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NOTICE OF MEETING

Meeting	Children and Young People Select Committee
Date and Time	Friday 22nd September 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

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website and available for repeat viewing, it may also be recorded and filmed by the press and public. Filming or recording is only permitted in the meeting room whilst the meeting is taking place so must stop when the meeting is either adjourned or closed. Filming is not permitted elsewhere in the building at any time. Please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

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

3. MINUTES OF PREVIOUS MEETING (Pages 5 - 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. SAVINGS PROGRAMME TO 2025 – REVENUE SAVINGS PROPOSALS (Pages 11 - 138)

To receive a report from the Director of Children's Services and the Director of Corporate Operations outlining the detailed savings proposals for Children's Services that have been developed as part of the Savings Programme to 2025 (SP2025) Programme for pre-scrutiny ahead of the Executive Lead Member for Children's Services Decision Day.

7. HAMPSHIRE YOUTH JUSTICE SERVICE YOUTH JUSTICE PLAN 2023 (Pages 139 - 188)

To receive a report from the Director of Children's Services presenting the Hampshire Youth Justice Service Youth Justice Plan 2023/24 for pre-scrutiny ahead of the Executive Lead Member of Children's Services Decision Day.

8. SCOPE AND BREADTH OF HAMPSHIRE'S LIBRARY OFFER (Pages 189 - 206)

To receive a report from the Director of Children's Services setting out the scope, breadth and reach of the library offer in Hampshire.

9. UPDATE ON AUTISM SERVICES COMMISSIONING FOR CHILDREN AND YOUNG PEOPLE IN HAMPSHIRE (Pages 207 - 212)

To receive a regular information update (written only) on Autism Services Commissioning for Children and Young People in Hampshire, from the Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups.

10. WORK PROGRAMME (Pages 213 - 218)

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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Public Document Pack Agenda Item 3

AT A MEETING of the Children and Young People Select Committee of
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Tuesday
11th July 2023

Chairman:
p Councillor Neville Penman

p Councillor Juliet Henderson	p Councillor Zoe Huggins
p Councillor Prad Bains	a Councillor Gavin James
p Councillor Jackie Branson	a Councillor Arun Mummalaneni
p Councillor Ann Briggs	a Councillor Jackie Porter
p Councillor Steven Broomfield	p Councillor Martin Tod
p Councillor Tim Davies	a Councillor Jacky Tustain
p Councillor Christopher Donnelly	p Councillor Malcolm Wade
p Councillor David Drew	
a Councillor Pal Hayre	

Co-opted members

p Robert Sanders, Church of England Schools Representative
p Gemma Rainger, Parent Governor for Primary Schools
a Hannah Cheek, Parent Governor for Secondary Schools

104. APOLOGIES FOR ABSENCE

Apologies have been received from Cllr Hayre, Cllr Mummalaneni, Cllr Tustain and Hannah Cheek, Parent Governor Representative for Secondary Schools.

Apologies have also been received from Cllr Porter and Cllr James; Cllr Groves is present as the deputy for the Liberal Democrat Group.

105. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore, Members were mindful that where they believed they had a Personal interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

No declarations were made.

95. **MINUTES OF PREVIOUS MEETING**

The Minutes of the meeting held on 6 March 2023 were confirmed as a correct record and signed by the Chairman.

96. **DEPUTATIONS**

The Committee did not receive any deputations.

97. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman made no announcements.

98. **SCHOOL TRANSPORT UPDATE**

The Committee received a report and presentation from the Director of Children's Services providing an update on the School Transport Service as requested by the Committee in July 2022 (see Item 6 in the Minute Book).

Members noted that following a public consultation, the Executive Lead Member for Children's Services agreed changes to the School Transport Entitlement Policy which included:

- An increased use of co-ordinated pick up and drop off points for SEND children.
- Journey arrangements to serve multiple schools, colleges and age groups including journeys more commonly which served both mainstream and special schools and colleges.

The Committee heard that these new transport arrangements were not implemented for the 2022/23 academic year as plans had already been set and it was determined that it would not be easy to make changes. The Service was considering arrangements on a case-by-case basis when commissioning transport for the 2023/24 academic and subsequent years.

Officers explained how driver shortages and operators exiting the market following Brexit and the Pandemic had resulted in a challenging national market. It was noted that since 2012/13, there had been an increase of over 30% in SEND children requiring transport to school and costs have more than trebled.

Members noted a summary of service improvements, issues, and priorities for the School Transport Service.

In response to questions members heard that:

- The School Transport Service worked alongside independent schools were this could be arranged.
- Efforts are made to encourage walking to school where possible.

RESOLVED:

That the Children and Young People Select Committee note the contents of the report.

99. **SERVICES SUPPORTING CHILDREN & YOUNG PEOPLE WITH DOWN SYNDROME IN HAMPSHIRE**

The Committee received a report from the Director of Children's Services providing an overview of services supporting children and young people with Down Syndrome in Hampshire (see Item 7 in the Minute Book).

Members noted that support was provided through a range of universal and specialist services and received a summary of those available in Hampshire.

The Committee heard that much of the provision children with Down Syndrome require should be made through inclusive teaching and ordinarily available provision. Children with Down Syndrome should have the opportunity to work with a range of adults across the school day but while spending much of their time in their class being taught alongside their peers. This support should allow the child to practice new skills independently and build their independence and personal responsibility over time. Where a child has more complex medical and other additional needs which require greater levels of adjustment, specialist interventions may be set out in an Education, Health & Care Plan and be updated as the child develops.

In response to questions members heard that:

- Children with Down Syndrome are supported into independence or will be transferred to Adult's Services if further support is still required.

RESOLVED:

That the Children and Young People Select Committee note the contents of the report.

100. **ANNUAL CHILDREN IN CARE REPORT 2022-23**

The Committee received a report from the Director of Children's Services providing the annual report on Children in Care for 2022-23 (see Item 8 in the Minute Book).

Members received a detailed overview of the current cohort of Children in Care, including the length of time in care, their current setting, and numbers of unaccompanied asylum-seeking children. The Corporate Parenting role of Councillors was detailed alongside an update from the Virtual School, including details of Personal Education Plans.

Officers concluded with the positive outcomes of the Ofsted inspection focused on Children in Care in January 2023.

In response to questions members heard that:

- For a Child to be considered 'missing' can be due to not being where they are expected to be for as little as two hours. This is monitored and as part of the safeguarding processes to prevent children being exploited.
- The family is at the centre of all interventions with a strength-based approach which aims to keep children with their families were safe to do so.
- There is a national consultation aiming to reduce the reliance on agency workers through recruitment and retention of social workers.
- Unaccompanied asylum-seeking children are assigned Personal Assistants in the same was as other Care Leavers.

RESOLVED:

The Children & Young People Select Committee support the priority areas for Children's Services, in relation to our children in care as being:

- Strengthening the voice of the Looked After Child and impact on service delivery.
- Promoting the effectiveness and efficiency of the CLA Health Assessment process and service so that it meets the physical and mental health needs of Children in Care (including dental and immunisations).
- Improve the educational outcomes of Children in Care and effectiveness of the process and service, including the service provided by the Hampshire Virtual School.
- Improve placement stability and increase placement choice for Children in Care.
- Children in our care will be safeguarded from harm including, all aspects of exploitation.
- Increase opportunities for Children in Care to safely live outside of the care system through Special Guardianship (SGO) assessments and reunification to family where appropriate.
- Ensure the needs of all children seeking asylum in the UK are understood and met through new service delivery.
- Improve the training for all social workers for Children in Care resulting in measurable impact.

