not highlight anything further that could be done to mitigate risk within the current resources.
- Additional funding to increase workforce capacity

# **National Picture**

### CAMHS

### The latest NHS Benchmarking Report, (2018) highlights:

- Sustained increases in demand for community CAMHS;
- Increased referral rates reaching their highest ever level;
- Increase in referral acceptance rates;
- Increase in conversion rates for young people who subsequently enter treatment;
- While increased capacity has been demonstrated, demand continues to outstrip supply;
- > Increases in young people on waiting lists to access CAMHS;
- > Waiting times longer than the previous year.

### The Education Policy Institute, (October, 2018) highlights:

Numbers of referrals to CAMHS have increased by 26% in the past
 5 years. This is a substantial increase indicating that services are coming under increasing strain;

### Impact of financial constraints on Local Authorities:

Reduction in early years provision, early help and prevention services, for e.g. Sure Start centres, youth services, school counselling etc. driving the need for referral to specialist CAMHS services.

### Autism

At the same time as the increase in demand for CAMH services, there has been a significant increase in demand for Autism assessments.

Drivers for the increase in referrals appear to be:

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

# **CAMHS Partnership Improvement Board**

- Set up end of December 2018
- Membership HIOW CCG Partnership, West Hampshire CCG & Sussex Partnership NHS Foundation Trust
- Purpose to address concerns arising in relation to access & waiting times to Hampshire CAMHS & ensure the delivery of a set of improvements against the following agreed priorities:
  - Peer Review (summary of findings on next slide);
  - Revised Trajectories;
  - Workforce Remodelling;
  - National Benchmarking;
  - Autism Services;

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Support for young people on waiting lists.

This work has supported us to reach 'one version of the truth' – essentially, there is a clear demand and capacity gap. In addition, this work has highlighted the need for additional investment in both specialist services (CAMHS), early help and prevention services.

### Summary of Findings – Demand & Capacity Peer Review

### **Main Findings**

- Assumptions made within the SPFT Demand & Capacity tool (the model used for planning) are reasonable & at the upper range of what would be expected. The assumption that on average children & young people require 12 contacts is a reasonable number of treatment sessions & is in line with NICE guidance.
- Robust measures in place to manage patient flow & tackle waiting times. These include: robust job planning; a caseload tracking tool; observed clinical practice & a discharge panel.

A range of innovations have been put into place, with some being trialled & others being rolled out, these include a 'stepped care' model including groupwork; & for Attention Deficit Hyperactivity Disorder dedicated clinics, a pharmacy project & a computer- based test to aid diagnosis;

- The service specification currently has waiting times for assessment & treatment (4 & 8 weeks respectively) which are aspirational in the current context. Within current resources the service would not be able to achieve the 18 week referral to treatment target set out within the NHS Constitution;
- Despite the challenges the service appears to be providing good quality care & this was also noted within the latest Care Quality Commission Inspection;
- Wider system issues these relate to the quality of referrals / referral information. This is impacting on resources within the Single Point of Access due to the need to seek the necessary information in order to process referrals.

### **Main Recommendations**

- Commissioners to consider amending the current contracted assessment & treatment waiting time targets within the contract to a more realistic & achievable standard. This may include adopting an referral to treatment target of 18 weeks for routine cases (in line with the NHS Constitution);
- Consider making additional investment into CAMHS in order to reduce waiting times;
- Consider making the additional investment into Autism assessment recurrent & review options for future service provision. The review recommends that Autism assessment sits outside of CAMHS contract enabling CAMHS to keep a focus on mental health;
- Consider separating the Attention Deficit Hyperactivity Disorder waiting list from the generic CAMHS waiting list for reporting as not all CAMHS services provide these assessments;
- Commissioners may wish to respond to opportunities to apply for national funding to become a Wave 2 Green Paper Trailblazer site;
- Provider to continue with the roll out the computer based test & if possible, the pilot project using community pharmacists to carry out some of the monitoring of this cohort of children & young people;
- Wider-system work to improve the quality of referrals & shared responsibility post-referral.

### **Phased Investment Planning**

Multi-agency work held to inform our plans. Mapped services using the THRIVE model (Anna Freud Org) which focuses on:

getting advice, getting help, getting more help & getting risk support.

