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NOTICE OF MEETING

Meeting	Children and Young People Select Committee
Date and Time	Tuesday 14th November 2023 at 10.00am
Place	Ashburton Hall, Elizabeth II Court, The Castle, Winchester
Enquiries to	members.services@hants.gov.uk

Carolyn Williamson FCPFA
Chief Executive
The Castle, Winchester SO23 8UJ

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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

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. AUTISM ASSESSMENT SERVICES

To receive a regular update from the Hampshire and Isle of Wight Intergrated Care Board on progress towards improving Autism services for children and young people in Hampshire.

7. HAMPSHIRE CHILD AND ADOLESCENT MENTAL HEALTH SERVICE (CAMHS) (Pages 5 - 14)

To receive a regular update from the Hampshire Child and Adolescent Mental Health Service, providing an update on progress made to reduce waiting times for access to CAMHS treatment.

8. ANNUAL SAFEGUARDING REPORT - CHILDREN'S SERVICES 2022-23 (Pages 15 - 32)

To receive from the Director of Children's Services the annual safeguarding report for pre-scrutiny prior to consideration by Cabinet.

9. WORKING GROUP PROPOSAL

To receive a report from the Director of Children's Services for the Children and Young People Select Committee to consider whether to initiate a Working Group to review the Children's Services Savings Proposal that is subject to Stage 2 consultation in relation to a reduction in the annual expenditure on library stock.

10. WORK PROGRAMME (Pages 33 - 38)

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 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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HAMPSHIRE COUNTY COUNCIL

Report

Committee	Children and Young People Select Committee
Date:	14 November 2023
Title:	Hampshire Child and Adolescent Mental Health Service (CAMHS)
Report From:	Dr Mandy Burton, Clinical Director, Hampshire CAMHS

Contact name: Lao Cooper, Head of Service, Hampshire Child and Adolescent Mental Health Service

Tel: 0300 304 1091

Email: lao.cooper@spft.nhs.uk

Purpose of this Report

1. The purpose of this report is to provide an update to the Children and Young People Select Committee of the work programme and priorities of the Hampshire Child and Adolescent Mental Health Service.

Recommendation(s)

2. The Children and Young People Select Committee is asked to consider the report and note the work programme and priorities of the Hampshire Child and Adolescent Mental Health Service.

Executive Summary

3. The Hampshire Child and Adolescent Mental Health Service continues to go through a period of significant transformation to deliver an expansion of its core capacity and wider changes in its response to the increasing demand for children's mental health services seen in recent years. In addition, the service continues to respond to national and local improvement priorities for children's mental health services set out in the NHS Long Term Plan.
4. The Hampshire Child and Adolescent Mental Health Service will transfer out of Sussex Partnership NHS Foundation Trust on 1 February 2024 to Southern Health NHS Foundation Trust. For Services covered by Frimley Integrated Care System, these services will transfer to Surrey and Borders NHS Foundation Trust at the same time. Hampshire CAMHS will be a part of the new community and mental health Trust from 1 April 2024, alongside services currently delivered by Solent NHS Trust and community and mental health services currently provided by the Isle of Wight NHS Trust. These organisational changes are being delivered through a programme called 'Project Fusion'.

5. As a result of investments made in the Hampshire children and young people's mental health offer, there are more young people accessing support provided by NHS Commissioned mental health services, but demand continues to outstrip the capacity of the local service.
6. As a central service in the local mental health offer for children and young people the Hampshire CAMHS Service plays a key role in advocating and championing for improved understanding and recognition of emotional wellbeing and mental health needs in children and young people. The Service continues to provide a range of community approaches and is committed to working alongside its partners on an ongoing basis.

Contextual information

7. The Hampshire Child and Adolescent Mental Health Service continues to go through a period of significant transformation to deliver an expansion of its core capacity and wider changes in its response to the increasing demand for children's mental health services seen in recent years. In addition, the service continues to respond to national and local improvement priorities for children's mental health services set out in the NHS Long Term Plan.
8. Since 2020 there has been an increase in referrals across the services of approximately 25%. The acuity of cases both in terms of complexity and clinical risk has also increased. The impacts of this can be seen across many areas, including ongoing challenges associated with the Service being able to see all young people in a timely way. As a result, the Service continues to prioritise cases based on clinical need and risk.
9. The Service continues to adopt a variety of approaches to address the ongoing challenges. These include working with Commissioners to secure additional investments in order to respond to the additional demand, developing workforce plans to support recruitment and retention and implementing new clinical models, in order to respond to changes in population need.
10. The Hampshire Child and Adolescent Mental Health Service has adopted the THRIVE Framework which aims to enhance awareness of the full range of mental health promoting practices (MHPP) and to facilitate a multi-agency approach to their use. Alongside this, encouraging a whole school approach to supporting good emotional wellbeing and mental health (*Adapted from THRIVE elaborated framework (Wolpert, M., Harris, R., Hodges, S., Fuggle, P., James, R., Wiener, A., McKenna, C., Law, D., York, A., Jones, M. and Fonagy, P. (2015) THRIVE elaborated) & Charlie Waller Memorial Trust (www.cwmt.org.uk).*
11. Within this framework, services have been expanded to deliver a stepped model of care; a model aimed at providing the right level of support, ensuring

first line treatments are offered and provided in the first instance in as timely a way as possible.

12. Within Hampshire CAMHS, there are 7 local community CAMHS Teams, an intensive home treatment team, a paediatric psychiatric liaison service, working within the two Hampshire Hospitals (Basingstoke and Winchester), a Hampshire wide Eating Disorder Service, a Hampshire wide Digital Team and 3 area based Early Help Teams. There are 7 fully operational Mental Health Support Teams in Schools (MHSTs), 4 MHSTs in training, due to complete their training in January 2024, and 2 new MHSTs which will start their training in January 2024. The funded establishment for the Service is circa 500 WTE.

Overview of Service Expansion Plans and Priorities

13. The Integrated Care Board agreed a range of investments for 2023/2024 for implementation by Hampshire CAMHS. This is in addition to significant investments made in recent years and which were highlighted to the Children and Young People Select Committee in November 2022.