101. ANNUAL CARE LEAVERS REPORT 2022

The Committee received a report from the Director of Children's Services providing the annual report on Care Leavers 2022 (see Item 9 in the Minute Book).

Members received a detailed overview of the current cohort of Care Leavers and the four different categories and their entitlement status. The Corporate Parenting role of Councillors alongside the authority's statutory responsibility to Care Leavers was detailed, setting out the authorities 'local offer'. This included the role of the Care Leaver teams and Personal Assistants and the opportunities for participation and engagement.

In response to questions members heard that:

- Hampshire has created a specialist role focused on promoting accommodation stability for young people.

- While a higher proportion of Care Leavers entered the Criminal Justice system than the general population, it was noted that Hampshire has low numbers in this regard compared to other authorities in the region.

RESOLVED:

That the Children & Young People Select Committee notes the good outcomes that are being achieved by Hampshire's Care Leavers and the plans of the Care Leaver Service to continue to improve those outcomes further in 2023.

102. UPDATE ON AUTISM SERVICES COMMISSIONING FOR CHILDREN AND YOUNG PEOPLE IN HAMPSHIRE

To receive a regular information update (written only) on Autism Services Commissioning for Children and Young People in Hampshire, from the Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups (see Item 10 in the Minute Book).

RESOLVED:

That the Children and Young People Select Committee noted the issues outlined in the update report, in particular:

- The HIOW ICB has successfully achieved the increases in Autism Assessment activity that it set out to achieve, moving from an average of 600-700 assessments per year before 2020 to approximately 1,500 per year from 2021 onwards.
- Increased waiting lists times continue to put pressure on Hampshire services since October 2021 when the contract first commenced.
- Autism assessment capacity in Hampshire is not sufficient to achieve the objective of 3 month (12 week) wait by March 2024. The current average wait in Hampshire is now 18 months.
- Continued partnership with HCC SEND services and other education colleagues will be necessary to help understand, address and potentially reduce (if appropriate) current levels of referrals.

That the next report be provided to the Select Committee in November 2023 via in person attendance to enable the ICB to focus on service transformation.

101. WORK PROGRAMME

The Director of People and Organisation presented the Committee's work programme (see Item 11 in the Minute Book).

RESOLVED:

That the work programme, subject to any amendments made during the meeting, is agreed.

HAMPSHIRE COUNTY COUNCIL

Cover Report

Committee:	Children and Young People Select Committee
Date:	22 September 2023
Title:	Savings Programme to 2025 – Revenue Savings Proposals
Report From:	Director of Children’s Services and Director of Corporate Operations

Contact name: Stuart Ashley, Director of Children’s Services
Rob Carr, Director of Corporate Operations

Tel: 01962 846400 **Email:** stuart.ashley@hants.gov.uk
01962 847400 rob.carr@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to outline the detailed savings proposals for Children’s Services that have been developed as part of the Savings Programme to 2025 (SP2025) Programme.
2. The report also provides details of the Equality Impact Assessments (EIAs) that have been produced in respect of these proposals and highlights where applicable, any key issues arising from the public consultation exercise that was carried out over the summer and how these have impacted on the final proposals presented in this report.
3. The Executive Lead Member for Children’s Services is requested to approve the detailed savings proposals for submission to Cabinet in October and then full County Council in November, recognising that there will be further public consultation for some proposals.

Recommendation

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

Either:

4. Support the recommendation being proposed to the Executive Lead Member for Children’s Services in section 2 of the report.

Or:

5. Agree any alternative recommendations equivalent in value to the required Savings Programme 2025 total, to the Executive Lead Member for Children's Services with regards to the budget proposals set out in the report.
6. Agree any feedback or comments relating to the Select Committee's recommendations for consideration by the Executive Lead Member when making their decision.

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Executive Lead Member for Children's Services
Date:	22 September 2023
Title:	Savings Programme to 2025 – Revenue Savings Proposals
Report From:	Director of Children's Services and Director of Corporate Operations

Contact name: Stuart Ashley, Director of Children's Services
Rob Carr, Director of Corporate Operations

Tel: 01962 846400 **Email:** Stuart.ashley@hants.gov.uk
01962 847400 rob.carr@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to outline the detailed savings proposals for the Children's Services Directorate (CSD) that have been developed as part of the Savings Programme to 2025 (SP2025).

Recommendation(s)

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

Executive Summary

3. This report outlines the detailed savings proposals for CSD that have been developed as part of Savings Programme to 2025 (SP2025). The report also provides details of the Equality Impact Assessments (EIAs) that have been produced in respect of these proposals and highlights where applicable, any key issues arising from the public consultation exercise that was carried out over the summer and how these have impacted on the final proposals presented in this report.
4. The Executive Member is requested to approve the detailed savings proposals for submission to Cabinet in October and then full County Council in November, recognising that there will be further public consultation for some proposals.

Contextual Information

5. In February 2023, Cabinet and Council were updated on the budget gap position and the early work undertaken by the Corporate Management Team to identify the available options to balance the budget to 2025/26. The Council expects to face a budget gap of at least £132m after taking account of annual Council tax increases at the maximum permitted level of 4.99% and additional grant funding expected to be provided by the government in 2024/25.
6. The early publication of a government policy paper on local authority funding for 2024/25 was welcomed. However, with 2024/25 representing the last year of the current parliament and spending review period, there remains considerable uncertainty as to the resources available to the Council from 2025/26 onwards. It is clear, however, that the landscape for the public finances remains challenging following the pandemic, considering current economic and geopolitical factors. Given the lack of any certainty from 2025/26, the County Council has had no choice but to assume that savings required to meet a gap of at least £132m will be required by April 2025, as we cannot take the risk of assuming further government financial support will be forthcoming. Furthermore, the financial constraints on the Council mean that there will be no funding available to cash flow a savings programme beyond April 2025.
7. In recognition of the size of the financial challenge, coming after a decade of savings totalling £640m, directorates were not issued with 'straight line' savings targets as per previous savings programmes but were instead instructed to review what savings might be achievable if we were to move towards a 'bare minimum' provision of services. This approach aimed to maximise the potential for savings across the organisation whilst ensuring that the Council can continue to target resources on the most vulnerable adults and children and deliver other vital core services.
8. The early work undertaken by directorates consisted of a detailed review of each budget line to understand where:
 - Further efficiencies could be achieved, for example due to changes to working practices following the pandemic or through changes to service management arrangements following the Fit for The Future organisational structure review.
 - Investment in new equipment or IT technology could enable us to deliver services differently.
 - Income generation could be increased through expanding the scope of existing sales, fees and charges or introducing new charges for some services.
 - Non-statutory or discretionary services could be scaled back or ceased.
9. Following the initial scoping exercise undertaken at directorate level, the savings options were subject to a detailed and robust scrutiny process, consisting of peer reviews within the Corporate Management Team and scrutiny by Executive Members, the Leader and Deputy Leader. The review process aimed to ensure that:

- The available savings opportunities for each key service line have been maximised and directorates have considered how the implementation of savings can be accelerated where possible to maximise early delivery.
 - There is a shared understanding across directorates of any risks or dependencies linked to savings in other areas to eliminate any unintended consequences of savings delivery, for example possible cost and/or demand increases for other services.
 - The cumulative impacts of savings across all directorates on specific service user groups have been assessed and minimised as far as possible.
10. This detailed work has identified a total of £90.4m savings across all directorates, of which £75m are expected to be delivered by 2025/26, leaving an unmet budget gap of £57.0m in 2025/26. It is not surprising that this position has been reached given the £640m savings already removed from the budget since 2010. In the absence of any further government funding to 2025/26, the Council will be reliant on reserves to temporarily bridge the budget gap pending fundamental reform to the funding system and legislative framework for local government. Additionally, a budget shortfall of £86m is currently expected for 2024/25 which will also need to be met from reserves.
11. A review of the Council's reserve balances was undertaken at the end of the 2022/23 financial year and the results were reported to Cabinet and Full Council in July. The review identified most of the additional funding required to bridge the gap for 2024/25, albeit a small deficit of £2.4m still remains in addition to the significant shortfall of £57.0m in 2025/26. It is therefore not possible to continue with the Council's usual financial approach of allowing directorates to retain any early achievement of savings for reinvestment in service delivery. All savings delivered in 2023/24 and 2024/25 will instead be transferred to the budget bridging reserve to help balance the budget in 2025/26.
12. As part of the Council's Fit for The Future Programme, a series of detailed reviews of key functions which are common across all directorates will be undertaken with the aim of maximising consistency, efficiency, and effectiveness in the following areas:
- how the Council engages with its customers when they contact the County Council directly
 - how transformation and business support activity is defined and delivered
 - how senior management structures, roles and responsibilities align between directorates.
 - how the Council provides core enabling services such as Finance, IT and HR; ensuring these are delivered from the centre of the organisation.
13. As well as delivering operational benefits for the Council, these reviews are expected to help reduce costs through removing duplication, enabling more effective prioritisation of resources, and improving retention of specialist

skillsets. Whilst the financial benefits are expected to supplement the £90.4m savings identified by individual directorates, they will not be sufficient to meet the remaining budget gap to 2025/26.

14. As we seek to establish a long-term sustainable funding solution through on-going lobbying and discussions with central government, our options to meet the predicted annual budget shortfall (of at least £132m) by 2025 are limited. It is considered that there will be very few ways in which the County Council can continue to meet the legal duty to balance the budget without any impact on the residents of Hampshire. To help understand how people could be affected by the proposals being considered, the County Council undertook an open public consultation '*Making the most of your money*', which ran for six weeks between 12 June and 23 July. The consultation was widely promoted to residents and stakeholders, and asked for views on a range of high-level options that could help to address the shortfall, so that the County Council could take residents' needs in to account when considering the way forward.
15. The consultation provided an overview of the anticipated budget gap by 2025 and explained the range of options likely to be needed to enable the County Council to continue to deliver statutory service obligations.
16. The consultation feedback confirmed that a number of approaches are likely to still be needed to meet the scale of the financial challenge. Consequently, the County Council will seek to:
 - **continue with its financial strategy**, which includes:
 - **targeting resources** on the most vulnerable adults and children.
 - **using reserves carefully** to help meet one-off demand pressures.
 - **continue to lobby central government** for fundamental changes to the way local government is funded, as well as a number of other ways to help address the funding gap including increasing funding for growth in social care services and for highways maintenance and allowing new charges to be levied for some services.
 - **help to minimise reductions and changes to local services** by raising council tax by 4.99% in line with the maximum level permitted by government without a public referendum.
 - **generate additional income** to help sustain services.
 - introduce and increase charges for some services.
 - consider further the opportunities for **changing local government arrangements** in Hampshire.
17. Executive Lead Members and Chief Officers have been provided with the key findings from the consultation to help in their consideration of the final savings proposals for this report, and a summary of these is provided at appendix 3. Responses to the consultation will similarly help to inform the decision making by Cabinet and Full Council in October and November of 2023 on options for delivering a balanced budget up to 2025/26, which the Authority is required by law to do.

18. In addition, Equality Impact Assessments have also been produced for each savings proposal, and these together with the broad outcomes of the consultation and the development work on the overall SP2025 Programme have helped to inform and shape the final proposals presented for approval in this report.

Savings Programme to 2025 – Directorate Context & Approach

19. Children’s Services delivered over £80m recurring cost reductions from June 2010 to 2017. For Tt19, the directorate secured a further £30.1m over an extended period and Tt21 is nearing completion, with £16.4m secured against a requirement of £17.2m. Progress against the SP23 requirement of £22m is on track, with £5m remaining to be secured.

20. As with previous programmes, the directorate has considered savings proposals against the same six key principles that it has assessed savings since 2010:

- Ensure a safe and effective social care system for children.
- Ensure sufficient capacity to lead, challenge and improve the education system to help ensure high quality educational outcomes for all, but particularly more vulnerable groups.
- Continue to recognise that our workforce is our strength and that we will further develop and maintain a strong, diverse workforce that is adaptable and flexible, and which has succession planning built in.
- Tightly target limited resources according to the needs of children and families.
- Secure and sustain targeted and co-ordinated early help provision.
- Maximise the opportunities to create efficiencies and maintain and enhance services through partnership and sold service arrangements.

21. The approach to identification of savings opportunities has been thorough and involved detailed review of each budget line. This has included staff pay budgets to separate that which is addressable from that which is funded through Dedicated Schools Grant (DSG), other grants and income etc. The proposals that have been submitted are those that the directorate can deliver sustainably and ensure the services continue to perform at an acceptable level.

22. As with previous programmes, the savings proposals should be looked at in the context of six key themes:

- i. Funding and expenditure for Children’s Services in Hampshire continues to be considerably below national, regional and comparator local authorities. Despite this, Hampshire is still the joint highest performing authority under Ofsted’s ILACS inspection regime.
- ii. The large majority of spend is external, primarily the costs of Children Looked After (CLA) and School Transport. To realise cashable savings on external spend, it is not rational to cut staffing spend beyond a certain point, as this reduces our ability to realise the savings on external spend

or, worse, potentially opens the door to more significant additional spend.

- iii. Some areas of saving would have a profound impact on our statutory duties including, most significantly, our statutory duty to safeguard children and will take the local authority right up to the line where it can deliver safe and effective services in this regard.
- iv. Following the logic of (iii) above, Hampshire may no longer be able to sustain performance at the current level and would most likely be rated as 'inadequate' (not least because caseloads will be taken as an objective measure of a safe and effective service by Ofsted). This would lead to reputational damage, and also, equally significantly in this context, the loss of significant external income and open the door for additional spend as we have seen with many other authorities.
- v. Escalating significant funding pressures have also emerged in relation to the demand for and costs associated with providing school transport for children with SEND. Our analysis shows that the number of SEN children eligible for transport are expected to rise by 62% from 2012/13 to 2025/26 but unit costs are expected to increase by nearly three and a half times over the period. Most of the increase is due to the higher numbers and cost of transporting SEN children which is a direct result of the Government's change in policy (the SEND reforms) in 2014, for which no additional new burdens funding has been received.
- vi. Significant corporate support for service improvement through transformation has been made available based on robust evidence.