Planning has focused on the following key areas:

- Anvestment into the CAMHS Single Point of Access;
- Gigital Interventions, including Think Ninja;
- Seer Support via the Hampshire Parent Carer Network;
- Parenting Support;
- Primary Care Mental Health Workers in Behaviour Support Teams;
- Autism Assessment and post diagnosis support;
- Safe Havens;
- > Investment into Core CAMHS.

Alongside this we have the Mental Health Support Teams in Schools commencing in January 2020.

Some of the tier 2 initiatives listed are currently funded by Winter Pressure monies. We are evaluating a number of the schemes mentioned.



# **Our Key Challenges**

- Addressing the needs of children young people and families requiring CAMH Services in the 'here and now' while stemming the flow of referrals;
- How we work as whole system, investing funding in both core CAMHS and tier 2 early help and prevention services. Put simply, if we don't invest in tier 2, children and young people will not receive the support they require in order to prevent deterioration in their difficulties and this will continue to drive increases in referrals to CAMHS;

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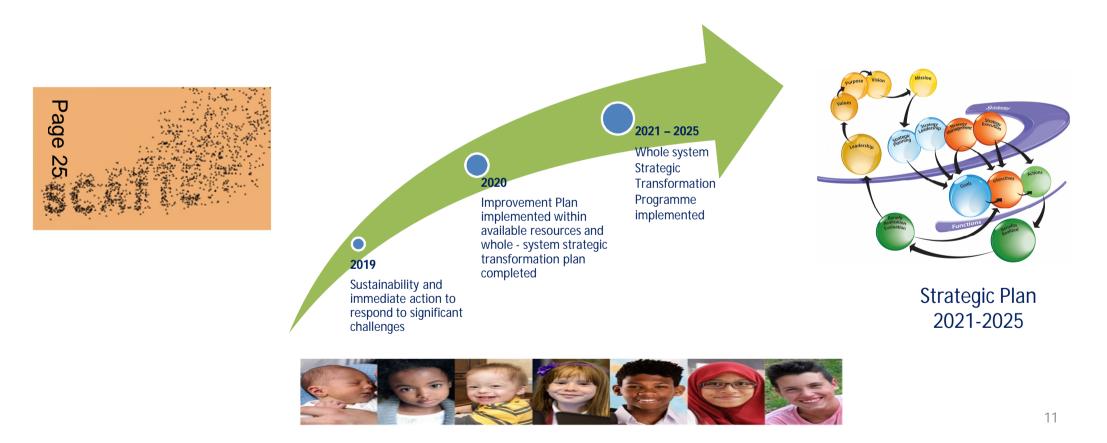
The CCGs need to balance the needs and risks associated with CAMHS waits with a range of funding increase requests across the local healthcare system, however we know that when children and young people don't receive timely support they are likely to remain with mental health services for longer, including potentially entering into adult services. Alongside this, there are negative impacts on their life chances as well as cost pressures on the wider health and social care system;

• We need to invest in digital interventions, enabling young people to have both choice and control over how their support treatment is provided, reducing the need to take time out of school (and work for parent carers), as well as increasing capacity for more individuals to be seen.

Further decisions need to be made regarding the model and funding of future services.

# **Vision & Strategic Aim**

Our vision is for all children in Hampshire to be happy, resilient, safe, able to reach their potential, and experience good emotional wellbeing and mental health, both now and in the future.



# Other actions taking place

- Mental Health Support Teams in Schools supporting early intervention
- Primary Care Mental Health workers working alongside the Primary Behaviour Support Service
- Safe Havens to provide crisis support in local community areas
- Digital Testing Think Ninja, CBT / Skype based interventions
- Group work within CAMHS to provide peer support
- Development and design of the CAMHS website providing tools and techniques for families and children and young people
- Training for parents and professionals identifying and supporting young people
- Psychiatric Liaison support for young people if they are self-harming and require intensive support
- Additional funding being identified further resources to increase workforce capacity

### HAMPSHIRE COUNTY COUNCIL

#### Report

Committee:	Children and Young People Select Committee
Date:	20 November 2019
Title:	Elective Home Education
Report From:	Director of Children's Services

Contact name: Dave Harvey

Tel: 01962 876263 Email: dave.harvey@hants.gov.uk

#### Purpose of this Report

1. To outline changes to the Department for Education (DfE) guidance, give an overview of the Hampshire position and consider next steps.

#### Recommendations

2. That the Children and Young People Select Committee consider the report and note the next steps being taken by the department.