14. These additional services include:

- a) *Increased capacity within the Eating Disorder Service.* This has enabled the service to implement an Avoidant/restrictive food intake disorder (ARFID) pathway. Nationally, there is the intention to offer an ARFID pathway within CYP Eating Disorder Services. Whilst not all CAMHS Services currently offer this provision, Hampshire does. Hampshire CAMHS was a part of the national ARFID pilot which took place five years ago and has taken the learning from this pilot forward in implementing the pathway.
- b) *CAMHS Learning Disability Provision.* Following the development of a full Business Case, Hampshire CAMHS has secured funding to start implementing an expanded model to increase the service offer for more young people with a learning disability and a co-existing mental health difficulty. Historically, the Service has had limited resource in this regard. However, one third of the funding required to deliver the full business case has been provided this year to start expanding the offer. It is anticipated that additional funding will be made available in future years to deliver the requirements of the full business case. Over time, we anticipate that there will be a significantly improved offer for young people. The model is based upon the same THRIVE framework adopted within the wider Service and will embed a Positive Behaviour Support (PBS) approach. The business case was developed with stakeholder engagement.
- c) *Recovery Model.* Funding has been secured to develop a recovery pathway, which includes the integration of two recovery workers into each of the 7 local community CAMHS Teams. The Recovery model supports the work of the lead practitioner, through direct and indirect work with the child or young person and their network. This includes addressing barriers

related to the nonlinear nature of mental health recovery and enables greater connectivity, empowerment and control. Recovery approaches can improve well-being, self-management, goal achievement and increased access to social support.

- d) *Primary Care Wellbeing Service*. Funding has been secured to develop a primary care wellbeing service within Primary Care Networks (PCNs). PCNs are groups of GP practices working together with community, mental health, social care, pharmacy, hospital and voluntary services in their local areas. In the first year the Service will embed this model within 7 PCNs across Hampshire. The principles of the service are similar to those of the MHSTs, but with a focus on supporting GP Practices, rather than schools, in taking a whole community approach to mental health, offering advice and consultation to GP practices as well as providing low intensity interventions for children and young people where it would not be appropriate to directly access pathways within the wider service.

15. In addition to specific funded expansions the service has priorities which are not reliant on additional investment and are aimed at improving the quality, effectiveness and safety of the Service. Examples of these priorities include:

- a) *Workforce Development Strategy*. As a result of ongoing pressures associated with recruitment and retention, the Service has developed a five year workforce strategy. The strategy has been developed using the Health Education England Star Model and strategic approaches to workforce planning. Actions are focused upon recruitment, retention, trainee placements and new roles and responding to feedback from the NHS Staff Survey.
- b) *NHS England Mental Health Elective Recovery Programme*. NHS England have developed seven workstreams to support NHS Trusts which have challenges associated with access and waiting times. Two workstreams have been prioritised within Hampshire CAMHS. These are (i) improving patient flow; and (ii) optimising capacity. There are a range of recommended tools and approaches that have been developed. The Service has evaluated itself against these approaches and has developed a number of actions to progress. It is anticipated that developing approaches will support in ensuring, as a Service, we are using the latest models and approaches when addressing the current challenges experienced by the Service in relation to demand and capacity.
- c) *Early Help re-structure*. The Early Help Service has significantly expanded, following additional investments. As part of these expansions the Service has introduced a stepped model of care, with Early Help Teams dedicated to providing Early Help interventions. Early Help interventions, such as assessments, workshops and groups have been planned until the end of this calendar year, whilst the Single Point of Access is now solely responsible for triaging referrals.

d) *Project Fusion*. The majority of Hampshire CAMHS will transfer to Southern Health NHS Foundation Trust from 1 February 2024 and be a part of the newly formed community and mental health trust from 1 April 2024. This provides a range of opportunities for the Service. The benefits include (i) Improved consistency of care; (ii) Improved access, especially to those most in need; (iii) more joined up services, across services and geographies; (iv) greater patient experience; (v) reduced staffing vacancies and better retention of staff; (vi) enhanced patient voice; (vii) improved development and career opportunities for staff; (viii) more sustainable services. Hampshire CAMHS is contributing to the project, including supporting the development of the patient benefit cases, mapping current service provision across Hampshire and Isle of Wight, considering how services can be best delivered in future and developing approaches to stakeholder engagement through the process.

16. In summary, whilst significant progress continues to be made, recruitment and retention challenges and the continued rises in demand impact upon the pace and scale at which the service has been able to deliver the required changes. These key issues are having an impact on, amongst other things, the ability of the service to consistently reduce the size of assessment and treatment waiting lists. Prioritisation of service access to those with the highest level of need means that some young people continue to wait unacceptably long periods of time. It is therefore important to continue to progress delivery of key transformation objectives and initiatives to move the service in to a place where it can give all Hampshire children and young people who need specialist community mental health support timely access to the help they need. Our progress will depend both upon our success in mobilising agreed and new investment, but also upon whether demand rises further, and by how much.

Community Engagement

17. As a central service in the local mental health offer for children and young people the Hampshire CAMHS Service plays a key role in advocating and championing for improved understanding and recognition of emotional wellbeing and mental health needs in children and young people. The Service continues to provide a range of community approaches and is committed to working alongside its partners on an ongoing basis.
18. There are a range of projects and programmes which are developed and delivered by the Service, often in partnership with local stakeholders.
19. The Hampshire CAMHS website (www.hampshirecamhs.nhs.uk) continues to be developed and is a source of information, advice, guidance and support for a wide range of 'life issues', including those associated with mental health. The website receives on average circa 37,000 hits per month. There are sections for young people, families and professionals.