23. The approach to the SP2025 savings programme is a careful balance of savings that stem from medium to long-term strategic transformation and savings that can be made from tactical changes in the short-term. The former ensures a significant and sustainable quantum of savings. The latter can be secured without comprising the former, which would otherwise be a false economy. This tried and tested approach places a premium on upfront thinking during the programme design phase.

24. An outline of the proposals in each workstream is given in the following paragraphs, with savings proposals summarised in Appendix 1. These proposals are subject to further consultation where appropriate.

Proposal 1 Services for Young Children Budget: £0.214m

25. In accordance with DfE guidance, ensuring that resources, including posts, are funded appropriately and across the Early Years Block of the Dedicated School Grant and Council revenue budgets.

Proposal 2 Services for Young Children Aviary Nursery: £0.038m

26. Seeking an external service provider to operate the Aviary Nursery, rather than it being run by the County Council.

**Proposal 3 Services for Young Children Workforce Development Post
Funding: £0.030m**

27. Following on from Proposal 1, funding a childcare workforce development post from the Early Years Block of the Dedicated Schools Grant, rather than the Council's revenue budget.

Proposal 4 Family Help: £1.500m

28. Strengthening early help services through a new Family Help Service based around neighbourhood teams, reducing demand for the more expensive children's social care services. Family Help will bring together services which deliver support and interventions to families across both targeted early help and children in need.

- Initially, to achieve this the Family Support Service (FSS) and Childrens Assessment and Safeguarding Teams (CAST) will be combined, creating 34 new Family Help teams.
- These new teams will be based in and deliver services and interventions from within communities, operating from local community spaces and places.
- Localising these services will enable families to easily access services, at the earliest point of need, thereby reducing the requirement for additional statutory services.

Proposal 5 Transforming Social Care (TSC): £8.500m

29. Further development and strengthening of social work interventions to enable more children to remain safely at home with support (where it is appropriate to do so), slowing the growth of children coming into care. The next phase of transformation will deliver innovative system wide changes that support the vision: that children are safe and achieving their best outcomes. The projects will be resourced with both dedicated Transformation Practice resource along with subject matter expertise from within the service. Current projects identified include Specialist and Intensive Worker Hubs, Special Guardianship Orders /Kinship/Family Connections, Children with Disabilities, Volunteers and Reunification.

Proposal 6 Joint Commissioning & Brokerage: £0.025m

30. Exploring the opportunity to establish a joint Commissioning & Brokerage Service between Children's Services and the Integrated Care Board for those children who require packages of support commissioned by both health and social care.

Proposal 7 Sold Services to Schools: £0.100m

31. Generating additional income and contributions from the school's market served by business areas within the directorate's traded services, including the Music Service, School Improvement (HIAS), Governor Services, Careers,

and County Supplies. Additionally, removing the £0.021m contribution from the Council for the Swanwick's Secure Unit education budget, which can be achieved through changes in curriculum delivery and will not reduce overall education provision.

Proposal 8 Regionalised Unaccompanied Asylum-Seeking Children (UASC) Brokerage: £0.188m

32. Exploring the opportunity to deliver a brokerage service for all Unaccompanied Asylum-Seeking Children (UASC) in the South-East region. This would create a central point of contact for providers and one referral system for all UASCs (specifically those allocated via National Transfer Scheme). Income would be generated by providing this service to other local authorities.

Proposal 9 Library Service Asset and Stock Review: £0.350m

33. Seeking to optimise and potentially rationalising assets to ensure libraries are located in suitable buildings with cost effective lease arrangements. Reviewing stock levels, with a view to potentially reducing physical stock held in libraries.

Proposal 10 Library Service Staff Savings: £0.150m

34. Review of management and back office staffing structures, removing vacant posts, and making small reductions in headcount.

Key challenges, risks, issues, and interdependencies or impacts on services provided by other departments.

35. There are common themes and key risks involved with the directorate's SP2025 savings approach:
- **Complexity of change.** Together Family Help and transforming social care account for £10m of the forecast savings and involve further transformation of the Children & Families operating model with an increasing focus on early intervention and prevention of demand and associated cost. If the changes are not effective in de-escalating need in families, then demand for safeguarding services will increase along with the consequential cost of provision.
 - **Interdependency.** Further complexity arises due to changes with libraries, where alongside savings, a number of libraries are expected to become Community Hubs, which is a key enabler of early intervention/help and multi-agency co-location and working. If interdependencies between programmes, partners and stakeholders is not effectively managed, then a more effective early help system will not be achieved, and demand will not be prevented.
 - **Dysfunctional provider market.** Alongside the risks of changing the operating model, if we are unable to provide the right type of placements for children in care at the right time because of insufficient or

inappropriate placements, then the unit and overall cost of placements is likely to increase.

- **Competitive staffing market.** Pressures in recruiting and retaining staff. If the challenges in recruiting social workers and other specialist roles persist, then it will challenge the operating model changes and effectiveness of the services.
- **Capacity to change.** If there is insufficient capacity to deliver the transformation programmes, then the effectiveness of the changes will be compromised, savings are unlikely to be achieved and service quality will suffer.
- **Insurmountable challenges.** If challenges to any of the proposals cannot be overcome, then savings opportunities would have to be found from other areas within the directorate. This is likely to be extremely challenging as the directorate has included all realistic proposals that align to the principles set out in paragraph 20 in this report.

37. Principal enablers of transformation and SP2025 savings:

- **Social Care IT Case Management System (Mosaic).** The replacement social care system will go-live in the Autumn 2023. The system is expected to increase the amount of productive time available for social workers and other specialist practitioners to spend with families. The system is also expected to enable a 'digital by default' approach to working practices.
- **Community Hubs.** A new transformation programme is being mobilised that focuses on creating a more effective early help system at levels 1 and 2. The vision and ambition is to reduce demand for statutory services (Family Help, Safeguarding etc) and our on-going programme to keep more children safely at home where it is appropriate.
- **Graduate Entry Training Scheme (GETS),** there will be a continued flow of appropriately qualified social work staff, with the long-term plan of reducing reliance on agency social workers. The recruitment of 350 fte Graduate Trainees to date is proving GETS to be a well evidenced strategy. Additionally, where we do employ agency social workers, these are sourced through Connect2Hampshire.

Summary Financial Implications

38. The total value of the savings opportunities identified for the directorate is **£11.095m**. The expected cashflow profile for implementation of the savings is set out in the table below.

2024/25 £'000	2025/26 £'000	Full Year Impact £'000
2,390	11,095	11,095

39. Of the £11.095m total savings, £0.267m will be achieved through additional income generation by expanding the scope of existing fees and charges or introducing new fees and charges, and £10.828m will be achieved through reductions to expenditure budgets as a result of service efficiencies and

reductions.