#### **Executive Summary**

- 3. In April 2019 the DfE released new guidance around Elective Home Education (EHE), this was warmly welcomed and followed several years of lobbying from Hampshire County Council (HCC) to both change the law and guidance. Whilst the Private Members' Bill (known as the Soley Bill) did not come to fruition it undoubtably helped to prompt the DfE to consider guidance change. The new guidance contains some significant changes of emphasis and will impact on how HCC interacts with parents who have chosen to EHE.
- 4. Numbers of children and young people being EHE continue to grow with a highpoint of 1715 EHE at the end of the 2018 / 2019 academic year. The EHE team was enhanced in July 2018 which has had a positive impact in the oversight of EHE. There will need to be further growth of personnel to keep abreast of both increasing numbers and the new expectations of Local Authorities.

#### **Background information**

The Law

5. The law is clear, namely that education is compulsory, but school is not. EHE is a perfectly legal option where parents take responsibility for their child's education. The DfE defines EHE as "the term to describe a choice by parents to provide education for their children at home or in some other way they desire, instead of sending them to school full time". Section 7 of the Education Act 1996 provides that:

The parent of every child of compulsory school age shall cause him to receive efficient full-time education suitable –

(a) To his age, ability and aptitude, and

(b) To any special educational needs, he may have,

Either by regular attendance at school or otherwise

EHE is a form of 'education otherwise at School' although the DFE are still reluctant to define efficient or suitable.

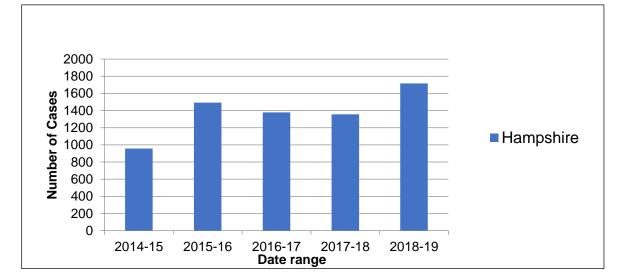
#### Guidance 2019

- Following considerable pressure on the DFE new guidance was issued in April 2019 replacing the 2007 guidance that was widely accepted as being not fit for purpose. HCC welcomed the new guidance. The guidance is split into two parts – guidance for parents and guidance for the LA.
- 7. The guidance helps LA's to understand existing powers and their duties and how these relate to the obligations of parents. It aims to enable the LA to identify those children not receiving a suitable education and to take action where necessary. Where education is considered by the LA to be suitable then oversight should be minimal. The onus is on the LA to determine if the education is suitable or not. This means that the LA must make arrangements to find out as far as possible whether EHE children are receiving suitable full-time education or not. The guidance confirms that this is a legitimate part of the LA's overarching responsibilities. The DFE recommends that contact is at least on an annual basis so to reasonably assess the current suitability of education. All arrangements are to be proportionate, sensible and allow LA's to focus on families who are most at risk or need most support to provide a suitable education.
- 8. The guidance firms up options if families do not co-operate. This includes a provision that the LA is entitled to conclude that education is not suitable if parents refuse to provide evidence of education. Further, if there isn't suitable education it is suggested this be considered a safeguarding risk as a lack of suitable education can impair a child's education and therefore may invoke Child Protection. Para 7.5 makes it clear that not receiving an education meets thresholds that the child is suffering or is likely to suffer significant harm. These are major changes.

#### **The Hampshire Position**

9. • HCC registers all EHE young people (where known) on a database.

- At the point of registration Children's Services Social Care and Early Help Hub records are checked. Where there is an open case the relevant Key Worker is contacted.
- An introductory letter and information pack is shared with parents. This makes the offer of a single EHE Visitor appointment or multiple visits where appropriate, together with a written report that is shared with parents.
- Universal website guidance for is available for parents and schools.
- Bespoke telephone or email guidance is also available for parents and schools.
- The offer to pay for Year 10 and 11 examination fees of GCSE or equivalent qualifications subject to published conditions.
- The EHE service maintains good links with EHE parent groups, NHS, Social Care and other services responding to the child's needs.
- 10. The number of EHE has continued to rise to 1715 at the end of the academic year 2018 / 2019. This equates to 0.9% of the school aged population. There is considerable turnover of children being electively home educated and over the course of the 2018 / 2019 academic year over 2030 children and young people were EHE at some point. This represents a rise of 24% on the previous academic year. The graphic below shows the increase in numbers in recent years.