20. Parent, Carer and Professional events have continued to be held, the most recent being 30th October 2023 in Yateley. These events offer a number of specialist workshops, such as supporting a young person with ADHD and helping boost body image and self-esteem. These events are well attended and receive positive feedback. Workshops are recorded and made available online for those people who are unable to attend.
21. The Service is currently working in partnership with a theatre company to deliver a production which is part of the Service's suicide prevention work. The play, titled 'Lets Talk About Philip', is about a personal experience of losing a brother to suicide. Following the play, there is a workshop with Hampshire CAMHS Clinicians to support young people explore the issues raised in the play. The latest performance was held on 19th October 2023 in Fareham.
22. On 14th November 2023 there will be a conference for professionals across Hampshire in relation to suicide prevention. The conference will include workshops on managing young people in crisis, self-harm, postvention, listening skills and creating a school suicide and self-harm prevention plan.
23. Each year Hampshire CAMHS runs a mental health information and awareness campaign. This year's campaign is for parents and carers. Parents and carers are fundamental in supporting young people who access the Hampshire Child and Adolescent Mental Health service, and they require support in their own right to do so. The campaign is aimed at considering and supporting parents & carers in a variety of different ways. Examples include, developing a range of materials, support and information, in collaboration with parents and carers, so that support parents/carers have previously found helpful can be shared with others, and reviewing all our clinical care pathways with a particular focus on how best to improve the experience of parents and carers, and the support provided, when a young person is being treated within the Service.
24. On 30th June 2023, as part of the 75th birthday of the NHS, Hampshire CAMHS, in collaboration with Hampshire Cultural Trust, and 2 artists launched a hot air balloon at the Winchester Hat Fair. The balloon was made up of designs that young people had created themed around celebrating the role of the NHS.
25. Further information about the projects and programmes the service provides throughout the year, including historical campaigns, is available on the Hampshire CAMHS website.

Future Priorities

26. The priorities for the Hampshire Child and Adolescent Mental Health Service align to those set out in the Hampshire Children and Young People Mental Health Local Transformation Plan. This plan sets out strategic priorities for service investment and transformation across Hampshire, covering the

Hampshire localities within Hampshire and Isle of Wight ICB and Frimley ICB.

27. Significant demand and capacity challenges remain within the Hampshire Child and Adolescent Mental Health Service. Whilst the service continues to expand and develop in response to the changing needs of children and young people, it is clear that a resource gap remains.
28. The following priorities for 2024/2025 include:
 - a) Increasing the coverage of the Primary Care Wellbeing Service across more Primary Care Networks.
 - b) Increasing the coverage of the Mental Health Support Teams in Schools to more schools across Hampshire.
 - c) Expanding the Learning Disability offer in order to realise the benefits of the full business case.
 - d) Start to implement the agreed children in care business case, which is focused on enhancing and expanding the provision currently within Hampshire CAMHS.
 - e) Work in partnership with Hampshire County Council in relation to the development of a specialist residential provision in Hampshire, Hockley House.
 - f) Continue to invest in models which support the aim of reducing the core demand and capacity challenges within the Service.
29. All of the above priorities will be subject to funding confirmation for the 2024/2025 financial year.

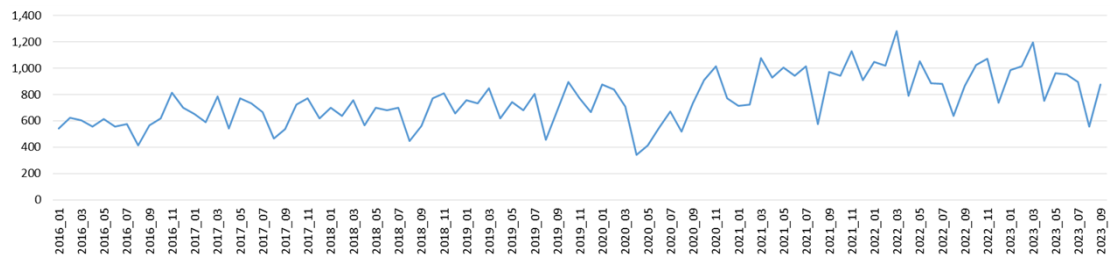
Finance

30. There are no financial implications for Hampshire County Council arising directly as a result of this report, though improvements in the capacity of more targeted specialist support for children and young people in care and/or who have learning disabilities and/or autism may lead in future to opportunities for more integrated service offers for these groups.

Performance and Activity

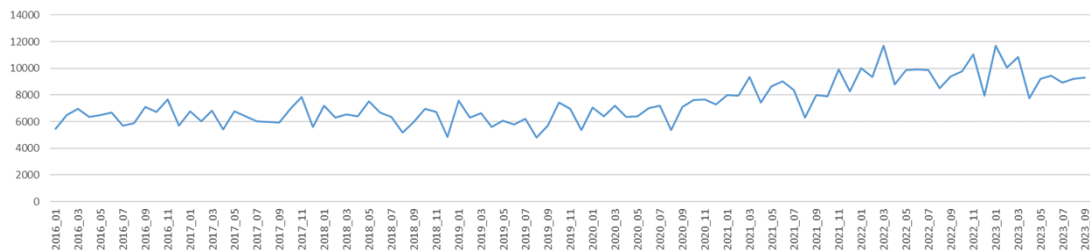
31. The service received 11,141 referrals in 2023/2024. This represents a 25% increase on referrals received in 2020/21.
32. The graph below highlights the number of monthly referrals since 2016, when Sussex Partnership NHS Foundation Trust was re-commissioned to provide the Child and Adolescent Mental Health Service in Hampshire. It shows a steady upward overall trend in demand for specialist children's mental health

services over that time.



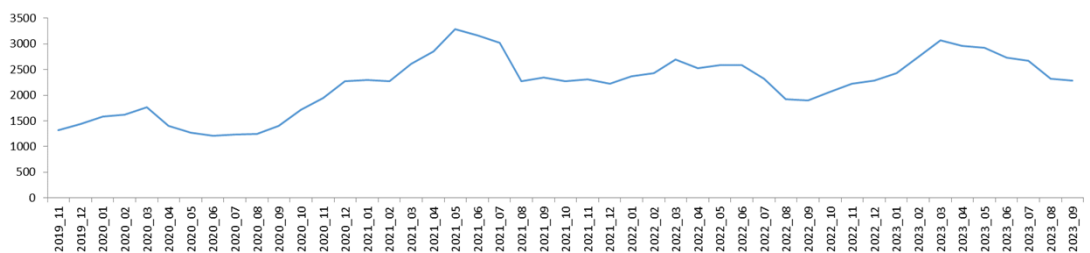
33. The total number of contacts offered in 2022/2023 was 117,780. This is a 10% increase on 2021/22 contact levels.