40. The detailed savings proposals that are being put forward by the directorate are contained in Appendix 1.

Workforce Implications

41. Appendix 1 also provides information on the estimated number of reductions in staffing as a result of implementing the proposals.
42. Of the three Full Time Equivalent (FTE) posts that may be affected, it is anticipated that savings of at least £0.100m will be achieved through the deletion of currently vacant posts. There is a further one FTE that will need to be managed down between now and the implementation date but may well be achieved through natural turnover.
43. The Council's approach to managing down staff levels in a planned and sensitive way through the use of managed recruitment, redeployment of staff where possible and voluntary redundancy where appropriate will be continued.
44. Proposal 2: Services for Young Children Aviary Nurse, proposes that the Aviary Nursery is tendered to the market to enable it to be run by an independent provider. If this proceeds and a tender process is successful, it is anticipated all staff will TUPE to a new independent provider.

Climate Implications

45. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the 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.
46. Given that this report deals with savings proposals it is difficult to assess any specific climate change impacts at this stage, but assessments will be undertaken for individual proposals, if appropriate as part of the implementation process.

Consultation, Decision Making and Equality Impact Assessments

47. As part of its prudent financial strategy, the Council has been planning since March 2022 how it might tackle the anticipated deficit in its budget by 2025/26. As part of the MTFS, which was last approved by the Council in September 2022 and updated as part of the budget setting process for 2023/24, initial assumptions have been made about inflation, pressures, council tax levels and the use of reserves. Total anticipated savings of

£132m are required and directorates were tasked with reviewing all possible opportunities to contribute to bridging this gap.

48. The County Council undertook an open public consultation '*Making the most of your money*' which ran for six weeks from 12 June to 23 July 2023. The consultation was promoted to residents and stakeholders, and asked for views on a range of high-level options that could help to address the shortfall, so that the County Council could take residents' needs into account when considering the way forward.
49. The consultation explained that given the considerable size of the budget gap by 2025, it was likely a combination of the potential options being considered would be needed, given the limited ability the County Council has to generate income and the need to continue to deliver statutory service obligations. For example, the supporting Information Pack explained that the £132m budget forecast considered an assumed increase in council tax of 4.99% (of which 2% must be spent on Adult social care services) and illustrated the amount of savings that would still be required even if council tax was increased by up to 10%. The Pack also explained that if central government were to support a change to the structure of local government in Hampshire, it would still take several years to fully realise any savings. Residents were similarly made aware that the use of the County Council's reserves (which are retained for service investment and to help manage financial risk) would not provide a sustainable solution to address ongoing financial pressures. The Pack further explained that if these were used to meet service delivery these would be used up very quickly, and so only temporarily delaying the point at which other savings would need to be found.
50. Executive Lead Members and Chief Officers have been provided with the key findings from the consultation to help in their consideration of the final savings proposals. As the consultation feedback confirms, a number of different approaches are likely to be needed to meet the scale of the financial challenge. Consequently, the County Council will seek to:
 - **continue with its financial strategy**, which includes:
 - **targeting resources** on the most vulnerable adults and children
 - **using reserves carefully** to help meet one-off demand pressures.
 - **continue to lobby central government** for fundamental changes to the way local government is funded, as well as a number of other ways to help address the funding gap including increasing funding for growth in social care services and for highways maintenance and allowing new charges to be levied for some services.
 - **help to minimise reductions and changes to local services** by raising council tax by 4.99% in line with the maximum level permitted by government without a public referendum.
 - **generate additional income** to help sustain services.
 - **introduce and increase charges** for some services.

- consider further the opportunities for **changing local government arrangements** in Hampshire.
51. Individual Executive Members cannot make decisions on strategic issues such as council tax levels and use of reserves and therefore, these proposals, together with the outcomes of the *Making the most of your money* consultation exercise outlined in appendix 3, will go forward to Cabinet and County Council and will be considered in light of all the options that are available to balance the budget by 2025/26.
52. The proposals set out in Appendix 1 represent suggested ways in which directorate savings could be generated to maximise the contribution to the SP2025 Programme and have, wherever possible, been developed in line with the principles set out above. Examples include:
- Family Help (proposal 4) and Transforming Social Care (proposal 5) – Effective targeting of resources and early help/social care interventions at children experiencing vulnerability to de-escalate needs and prevent demand.
 - Income from Sold Services (proposal 7) and Regionalised UASC brokerage (proposal 8) generating income from sold service to schools and from other local authorities.
53. Following the Executive Member Decision Days, all final savings proposals will go on to be considered by the Cabinet and Full Council in October and November – providing further opportunity for the overall options for balancing the budget to be considered as a whole and in view of the consultation findings. Further to ratification by Cabinet and Full Council, some proposals may be subject to further, more detailed consultation.
54. In addition to the consultation exercise, Equality Impact Assessments (EIAs) have been produced for each of the savings' proposals outlined in Appendix 1, and these have been provided for information in Appendix 2. These will be considered further and alongside a cumulative EIA by Cabinet and Full Council. The cumulative assessment provides an opportunity to consider the multiple impacts across proposals as a whole and, therefore, identify any potential areas of multiple disadvantages where mitigating action(s) may be needed.
55. Together, the *Making the most of your money* consultation and Equality Impact Assessments have helped to shape the final proposals presented for approval in this report.

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:	
<u>Title</u> Developing a Medium-Term Financial Strategy Template County Council Part I report (hants.gov.uk)	<u>Date</u> Cabinet - 19 July 2022 County Council – 29 September 2022
Direct links to specific legislation or Government Directives	
<u>Title</u> N/A	<u>Date</u> -

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.)

<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

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.

Equalities Impact Assessment:

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

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

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
CS01	Services for Young Children. In accordance with DfE guidance, ensuring that relevant posts are funded from the Early Years Block of the Dedicated School Grant rather than Council revenue budgets.	No impact as this proposal requires movement of funding between budgets. There are no staffing or external impacts	214	214	214	0
CS02	Services for Young Children. Seeking an external service provider to operate the Aviary Nursery, rather than it being run by the County Council	No impact, as staff would be TUPE transferred, and service would continue for families	0	38	38	0
CS03	Services for Young Children. Funding a childcare workforce development post from the Early Years Block of the Dedicated Schools Grant, rather than the Council's revenue budget	No impact as this proposal requires movement of funding between budgets. There are no staffing or external impacts	30	30	30	0
CS04	Children & Families Family Help. Strengthening early help services through a new Family Help Service based around neighbourhood teams, reducing demand for the more expensive children's social care services.	Positive impact on children and families/carers who receive an earlier intervention that stop their needs from escalating	300	1,500	1,500	0
CS05	Children & Families Transforming Social Care. Further development and strengthening of social work interventions to enable more children to remain safely at home with support	Positive impact for children who are able to safely at home and avoid being taken into care	1,700	8,500	8,500	0