Number of children registered as Electively Home Educated

11. Generally, there has been increased turbulence in the EHE population as more children and young people come on and off a school roll, often for short periods. The average length of time is 8 months with 71% of children and young people being out of school for 9 months or less. The largest single year group remains year 11. Most EHE children are in the secondary sector, 1.7% of the school population compared to 0.5% in primary. 52% of EHE children and young people are boys and 48% girls. Some districts have more children and young people EHE namely Gosport (1.6%) and New Forest (1.3%) whilst other districts have considerably less such as Hart (0.5%) and Eastleigh (0.7%)

- 12. The proportion of children and young people known to social care in the past 12 months was 11.5% representing a drop in percentage terms but a rise in actual numbers. Of these, 5.2% have current social care involvement. Children and young people with special needs are over represented in the EHE community compared to the total population distribution of special needs; 25% have special educational needs with 21% being identified at SEN support and 4% with an EHCP.
- 13. Over the past year Children's Services has aimed to increase parental engagement and, as a result, the total number of visits and / or significant telephone conversations has risen to 199. Although this represents a modest rise of 7% on the previous year it is nonetheless encouraging as the EHE home visitors were only appointed half way through the year. Next year's figures will provide a more representative full year impact. In the meantime, the department used extra administrative support to handle 1993 telephone conversations from home educators, parents of children in school or staff in schools.
- 14. Over the past 10 years, due to the guidance in place at the time, Children's Services has not pressed parents if they didn't reply or chose not to engage. Consequently, we did not have effective oversight and were not in a position to judge if the education was either efficient or suitable for the vast majority of EHE pupils. The new guidance is clearer around the expectations of LA's and we will be more proactive around making an assessment of the suitability of education.

#### Next steps

- 15. The increased staffing agreed in July 2018 has helped the department to keep abreast of the increasing numbers of EHE. Each case is demanding and requires careful investigation to provide the best advice around each individual child. Some parents welcome support whilst others are wary of LA contact and are resistant to support and challenge. To contact parents by either telephone, email or post is time consuming, especially if the parent chooses not to engage. A significant minority of parents claim not to want to EHE but believe they have no other option.
- 16. As described above, the new guidance places new demands on the LA. In order to meet the expectations of the guidance it is proposed that, as a first step, a further administrative post is created. The postholder must be able to case hold and help to prioritise the most vulnerable EHE pupils using established criteria around SEN, children known to social care, Free School Meals (FSM) and where schools have simply indicated that, in the headteacher's opinion, the parent is incapable of providing a suitable home education.

17. In order to assess the suitability of education it is proposed that this work is undertaken by Hampshire's School Improvement Service. Highly qualified education professionals will be deployed to make the assessment about the suitability of education.

### Conclusions

18. HCC procedures and policies are strong. These are kept under regular review and we are well placed to meet the additional demands of the new guidance. Plans are well developed to target additional resource towards EHE so that we are fully compliant with the new guidance.

#### **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:	Yes

#### Other Significant Links

Links to previous Member decisions:			
Title	Date		
Direct links to specific legislation or Government Directives			
DFE Elective Home Education – Departmental guidance for	April 2019		
local authorities/parents			

#### 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		

None

**Location** 

#### 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 disproportionally low.

#### 2. Equalities Impact Assessment:

This report is an information update for the Children and Young People Select Committee and therefore no impact has been identified.

#### 3. Impact on Crime and Disorder:

This report is an information update for the Children and Young People Select Committee and therefore no impact has been identified.

#### 4. Climate Change:

This report is an information update for the Children and Young People Select Committee and therefore no impact has been identified. This page is intentionally left blank

# Children and Young People's Select Committee

# **Update on Elective Home Education**

# Dave Harvey Inclusion Support Service Manager 20 November 2019







# **Elective Home Education**

- New guidance April 2019
- Elective Home Education latest data
- The current approach in Hampshire
- Next steps



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## **New DfE Guidance 2019**

- Guidance in two parts Local Authority and parents.
- All arrangements to be proportionate, sensible and allow Local Authorities to focus on families who are most at risk or need most support to provide a suitable education.
- Reminds Local Authorities of what they can do and gives greater clarity.
- Local Authority to assess if EHE is suitable, have oversight of all children, make contact at least annually with all families.
- Firms up options if families do not co-operate.