34. The graph below highlights the number of monthly contacts offered since 2016.



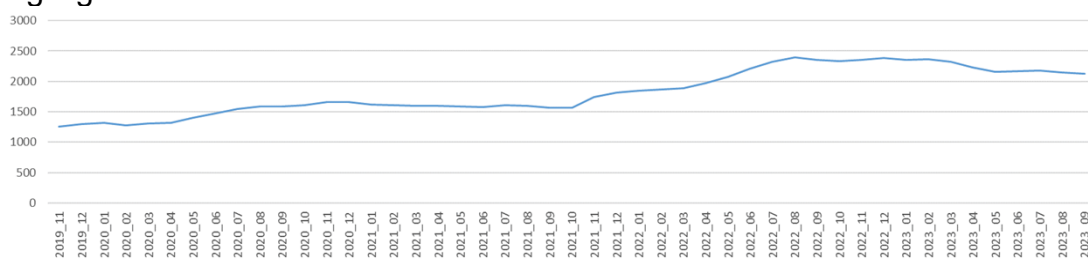
35. The total number of assessments offered in 2022/23 was 3,493. The average waiting time from referral to assessment is currently 18 weeks. The figure reported to the Committee in November 2022 was 25 weeks. Whilst there has been a reduction, the ongoing challenge remains; whilst the service continues to respond to urgent and priority cases, many routine cases awaiting assessment continue to wait much longer than this. As described above, the Service continues to be committed to working with its partners to reduce waiting times in order that all young people can be seen in a timely manner.

36. The graph below highlights the total number of young people waiting for initial assessment. Whilst there has been a stabilisation of the waiting list in recent months, sustaining a reduction in waiting times continues to be a significant challenge and a variety of measures are being taken to achieve this aim, as highlighted above.



37. Total first treatments in 2022/23 was 2,344. The average waiting time from referral to treatment is 70 weeks. The figure reported to the Committee in November 2022 was 62 weeks. The ongoing challenge remains; whilst the service continues to respond to urgent and priority cases, the routine cases continue to wait.

38. The graph below highlights the total number of young people waiting for treatment. Whilst there has been a stabilisation of the waiting list in recent months, sustaining a reduction in waiting times continues to be a significant challenge and a variety of measures are being taken to achieve this aim, as highlighted above.



39. Waiting times for assessment and treatment continue to be a significant challenge for the Service. The service improvements described above will support increasing the available capacity for the Service, enabling a greater opportunity to respond to all levels of need within the THRIVE framework. This will continue to be a focused element of work for the service.

Consultation and Equalities

40. In preparing this report, due consideration has been given to the statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010. No adverse impacts have been identified as a result of the information contained within this report.

Other Key Issues

41. There are no other key issues identified.

Conclusions

42. The Hampshire CAMHS Service is continuing to expand and develop new services in response to the growing need of support for children and young people's mental health.

43. Despite the significant positive improvements made, there are continued challenges in being able to provide timely access to specialist mental health services for all children and young people.

44. As a result, it continues to be a focus of the Hampshire CAMHS Service, working with our partners, to increase access to mental health support and interventions, across the full range of needs.

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HAMPSHIRE COUNTY COUNCIL

Front Cover Report

Committee	Children and Young People Select Committee
Date:	14 November 2023
Title:	Annual Safeguarding Report – Children’s Services 2022-23
Report From:	Director of Children’s Services

Contact name: Stuart Ashley, Deputy Director of Children's Services

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 the safeguarding children and young people in Hampshire during the period of 2022/23. The attached report will be presented to Cabinet on the 12 December 2023.

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

Report

Decision Maker:	Cabinet
Date:	12 December 2023
Title:	Annual Safeguarding Report - Children's Services 2022-23
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 2022/23.

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 receives further updates on safeguarding on an annual basis.

Executive Summary

5. This report seeks to identify key national developments, summarises performance and activity levels, and details a number of key local developments and future priorities. The report mainly uses data from the financial year 2022/23 but supplements this with more recent data where it is useful to do so.
6. 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

7. Cabinet will recall the Inspection of Local Authority Children's Services (ILACS) that, local authorities are subject to standard and short inspections depending on their previous Ofsted judgement. Inspections since the introduction of the ILACS:
 - 7.1. **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.
 - 7.2. **April and May 2019** - Hampshire was subject to a full ILACS inspection. Report to Council dated 15 July 2019 refers to this inspection. This inspection judged Hampshire to be outstanding overall and across the other three areas of judgement.
 - 7.3. **November 2021** – Hampshire volunteered to pilot a new Joint Targeted Area Inspection (JTAI). The focus of this inspection was multi agency Safeguarding arrangements across all partners, working from initial contact through to a CIN/CP decision. The inspection involved inspectors from Ofsted, CQC (Care Quality Commission) and HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services). The partnership received a very positive outcome letter following this visit.
 - 7.4. **February 2023** – Hampshire was subject to a focused visit, inspecting children in care. Hampshire received a very positive letter from Ofsted following this visit. There were only three improvement actions:
 - The timeliness of initial and review health assessments for children.
 - Independent reviewing officer workloads.
 - The voice of the child in the corporate parenting comm
8. It is worth noting that each of these inspections were rooted in safeguarding and have fully tested Hampshire's safeguarding practice, alongside testing the front door process within the Multi Agency Safeguarding Hub (MASH).

Finance

9. There are no financial recommendations in this report although the issue of the continued rise in cost (price) of placements for children in care in the independent sector, is a key pressure for the County Council.

National Developments

10. Child exploitation

- 10.1. There are clear links between child exploitation and those children who are trafficked and/or that go missing. The term 'exploitation' includes the

following risk areas: child sexual exploitation (CSE), online exploitation, criminal (CCE) exploitation, Modern Day Slavery and including local drug networks, county lines, drug related harm, knife crime and serious violence; as well as other forms of exploitation that involve coercion and control such as radicalisation and extremism; forced marriage, female genital mutilation. Child exploitation work remains a significant area of activity.