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
	(where it is appropriate to do so), slowing the growth of children coming into care					
CS06	Joint Commissioning & Brokerage. Exploring the opportunity to establish a shared Commissioning & Brokerage Service between Children's Services and the Integrated Care Board for those children who require packages of support commissioned by both health and social care	Positive impact on service users who benefit from streamlined decision making, improving the timeliness and quality of services. Potential impact on staff as a result of changes to structures and responsibilities. Dependent on the ICB and HCC agreeing an integrated approach.	25	25	25	0
CS07	Sold Services to Schools. Additional income and contribution from the school's market served by business areas within the branch including the Music Service, School Improvement (HIAS), Governor Services, Careers, and County Supplies. Additionally, remove the £21k contribution from the Council for Swanwick's education budget.	No impact as this proposal uses additional contribution and curriculum realignment, rather than a reduction in education provision.	21	100	100	0
CS08	Regionalised UASC (children seeking asylum) Brokerage. Exploring the opportunity to deliver a brokerage service for all Unaccompanied Asylum-Seeking Children (UASC) in the South-East region. This would create a central point of contact for providers and one referral system for all UASCs (specifically those allocated via National	Positive impact on children seeking asylum as it will streamline the identification of placements for them	0	188	188	0

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
	Transfer Scheme). Income would be generated by providing this service to other local authorities.					
CS09	Libraries Service Asset Stock Review. Seeking to optimise and potentially rationalising assets to ensure libraries are located in suitable buildings with cost effective lease arrangements. Reviewing stock levels, with a view to potentially reducing physical stock held in libraries.	Positive impact for customers; co-locating with other services, improved locations, better suited to the needs of the community. Potential that locations of libraries could change. Potential impact in respect of availability and range of library stock.	0	350	350	0
CS10	Libraries Service Staff Savings. Review of management and back office staffing structures, removing vacant posts, and making small reductions in headcount	Neutral impact on staffing as reductions will be achieved through natural turnover as far as possible. No public impact anticipated.	100	150	150	3
Total			2,390	11,095	11,095	3

All EIAs are provided in a separate document.

***'Making the most of your money'* public consultation feedback.**

1. The County Council undertook an open public consultation *'Making the most of your money'* which ran for six weeks from 12 June to the 23 July 2023. The consultation was promoted to residents and stakeholders through a range of online and offline channels including, but not limited to: the County Council's website, social media channels, Hampshire Perspectives residents' forum and Your Hampshire e-newsletter; in County Council libraries and buildings, at bus stops, and on electronic noticeboards, in countryside parks and Hampshire County Council care settings; via media releases to the local TV, radio and written press; via targeted social media advertising; via direct email contact, and the Leader's Stakeholder (email) newsletter – between which cover a wide range of individuals, groups and organisations across Hampshire (such as Hampshire MPs, district and parish councils, businesses and the education sector, voluntary and community sector groups and organisations, and service providers), which promoted onward dissemination, as well as response. Information Packs and Response Forms were available on-line and in hard copy as standard and Easy Read, with other formats available on request, and a short animation was produced to help people understand the financial context. Comments could also be submitted via email or, by letter. Comments on County Council corporate social media posts were also considered.
2. The consultation sought residents' and stakeholders' views on a range of proposals that could contribute towards meeting the expected revenue budget shortfall by 2025, as well as the potential impact on residents of the proposals being considered, and any suggestions not yet considered by the County Council. The consultation explained that due to the considerable size of the estimated budget gap by 2025 of £132m, it was likely that a combination of the potential options being considered would be needed, given the limited ability the County Council has to generate income and the need to continue to deliver statutory service obligations. For example, the Information Pack illustrated the amount of savings that would still be required even if council tax was increased by up to 10%.
3. The options were:
 - Lobbying central government for legislative change;
 - Using the County Council's reserves;
 - Generating additional income;
 - Introducing and increasing charges for some services;
 - Reducing and changing services;
 - Increasing council tax; and
 - Changing local government arrangements in Hampshire.

4. Information on each of the above approaches was provided in an Information Pack. This set out the limitations for the County Council of each option, if taken in isolation, to achieving required savings. For example, supporting information explained that the £132m estimated budget shortfall took into account an assumed increase council tax of 4.99%, of which 2% must be spent on adult social care services. The Pack also explained that if central government were to support changing local government arrangements in Hampshire, savings would still take several years to be realised. Residents were similarly made aware that the use of the County Council's reserves (which are retained for service investment and to help manage financial risk) would not provide a sustainable solution to address ongoing financial pressures. The Pack further explained that if these were used to meet service delivery these would be used up very quickly, and so only temporarily delaying the point at which other savings would need to be found.
5. Therefore, whilst each option offers a valid way of contributing in-part to meeting the budget shortfall, addressing the estimated £132m gap would inevitably require a combination of approaches.
6. A total of 2,935 responses were received to the consultation – 2,806 via the provided Response Forms and 129 as unstructured responses through email, letter, and social media.
7. The key findings from consultation feedback are as follows:
 - Agreement that the County Council should carry on with its **financial strategy** now stands at 60%, compared with 45% in 2021, 52% in 2019, and 65% in 2017. This involves targeting resources on the most vulnerable people; planning ahead to secure savings early and enable investment in more efficient ways of working; and the careful use of reserves to temporarily help address funding gaps and plug additional demand pressures (e.g. for social care).
 - The data suggests that respondents are concerned about the implications of further service changes and charges and increasingly feel that the solution lies with central government.
 - Both data and verbatim comments indicate the respondents want the County Council to continue to lobby central government for a longer-term funding solution for local government, and to allow additional charging in a number of areas:
 - 90% agreed with lobbying for additional funding to deliver social care services for adults and children.
 - 83% agreed profit margins for providers of children's homes should be capped.
 - 81% agreed the underlying funding model for county councils should change.
 - 81% agreed there should be national consistency in the approach to residential placement fees for children's social care.

- 79% agreed that there should be an increase in central government funding for highway maintenance and major road and structural repairs.
- 78% agreed that there should national rules on engagement of agency resource to support children’s social work.
- 75% agreed to enable local circumstances to be taken in to account when determining adult social care provision.
- 68% agreed to allow a move to locally devised policies and means testing for Home to School Transport
- 66% agreed that a review should be undertaken of the range of statutory functions that must be carried by qualified social workers.
- 59% agreed to allow for a deferred payment option for adults’ domiciliary (home) care provision.
- 55% agreed that a small charge should be applied to concessionary travel.
- 52% agreed that a fee should be charged for issuing an Older Person’s Bus Pass.
- 48% agreed that there should be greater council tax setting freedoms (29% disagreed, with the remainder neither agreeing nor disagreeing).
- However, there were exceptions, namely that:
 - Most respondents (68%) did not agree that a nominal fee should be charged for using household waste recycling centres.
- The majority of respondents agreed that the County Council should explore:
 - Changing services to support achievement of savings (69% of respondents).
 - The possibility of changing local government arrangements for Hampshire (62% of respondents).
 - Increasing existing charges for services (54% of respondents).
- The majority of respondents disagreed with the proposal to reduce services (63% disagreed vs 23% who agreed).
- Opinion was divided on the use of reserves and the introduction of new service charges:
 - 45% agreed that reserves should not be used, vs 42% who disagreed.
 - 47% agreed that new service charges for currently free services should be introduced, vs 42% who disagreed.
- 46% of respondents first preference was for the County Council to raise **Council Tax** by less than 4.99%. This compared to 38% of respondents whose first choice was to raise council tax by 4.99% and 18% who would choose an increase of more than 4.99%.
- Suggestions were made by respondents for generating additional income, including making money from unused buildings and land, introduction of charges to service users, selling services to other organisations, and parking

charges. Other suggested for alternatives to the budget options presented included improving council efficiency, reducing expenditure, and prioritising spending where it was most needed.