### **Guidance 2019 Headlines**

- The Local Authority's task is to find out how the child is being educated and whether that education satisfies legal requirements.
- Until a Local Authority is satisfied that a home-educated child is receiving a suitable full-time education, then a child being educated at home is potentially in scope of this duty.

Para 4.2

Para 3.1-3







### **Guidance continued**

 The duty under s.436A dealt with above means that Local Authorities must make arrangements to find out so far as possible whether home educated children are receiving suitable full-time education

Para 5.1





### **Guidance – implications**

- The Local Authority should consult the parents of the child when establishing whether the child is receiving suitable education.
   Prompt action and early intervention are crucial.
- School attendance proceedings can be used where the Local Authority has determined that the education being provided is not suitable.
- Robust policies and procedures should be in place to enable Local Authorities to meet their duty. These should include effective tracking and enquiry systems.





### Monitoring or oversight?

- Local Authorities have no statutory duties in relation to monitoring the quality of home education on a routine basis (Repealed old guidance para 2.7)
- Page 41
  - It is important that the authority's arrangements are proportionate and do not seek to exert more oversight than is actually needed where parents are successfully taking on this task

(New Guidance 2019, para 5.2)





### Oversight means...

- . . . *on at least an annual basis* so the authority may reasonably inform itself of the current suitability of the education provided.
- . . . where there were no previous concerns . . . such contact would often be very brief.

Guidance, para 5.4





### Education Act 1996 s 437(1)

The key statutory duty . . .

 If it appears to a Local Authority that a child of compulsory school age in their area is not receiving suitable education, either by regular attendance at school or otherwise, they shall serve a notice in writing on the parent requiring him to satisfy them within the period specified in the notice that the child is receiving such education.





# 'What should local authorities do when it is not clear that home education is suitable?'

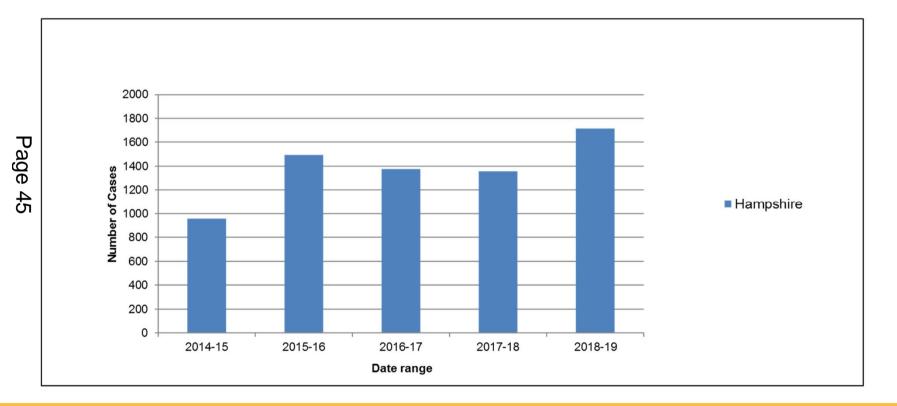
• Parents are under no duty to respond . . . but if a parent does not respond, or responds without providing any information about the child's education, then it will normally be justifiable for the authority to conclude that the child does not appear to be receiving suitable education and it should not hesitate to do so and take the necessary consequent steps. This is confirmed by relevant case law.

Guidance, para 6.5





### Number of children registered as Electively Home Educated in Hampshire





Providing an outstanding service to children and families



## Current children registered by year group with percentage change

	Hampshire		
Year	Summer 2018	Summer 2019	Change
R	28	43	54%
1	41	47	15%
2	63	69	10%
3	68	84	24%
4	75	97	29%
5	95	110	16%
6	113	122	8%
7	124	170	37%
8	168	193	15%
9	210	221	5%
10	212	228	8%
11	181	271	50%
Total	1378	1715	24.46%