- 10.2. The Hampshire, Isle of Wight, Portsmouth & Southampton (HIPS) Child Exploitation Group is a strategic multi- agency group, covering the HIPS areas. The group developed the HIPS Child Exploitation Strategy, which sets out how all agencies will work together to ensure the most effective and coordinated response to identify and protect children at risk of exploitation both within and across the HIPS Local Safeguarding Children Partnership (LSCP) areas.
- 10.3. A HIPS Operational Child Exploitation Group provides strong operational links and dissemination routes in and out of the strategic group, and links into Hampshire district led Missing Exploited and Trafficked (MET) operational subgroups. These ensure the identification, support, safeguarding and diversion of children who are at risk of, or being exploited within Hampshire's districts.
- 10.4. The latest available data for children who go missing in Hampshire, be that from home or for those in care, shows an increase in children going missing as well as an escalation in the number of missing episodes. There remains a robust and effective response from CSD and Hampshire Constabulary. Hampshire CSD have employed two specialist workers (based in Willow) who monitor missing children on a daily and weekly basis and work with district teams to ensure appropriate safeguards are in place to prevent repeat occurrences, they support return conversations and monitor the most frequent and at-risk missing children. Hampshire Constabulary, as part of a restructure, have set up a new team to address and find high risk missing children and adults. This is an important area of work and one that Ofsted gives significant scrutiny to.
- 10.5. County lines and local drug networks remain an increasing concern for Hampshire Children's Services. All agencies and professionals contribute to tackling this form of exploitation, with more specialist work being undertaken by the Hampshire Police MET Team and the Hampshire Children's Services specialist Willow Team. Willow is a multi-agency team consisting of specialist social workers, CFSWs, health professionals and Catch 22 substance misuse workers who all work closely with Hampshire Constabulary to protect the highest risk children.
- 10.6. Willow strives to be innovative and has won tenders for a Young Women & Girls Worker and has set up a devolved decision-making pilot for referrals coming into the National Referral Mechanism. 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 drug distribution activity.

Performance and Activity Levels

11. Workloads, as evidenced in contacts, referrals and safeguarding activity, continue to be high with 11,517 cases open to Children's Social Care as at the end of June 2023. The table below sets out the trends over the last five years including the source of referrals received via the Multi Agency Safeguarding Hub (MASH).

12. Contacts and referrals

12.1. The total number of contacts as at 31 March 2023 (170,200) is 11% higher than the total received at 31 March 2022 (153,033). This is indicative of the continuing pressures across the child protection system which is reflected nationally. With schools reopened, education has retaken its traditional position as highest referrer at 30.61%, with police in second highest referrer position (21.62%). These percentages have remained fairly consistent over the last three years. Note, as indicated by * in the table, the source of the referral is collated only for those referrals that require assessment hence the numerical discrepancy.

Contact and Referrals	2018-19		2019-20		2020-21		2021-22		2022-23	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value	Denom	Value
Number of initial contacts		117188		125413		126153		153033		170200
Number of referrals		40014		44434		48826		60761		62952
Referral source*: Individual	1906	10.40%	2303	11.39%	2484	11.41%	2694	9.67%	2987	9.64%
Education	4432	24.10%	5007	24.76%	4230	19.43%	7468	26.82%	9482	30.61%
Health Services	3063	16.60%	3656	18.08%	4259	19.57%	5101	18.32%	5800	18.72%
Housing	188	1.00%	248	1.23%	181	0.83%	255	0.92%	240	0.77%
Local Authority Services	1661	9.00%	1600	7.91%	1856	8.53%	1980	7.11%	2110	6.81%
Police	4559	24.80%	4585	22.68%	5803	26.66%	6958	24.99%	6698	21.62%
Other legal agency	593	3.20%	696	3.44%	884	4.06%	1087	3.90%	1300	4.20%
Other	1248	6.80%	1262	6.24%	1166	5.36%	1418	5.09%	1480	4.78%
Anonymous	495	2.70%	531	2.63%	643	2.95%	633	2.27%	622	2.01%
Unknown	263	1.40%	332	1.64%	2	0.01%	2	0.01%	0	0.00%
Not recorded	0	0.00%	0	0.00%	258	1.19%	252	0.90%	260	0.84%

13. Section 47 (child protection) investigations and assessments

Section 47 and Assessments	2018-19		2019-20		2020-21		2021-22		2022-23	
	% of S47 going to conference	4317	40.60%	5035	31.40%	6048	28.01%	7948	20.55%	8439
Assessment Timeliness	18003	90.90%	19712	92.61%	15924	95.30%	21188	95.90%	22166	95.10%

13.1. With regards to assessments, as can be seen in the table above, the percentage of child protection investigations (section 47 investigations) which progress to an initial child protection conference over a year, has reduced slightly in comparison to 2021-22 although the number of investigations has increased. We remain satisfied with the consistent application of thresholds both within MASH and in districts teams which has been endorsed by the positive inspection by Ofsted less than a year ago. We are confident through our quality assurance and performance work that cases requiring an Initial Child Protection Conference (ICPC) are appropriately progressed.

13.2. 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 not fallen from the 90s for the last four years and is higher than the majority of other local authorities in the region.

14. Child Protection Plans (CPP)

14.1. As detailed above, work within the child protection planning process remains robust with numbers showing a decline from the end of March 2018, but an increase more recently due to the Covid pandemic. The previous positive reduction was 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. The increase is as a result of additional pressures on families as a result of Covid 19 due to the withdrawal of some services and leading to an increase in the complexity of cases and the cost of living crisis.

14.2. The number of children subject to a plan for neglect remains in the 50-70 percent (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). Hampshire Safeguarding Children Partnership (HSCP) launched its Neglect Strategy in October 2016 and again in 2021, and this continues to help professionals better identify neglect.