- Just under half of respondents (48%) specified impacts that they felt would arise should the County Council continue with its financial strategy and approve the proposed options. Almost half of these related to financial impacts on household budgets, both due to potential increases in Council Tax (25%) and rising service charges (11%), alongside the broader financial impacts or rises in the cost of living (12%) and other ongoing day-to-day costs (2%).
- More generally, 36% of respondents considered that the proposals would impact on the level of service provided, with particular mention made to service reduction, worsening road conditions, and rising service demand. Social impacts, including poorer mental wellbeing and physical health, as well as a reduced quality of life were also referenced by 19% of respondents.
- Just under half of respondents felt that impacts could arise for the protected equalities characteristic of age (49%), with further impacts on poverty (35%), disability (34%), and rurality (25%) also commonly mentioned. The potential environmental impacts were also noted in around a third of the comments submitted (31%).
- The 129 unstructured responses to the consultation, submitted via letter / email or on social media, primarily focussed on the perceived impacts of the proposals, stating concern about reductions to services and potential impacts on vulnerable groups, and the financial impact on other organisations, but recognising the budgetary pressures and the need to reduce some services. A smaller number of respondents noted that services were underfunded, and the need to lobby central government for additional funding.

Children's Services Directorate
Executive Members Budget Report SP25 Appendix 2
Equality Impact Assessments

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Services for Young Children Budget	EIA – [CS01] Childrens Services Directorate Access, Resources & Business Development (ARBD) branch Date [2023.08.11]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Tracey Messer	Childrens Services (ARBD Branch)	Service Manager Childcare and Business Support	Tracey.messer@hants.gov.uk	01962 847070	11/08/23	V0.2
2	EIA authoriser	Suzanne Smith	Childrens Services (ARBD Branch)	Assistant Director	Suzanne.smith2@hants.gov.uk		11/08/23	V0.2
3	EIA Coordinator	Rebecca Prowting	Childrens Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		11/08/23	V0.2

Section one – information about the service and service change

Service affected	Services for Young Children – Childcare Development and Early Years Funding
Please provide a short description of the service / policy/project/project phase	<p>The Childcare Development Team and Contact and Engagement Team provide support to childcare providers across Hampshire, administration to support the Early Years Advisory and Inclusion Team and also administer the early years education funding for the local authority.</p> <p>Currently the majority of the service is funded by the local authority with a small proportion funded from the permissible retained amount from the Early Years Dedicated School Grant (DSG).</p>
Please explain the new/changed service/policy/project	<p>In accordance with Department for Education (DfE) guidance the proposal is to move more of the funding source from the local authority to the permissible funding of the retained element of the Early Years DSG. This change does not impact on service delivery - service levels will be maintained, there will be no changes to roles or responsibilities as a result of this funding source move. The transfer of funding source will not impact on other activities also funded by the Early Years DSG.</p>

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Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

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

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

Due to the nature of this proposal – moving funding source from the local authority to Early Years DSG, with no change to service delivery, roles or responsibilities, it is considered consultation is not required.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both

Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	x
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	

Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	Due to the nature of the proposed change - movement of the funding source from the local authority budget to dedicated Early Years DSG with no change to any posts, roles and responsibilities or service delivery for Services for Young Children activity or other activities funded through the Early Years DSG therefore the impact on the protected and other characteristics has been assessed as neutral for both staff and the public.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.

- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

The Early Years Education Funding guidance [Early years entitlements: local authority funding operational guide 2023 to 2024 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/early-years-entitlements-local-authority-funding-operational-guide-2023-to-2024) requires Local authorities to pass-through at least 95% of their 3 and 4-year-old funding from the government to early years providers. The remaining 5% of expenditure could include the following:

- centrally retained funding (for central services or services in-kind, including special educational needs and disability (SEND) services)
- transfer of any funding to 2-year-olds
- any extra hours that local authorities choose to fund in addition to the government's entitlement hours for 3 and 4-year-olds
- any funding movement out of the early years block

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

With the change in funding source to support the Childcare Development Team and Contact and Engagement Team from the local authority budget to the Early Years DSG and no change to service delivery, roles or responsibilities, it is essentially a continuation of business as usual, it is considered a full EIA is not required.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Tender of The Aviary Nursery	EIA – [CS02] Children's Services Directorate (CSD) Date [2023.06.30]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Emma Steele	Services for Young Children (SfYC)	Head of Quality and Improvement	Emma.steele2@hants.gov.uk		30.06.23	V0.1
2	EIA authoriser	Natalie Smith	Children's Services (Education & Inclusion Branch)	Assistant Director	Natalie.smith2@hants.gov.uk		30.06.23	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		30.06.23	V0.1

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Section one – information about the service and service change

Service affected	The Aviary Nursery – Services for Young Children
Please provide a short description of the service / policy/project/project phase	The Aviary Nursery in Blackbird Road, Eastleigh provides early years education for two, three and four year olds and fee paying hours for children who are younger or taking up additional hours. The Aviary Nursery has an 'Outstanding' Ofsted judgement - April 2022.

	<p>The nursery also provides the Special Educational Needs and Disabilities (SEND) Hub for the Eastleigh area.</p> <p>Aviary Nursery is currently owned and managed by Hampshire County Council (HCC) within an HCC school premises. Aviary Nursery is the last remaining HCC owned and managed nursery. Consideration therefore needs to be given to the future management of this one remaining HCC operated nursery.</p> <p>HCC management of its three original nurseries was a temporary arrangement put into place when the Children's Centre service was outsourced in 2012. The other two - Trospacc and Park Nurseries are no longer under HCC control. Trospacc nursery was released in 2015 under independent management and Park Nursery was shut in October 2017 due to a long and sustained period of poor provision as judged by Ofsted. The Local Authority currently contribute from Local Authority funds in order to support the employment of a Qualified Teacher. HCC now needs to consider releasing the Aviary for independent management so that it is not the only maintained nursery in Hampshire.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This proposal sees HCC consider releasing the Aviary for independent management so that the Local Authority fully complies with the Childcare Act (2009). It is proposed the Aviary Nursery is outsourced for tender to enable it to be run by an independent provider. It is anticipated the service provision the nursery offers will continue, including the SEND Hub which will form part of the tender. It is anticipated all staff will TUPE to a new independent provider. The tender process will be overseen by an Early Years' board and if any procurement challenges arise, the board review contingencies and will be ready to discuss alternatives or solutions. Due to the outstanding Ofsted judgement, it is thought unlikely that this situation will occur.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

NO

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

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

The proposal is only in the initial stages though early conversations with procurement, HR, sufficiency and business team have started. Should the tender for the nursery to become independent be taken forward appropriate, timely consultations with staff will be undertaken in line with HR policies and procedures.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both

Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	
Basingstoke and Deane	

East Hampshire	
Eastleigh	x
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	It is anticipated that the SEN HUB will be included in the tender. The new model and tender is anticipated to provide 'business as usual' for the staff, children and the local area therefore the

impacts on protected and other characteristics have been assessed as neutral for both staff and the public.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped

- The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
- Consider undertaking consultation/re-consulting².
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