Providing an outstanding service to children and families



# Children registered as elective home educated by district of previous school...

	Academic Year - 2017/18		Academic Year - 2018/19	
District	Summer Term 2018	Percent of number on roll	Summer Term 2019	Percent of number on roll
Basingstoke & Deane	161	0.7%	195	0.8%
East Hants	112	0.9%	152	1.2%
Eastleigh	98	0.5%	134	0.7%
Fareham	116	0.7%	147	0.9%
Gosport	119	1.2%	162	1.6%
Hart	63	0.5%	74	0.5%
Havant	139	0.8%	168	0.9%
New Forest	218	1.1%	273	1.3%
Rushmoor	86	0.8%	93	0.8%
Test Valley	109	0.7%	138	0.9%
Winchester	123	0.8%	163	1.1%



Providing an outstanding service to children and families



#### Social care involvement...

Social Care Involvement	Summer 2018	Summer 2019
Child Protection Plan	12	10
Children in Need Plan	38	42
Early Help/Family Support Service	40	38
Total Social Care	90 (6.5%)	90 (5.2%)
Total EHE cohort	1378	1715





## **EHE and SEND**

SEND Involvement	Summer 2018	Summer 2019
SEN support	284 (21%)	364 (21%)
EHCP	61 (4%)	66 (4%)
SEN Total	345 (25%)	430 (25%)
No SEND or not known	1033 (75%)	1285 (75%)
Total EHE	1378	1715





## For those children re-entering education in 2018-19, the length of time in EHE

Academic Year 2018/19				
Average time spent educating at home	8 months and 4 days			
Length of EHE duration	Number of children returning to education	%		
0 - 3 months	127	39%		
3 - 6 months	63	20%		
6 - 9 months	40	12%		
9 - 12 months	25	8%		
12 months +	68	21%		
Total	323	100%		





### The EHE team...

- HCC registers all EHE young people (where known) on a database.
- At the point of registration Children's Services Social Care and Early Help Hub records are checked. Where known, the relevant Key Worker is contacted.
- Team focuses on the most vulnerable.
- Introductory letter and information pack sent with the offer of a single EHE Visitor appointment (or multiple visits where appropriate), together with a written report that is shared with parents.
- Universal website guidance for parents.
- Bespoke telephone or email guidance for parents and schools.
- The offer to pay for Year 10 & 11 examination fees of GCSE or equivalent qualifications subject to published conditions.
- Maintain good links with EHE parent groups, NHS, Social Care and other services.
- Challenge to schools links with School Improvement Service





### **Team activity**

- Home visits/significant phone calls: 199 (23.7%)
- Feedback forms received = 153 (out of 839 new cases)
- Telephone calls from EHE parents = 1178
- Telephone calls from parents with children at school = 815
- Total calls/emails to county office = 1993
- Exam funding = 45 children





### Next steps...

- EHE team capacity is being enhanced to deal with increased numbers of children and young people
- Capacity to increase home visits being enhanced through the school improvement team
- Continue to focus on the most vulnerable children whilst recognising that oversight of all EHE is now the goal
- Continue to join up this agenda with other key teams such as Children Missing Education, SEND and Social Care
- Working with south-east authorities to have common definition of "suitable education".



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#### Agenda Item 9

#### HAMPSHIRE COUNTY COUNCIL

#### Report

Committee:	Children and Young People Select Committee	
Date of meeting:	20 November 2019	
Report Title:	Work Programme	
Report From:	Director of Transformation & Governance	

#### **Contact name:** Members Services

Tel: (01962) 847479 Email: <u>members.services@hants.gov.uk</u>

#### 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.

Торіс	Issue	Reason for inclusion	20 November 2019	10 January 2020	6 May 2020
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. Last update – September 2019 At this Committee meeting, a further update was requested for 12 months' time			
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. Last update – November 2018	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</i> <i>Committee</i>	x		

#### WORK PROGRAMME – CHILDREN AND YOUNG PEOPLE SELECT COMMITTEE

Торіс	Issue	Reason for inclusion	20 November 2019	10 January 2020	6 May 2020
Overview	Elected Home Education	To provide an update on elected home education. As requested by a Member of the Select Committee	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
Overview	Ethnic Minority and Traveller Achievement Service (EMTAS)	To receive a biannual update on the Hampshire EMTAS Last update - July 2018 – Future update date to be confirmed			
Monitoring Scrutiny Outcomes	Short break Activities	To monitor progress made in implementing changes to the Short Break activities programme. Following on from pre-scrutiny - July 2018 and update report - January 2019		X	

#### CORPORATE OR LEGAL INFORMATION:

Links to the Strategic Plan

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

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;
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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 disproportionally 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.

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