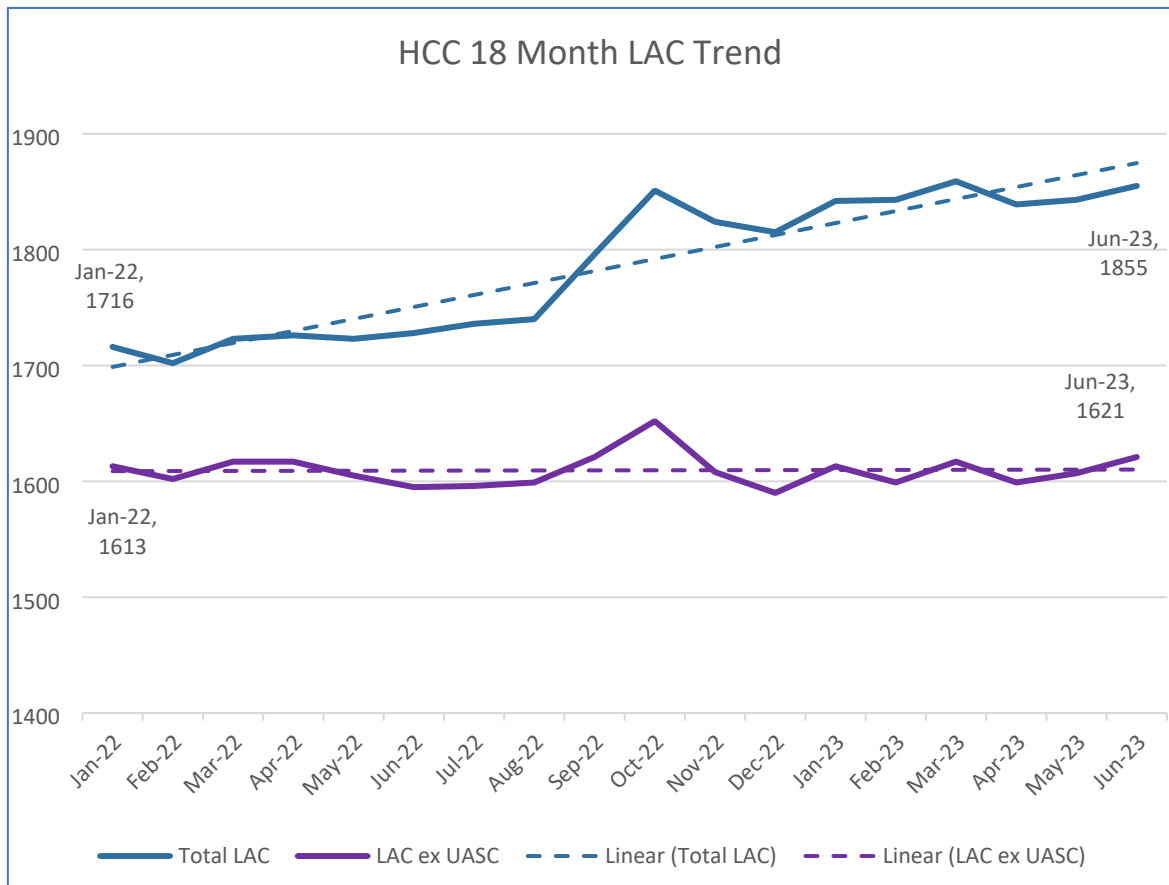
14.3. A low percentage of child protection plans are lasting beyond two years (which is good as it indicates proactive work) and relatively few require a repeat plan within two years. The number of timely visits made within the

required dates remains a significant strength of the service and reinforces that children are being seen and kept safe.

15. Full Time Children Looked After (CLA)

Full Time Children Looked After (CLA)	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
No of full time CLA	1339	1305	1440	1592	1664	1602	1656	1725	1855

15.1. With regards to children in care, the number has increased by 130 (7.5%) over the last 12 months, however this is due to an increase in Unaccompanied Asylum Seeking Children (UASC). There are 1,619 CLA when we exclude UASC. UASC now make up 12.9% (239) of the total cohort, whereas 18 months ago in March 2022 this was around 6% (106) of the cohort. It should be noted that the ability to keep children safely at home through high quality social work practice has meant that the underlying trend of CLA has remained broadly static.



15.2. The financial cost of CLA is significantly affecting the financial challenges the Council is facing.

15.3.

	Apr-Jun 2020	Jul-Sep 2020	Oct-Dec 2020	Jan-Mar 2021	Apr-Jun 2021	Jul-Sep 2021	Oct-Dec 2021	Jan-Mar 2022	Apr-Jun 2022	Jul-Sep 2022	Oct-Dec 2022	Jan-Mar 2023	Apr-Jun 2023
Entering full time care	158	166	152	157	156	155	192	136	173	191	182	195	151
Leaving full time care	107	136	184	139	176	134	147	113	154	141	160	148	147
Net increase	51	30	-32	18	-20	21	45	23	19	50	22	47	4
Of those new into care children PwP	25	23	24	27	20	13	16	8	5	24	27	25	17
Of those new UASC	0	20	4	7	3	7	46	18	49	45	65	35	7

15.4. It should be noted that there is of course significant churn throughout the year of the children in care population. Nationally the picture of demand continues to outstrip the supply of placements for children in care, and the costs of placements are rising significantly. The increasing complexity of the children coming into the care system has meant additional costs associated with their placements. There is no doubt that the paucity of mental health services for some children has led to them coming into the care system. The costs (or more accurately, the price) 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.

16. Hampshire UASC Arrivals

16.1. As at 30 June 2023 the total number of UASC (under 18 years) looked after by Hampshire is 227. (NB the figure as at October stands at over 284.)

UASC Arrivals	Apr-Jun 2020	Jul-Sep 2020	Oct-Dec 2020	Jan-Mar 2021	Apr-Jun 2021	Jul-Sep 2021	Oct-Dec 2021	Jan-Mar 2022	Apr-Jun 2022	Jul-Sep 2022	Oct-Dec 2022	Jan-Mar 2023	Apr-Jun 2023
Quarterly Data	0	18	4	7	3	7	46	18	49	46	65	35	7

UASC Care Leavers	Apr-Jun 2020	Jul-Sep 2020	Oct-Dec 2020	Jan-Mar 2021	Apr-Jun 2021	Jul-Sep 2021	Oct-Dec 2021	Jan-Mar 2022	Apr-Jun 2022	Jul-Sep 2022	Oct-Dec 2022	Jan-Mar 2023	Apr-Jun 2023
Period End	335	341	347	363	365	369	402	417	423	438	493	552	568

16.2. The table above shows the number of UASC Care Leavers at each period end. There has been a 69.6% increase in the number of UASC care leavers since June 2020 (233), which is to be expected given the age demographic of UASC arrivals with an average age of 17 years.

16.3. Since July 2016, Hampshire has been proactive in the National Transfer Scheme (NTS). The scheme became mandatory for Local Authority's in April 2021, with an expectation that we accept 0.1% of the total child population; for Hampshire, this totals 281. Hampshire continues to adopt a proactive, forward-leaning approach to receiving children through the scheme and responding to need. This has led to a review of the working practices, most notably, the creation of two Refugee Teams in February 2023. The Refugee Teams have been receiving case allocations from NTS and 'spontaneous arrivals' from around the county. Running in parallel with the recruitment of practitioners, the Teams have been transferring cases from district teams, a process which is nearing its conclusion.

16.4. In June 2023, our care extended to 225 separated children (U18) in Hampshire and 389 care leavers.

16.5. 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 report 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.

16.6. Given the rise in activity in respect of UASC a specialist UASC team has been set up, specifically to support UASC and former care leaver UASC in Hampshire.

Consultation and Equalities

17. There is no adverse impact on equalities and no consultation is required.

Other Key Issues

18. Recruitment and retention

- 18.1. The recruitment and retention of social workers continues to be a key issue. This is a national challenge which is particularly acute in the South East region.
- 18.2. The retention of children's social workers is a significant challenge for Hampshire as it is all local authorities and can undermine the work being undertaken to bring new staff into the service. In the last 12 months, turnover amongst children's social workers has stabilised from an increase in the previous 12 months, remaining at 20.6%. This challenge is shared by other local authorities and reflects changes in the wider recruitment market following the pandemic.
- 18.3. The Independent Review of Children's Social Care has afforded us the opportunity to employ and use alternatively qualified professionals to support children and families. We have introduced the role of Family Practitioners who are differently qualified case-holding professionals in our statutory teams. We have had some success in recruiting differently qualified professionals, as evidenced with the Intensive Workers. This change will increase the capacity of our Qualified Social Workers across our teams.
- 18.4. There is a proactive recruitment strategy in place which utilises a positive partnership with Community Care, through regular national and local marketing targeted campaigns and advertisements. This is alongside events such as Social Work in the South, and Community Care Live.
- 18.5. We are focussing on direct recruitment of graduates from universities to our highly regarded newly qualified social worker programme, utilising the National Step Up to Social Work Programme and over the last three years have successfully supported staff through the Social Work Apprenticeship programme, with the first cohort graduating in August 2022. When this scheme began it was fairly unique, but most local authorities now offer similar schemes, which means it is now more difficult to recruit to cohorts.
- 18.6. Given the challenges in recruitment and retention, there is a need to be more ambitious in growing our own social workers. There is a range of highly skilled and experienced differently qualified workers currently employed within the department. We have increased our intake to the apprenticeship scheme from 10 to 30 per year.
- 18.7. We have increased our activity in overseas recruitment utilising an employment agency to assist in the recruitment of 25 social workers over the last year and a further 25 over the coming year.

19. Transforming Social Care (TSC) in Hampshire

- 19.1. Safeguarding Reports have provided an overview of what has TSC has achieved within phases 1 and 2.
- 19.2. TSC phase 3 has supported the delivery of a new system to improve the quality and consistency of Personal Education Plans (PEPs), and has undertaken several service reviews, including: Family Time Service, Virtual

School, Virtual College, Volunteers Service and completed a project with the Family Connections Service.

- 19.3. TSC is focusing resource on a range of workstreams, including extending the scope and range of services delivered through the Family Help model, continuing the development of the Specialist Intensive Worker Hubs, and to ensure we are providing efficient and effective support to meet the needs of Children with Disabilities.
- 19.4. Responding to the recommendations outlined in the Care Review, TSC is leading on the development of the new Family Help model. Family Help will bring together a range of services, delivered within the community, to families across both targeted early help and children in need. The new model is set to launch in January 2024. Further detail on this transformation project can be seen below:

Family Help

- 19.5. A key element within The Independent Review of Children's Social Care, and supported in the government paper 'Stable Homes, Built on Love', was the introduction of the 'Family Help' model. This model brings together a range of services delivered to families across both targeted early help and children in need.
- 19.6. The vision for Family Help is for new local, community-based teams. These teams will be sited within the community they support which will enable and facilitate easier and quicker access to services, therefore meeting the family's needs as early as possible.
- 19.7. For Hampshire this initially means that our Family Support Service and Children's Assessment and Safeguarding Teams will be brought together. The new Family Help model will be implemented in Hampshire from January 2024.

Hampshire's model is being developed within a phased and iterative approach:

Phase 1.1 – The introduction in January 2023 of a new differently qualified case holding role, that of the Family Practitioner. These workers have initially been recruited in CAST and will transition into the new Family Help teams in January 2024.

Phase 1.2 - Has focused on the development of Family Help teams; there will be 34 in total, each geographically sited to cover specific wards within districts. The aligned of these teams within specific areas will enable the delivery of local support as prescribed in the government paper 'Stable Homes Built on Love'.

- 19.8. The vision is to further develop the model and to bring other social care teams and services together into wider Family Help service, creating a seamless journey for families as their needs and levels of risks change.

19.9. The new model is being developed on the basis that there will be positive impacts and outcomes for children and their families:

- More children remain safely at home.
- Families will receive the right support, by the right professional for the right amount of time.
- Families will experience fewer transition points with professionals 'stepping into' a family as needs require rather than moving a family onto a new team or service.
- Families will be able to access services more easily as they will be within their local community, ultimately delivered through community hubs with partners which will facilitate the de-stigmatisation of families seeking support.

20. Youth Justice Service

20.1. During the last year Hampshire Youth Justice Service (HYJS) has continued to deliver youth justice and youth crime prevention to the children of Hampshire.

20.2. Progress against last year's plan is as follows:

- Developing further the participation of children in our service.
- Ensuring all staff have an awareness of the actions they need to take to address any disproportionate representation of children from other minority ethnic groups.
- Reducing the number of first-time entrants to the criminal justice system to its lowest point ever.
- Developed practice in relation to the assessment of risk of harm to others.

21. The delivery plan for 2023/24 includes:

- Continuing to build on progress this year in the participation of children in Youth Justice.
- In partnership, tackling serious youth violence.
- Continuing to develop Youth Diversionary activity.
- Widen our work on disproportionality to include other diverse groups.

22. Sector Led Improvement

22.1. For many years, Hampshire has a strong reputation for being a leading provider of sector led social work improvement, support and advice to other local authorities across the region, nationally and internationally. This work

is commissioned from three main sources. Hampshire successfully bid to be a part of the Department for Education's Sector Led Improvement Programme (SLIP) from 2021-24, one of a handful of local authorities nationally providing social work improvement advice and expertise. Our SLIP work over this past year has supported improvement in several authorities including Buckinghamshire, West Sussex, Southampton (all of whom now have improved Ofsted inspection ratings), Reading and Bournemouth, Christchurch and Poole (BCP). Secondly, Hampshire co-ordinates and leads the sector led improvement peer support improvement work through the South East Sector Led Improvement Partnership (SESLIP), comprising all nineteen authorities in the south east. In addition to the SLIP and SESLIP work, Hampshire has continued to work with the Foreign, Commonwealth and Development Office (FCDO) to undertake some specific social work improvement support with the British Overseas Territories. Currently this work is ongoing with St Helena, Ascension Island and Tristan da Cunha.

22.2. Given the increased demand in Hampshire Children's Services which reflects the increase nationally, careful consideration will need to be given to our future support of other Local Authorities to ensure that it does not adversely impact on the children of Hampshire. A small central team of social work managers has been established with the income from this work, to support capacity in this area. As with all work undertaken in other authorities, there is always positive learning gained to further improve services in Hampshire. The benefits to Hampshire are significant and enable both staff and services in Hampshire to be continuously improved. Ofsted commented in 2019 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

23. 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 continue to emerge in much the same as child exploitation and county lines):

23.1. The full long-term impact of the pandemic is not yet known. Children's social care have seen a sustained increase in referrals over the last 2 years of over 30% compared to pre-pandemic levels. It is not yet known how long that will continue but experience shows us this might now be the new normal level of demand going forward. At this stage the increase in demand has not led to a similar increase in the numbers of children coming into care due to the effective practice of our front-line staff and the success of our transformation activity.

23.2. 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. Our Modernising Placements Programme aims to increase our numbers of Hampshire County Council foster carers, thereby reducing costs in the longer term.

- 23.3. It should be noted that the challenges faced within the placement market are significant. There are well acknowledged shortfalls in available beds both within the secure welfare estate and in Tier 4 psychiatric provision which compound the issue for social care. In terms of residential provision, demand is outstripping current supply which is resulting in escalating pricing and providers able to select from a multitude of referrals for each available bed, with a local provider referencing over 100 referrals per available bed. The Competitions and Market Authority report identifies the inflated profit margins within external placement suppliers. Hampshire is fortunate to have in house provision, which regularly supports the most hard to place young people but the placements issue remains a significant challenge.
- 23.4. It is essential that our transformation work continues at pace 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. Where children do come into care, our Modernising Placements Programme, will ensure children have the right placement to meet their needs.
- 23.5. 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.
- 23.6. The recruitment and retention of social workers will continue to need to be addressed.

Climate Change Impact Assessment

24. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience impacts of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.
25. **Climate Change Adaptation and Mitigation.** The carbon mitigation and climate change adaptation tools were not applicable because this report is to provide details of Children's Services safeguarding activity and does not recommend changes or require any decisions which would have any climate change considerations. However, this does link to other strategic priorities as listed in the relevant section at the end of the document. Children's Services are aware of the importance of climate change and plan for this in new projects.

26. **Carbon Mitigation.** The carbon mitigation and climate change adaptation tools were not applicable because this report is to provide details of the contribution of Children's Services safeguarding activity and does not recommend changes or require any decisions which would have any climate change considerations. This report is not relevant as above. Children's Services regularly feedback to the Corporate Climate Change Action Plan.

Conclusions

27. Throughout 2022/23 there continued to be a highly effective strategic response to the safeguarding of vulnerable children and a robust operational response, tested via external validation from the Ofsted inspection in November 2021 and February 2022.

**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:	No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes

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:

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:	14 November 2023
Report Title:	Work Programme
Report From:	Director of People and Organisation

Contact name: Members Services

Tel: 0370 7791243

Email: members.services@hants.gov.uk

Purpose of this Report

1. To consider the Children and Young People Select Committee's forthcoming work programme.

Recommendation

2. That the Children and Young People Select Committee discuss and agree potential items for the work programme that can be prioritised and allocated by the Chairman of the Children and Young People Select Committee in consultation with the Director of the Children's Services.

WORK PROGRAMME – CHILDREN AND YOUNG PEOPLE SELECT COMMITTEE – Changes since last meeting.

Topic	Issue	Reason for inclusion	14 November 2023	19 January 2024	26 June 2024	13 September 2024
Pre-scrutiny	Consideration of Revenue and Capital Budgets	To pre-scrutinise prior to consideration by the Executive Lead Member for Children’s Services.		X		
Pre-scrutiny	Safeguarding Report – Children’s Services	To pre-scrutinise the annual safeguarding report prior to consideration by Cabinet.	X			
Overview & Pre-scrutiny	Youth Justice Service - Youth Justice Plan	To pre-scrutinise the Youth Justice Plan prior to consideration by the County Council. To receive an update on the Youth Justice Service. <i>Last update – March 2023</i>			X	
Overview	Child and Adolescent Mental Health Service (CAMHS)	To receive a regular update on CAMHS in Hampshire, to include progress made to reduce waiting times for access to CAMHS treatment. <i>Last update - November 2022</i>	X			
Overview	Special Educational Needs & Disability (SEND)	To receive a regular update on SEND. <i>Last update – October 2022</i>			X	
Overview	School Attainment	To receive an annual update on attainment of children and young people in Hampshire schools.			X	
Overview	HC3S	To receive an overview of the full scope of the Hampshire County Council Catering Service.				X
Overview	Home to School Transport Policy	To receive an update on the implementation of updates to the Home to School Transport Policy introduced in July 2022. <i>Last update - July 2023</i>				X
Overview	Children in Care and Care Leavers	To receive an annual report on Children in Care and Care Leavers. <i>Last update - July 2023</i>				X

Topic	Issue	Reason for inclusion	14 November 2023	19 January 2024	26 June 2024	13 September 2024
Overview	Ethnic Minority and Traveller Achievement Service (EMTAS)	To receive a biennial update on the Hampshire EMTAS. <i>Last update - March 2023</i>				
Overview	Autism Assessment Services	To receive a regular update on progress towards improving Autism services for children and young people in Hampshire. <i>Regular written updates were requested by the Committee in September 2020, alongside an annual presentation.</i>	X Pres.	X	X	X

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Document

Location

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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 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.

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