This information may change depending on the proposed tender and the expectations of the new provider. As the proposal develops this EIA will be reviewed and updated as necessary and continue to consider the impacts of the proposed changes on both the public and staff for protected and other characteristics groups.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Funding of Education & Inclusion Work Force Development (WFD) Post	EIA – [CS03] Directorate Childrens Services (CSD) Education & Inclusion (E&I) branch Date [2023.07.23]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Natalie Smith	Children's Services (Education & Inclusion)	Assistant Director Education & Inclusion	Natalie.smith2@hants.gov.uk	07899885397	23/07/23	V0.2
2	EIA authoriser	Stuart Ashley	Children's Services	Director of Children's Services	Stuart.ashley@hants.gov.uk		23/07/23	V0.2
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		23.07.23	V.02

Section one – information about the service and service change

Service affected	Services for Young Children
Please provide a short description of the service / policy/project/project phase	The Education and Inclusion childcare workforce development post is responsible for developing training packages and development opportunities for those people engaged in childcare across Hampshire. This post is currently funded using local authority funds.
Please explain the new/changed service/policy/project	The savings proposal is to move the funding source for the Education and Inclusion childcare workforce development post from local authority funds to the Dedicated Schools Grant. The post will continue delivering the same role and responsibilities of developing training packages and development opportunities for those people engaged in childcare across the County. There will be no change to service delivery for this workforce development post or other activities funded by the dedicated school grant.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

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

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

Due to the nature of the proposed change - movement of the funding source from the local authority budget to dedicated schools grant, with no impact on the post, roles and responsibilities or service delivery for this proposal or other activities funded by the dedicated school grant it is felt no consultation is required.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both

Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	No
Basingstoke and Deane	

East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	Due to the nature of the proposed change - movement of the funding source from the local authority budget to dedicated schools grant with no change on the post, roles and

responsibilities or service delivery the impact on the protected and other characteristics has been assessed as neutral for both staff and the public.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.

- Consider undertaking consultation/re-consulting³.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

As the proposal is to the change in funding source to support the Education and Inclusion childcare workforce development post, with no change to service delivery, roles and responsibilities - it will be a continuation of business as usual, it is felt that a full EIA is not required.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Family Help	<i>EIA – [CS04]</i> Children's Services Directorate (CSD) Date: 26 June 2023

EIA writer(s) and authoriser

No.	Name	Directorate	Position	Email address	Phone number	Date	Issue
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1	Report Writer(s)	Owain Hale-Heighway	Children's Services	CSD Senior Consultant	Owain.Hale-Heighway@hants.gov.uk	03707 794481	27/06/2023	V0.1
2	EIA authoriser	Steph How	Children's Services	CSD Deputy Director	Stehanie.how@hants.gov.uk		27/06/2023	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services	Business Support Manager	Rebecca.prowting@hants.gov.uk		27/06/2023	V0.1

Section one – information about the service and service change

Service affected	Children's Social Care
Please provide a short description of the service / policy/project/project phase	<p>Social care services for children and young people in Hampshire are currently delivered through two key services:</p> <p>The Family Support Service (FSS) provides targeted early help support and interventions to families primarily at level 3 i.e. below the threshold for statutory services. FSS work in close partnership with other organisations, partners and community resources to offer extra support to families who need it.</p> <p>Children's Assessment and Safeguarding Teams (CAST) become involved when children and families are assessed as meeting the threshold for statutory services as either a child in need or a child at risk of significant harm. Currently, to achieve the best outcomes for children, both FSS and CAST work through a Family Plan developed with the family and any other professionals the family may work with or need support from. The Plan identifies goals, interventions required and specific outcomes to be achieved.</p>
Please explain the new/changed service/policy/project	<p>Driven by the publication of the Independent Review of Children's Social Care and the associated government response (https://www.gov.uk/government/publications/independent-review-of-childrens-social-care-final-report), HCC's Social Care is undertaking a significant transformation project to create a new Family Help service which combines targeted early help and children in need. Given the scale of the project a phased approach is being adopted:</p> <ul style="list-style-type: none"> • Phase 1.1 – The creation and recruitment to a new differently qualified role, that of a Family Practitioner who can bring a wider range of skills and experience to work across both 'early help'

and 'in need', thereby giving children and families greater consistency of support. The role would also have case holding responsibility for children in need in specific circumstances.

- Phase 1.2 – Bringing together the staff and functions of the Family Support Service and the Children’s Assessment and Safeguarding Teams to create new Family Help Teams which would operate within local communities. The detail as to how this will be done is still being worked through and this scoping would involve engagement with staff and families as and when appropriate.

Family Help is aligned to the Transforming Social Care (TSC) vision as set out below:



The vision for these projects is that they: improve efficiency and effectiveness within our **practices** – how we keep children safe, **place** – where and when we deliver services, **people** – the staffing required to deliver high quality services and

partnerships – the organisations and institutions that we work with to ensure children are achieving their best outcomes.

The projects in this service undertaken to deliver SP25 will be working towards achieving this vision for the children and young people of Hampshire.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Yes, with both Hampshire residents and with HCC staff.

For Hampshire residents the proposed changes were outlined in the 2024 – 2026 Budget Consultation. The Family Help model would bring together to the Family Support Service (FSS) and Children's Assessment and Safeguarding Teams (CAST), and potentially relevant local organisations, offering extra support to families who need it. These changes are driven by the publication of the Independent Review of Children's Social Care and the associated government response, Hampshire Social Care is undertaking a significant transformation project to create a new Family Help service.

We have engaged staff across the service in informal consultation and workshops regarding the planning and design of the new service. There is a project development team who meet regularly with representatives from across operational services supported by Transforming Social Care programme. We have kept staff involved and informed of all updates through all staff meetings and staff communications and have also updated Members and other branches of the proposed changes.

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

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

In addition to seeking feedback from members of the public through the Hampshire County Council 2024 – 2026 Budget Consultation a formal staff consultation was launched on 19th June with a closing date of the 14th July 2023.

During the staff consultation period a number of drop-in sessions were held to provide the opportunity for staff to ask questions, seek clarifications and voice their views and thoughts on the proposed changes.

Going forward we will further engage with families during the planning and transition process to seek their views regarding the service, this will be through a variety of visits, case planning activity and meetings.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age	✓ Public	✓ Staff				Both
Disability	✓ Public	✓ Staff				Both

Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty	✓ Public	✓ Staff				Both
Rurality	✓ Public	✓ Staff				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	

Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual	All have been assessed as neutral as the proposals are not envisaged, at this time, to have any significant impact upon a specific characteristic. Individuals may be affected by the

orientation, marriage and civil partnership	<p>proposals, but there is no reason, without further data analysis, to believe that those with protected characteristics would be more impacted than others.</p> <p>Any staff on maternity or paternity leave who may be affected by the proposed changes would be communicated with and would be given the ability to engage in any relevant review of roles.</p>
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

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If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age, disability,	Age - Through working with partners to manage demand and provide more targeted help to vulnerable children, it is expect

poverty rurality (Public)	<p>ed that fewer children (especially teenagers) will need to come into the care of the local authority and a greater number will be supported to return to their family network.</p> <p>Disability - Shaping service delivery based on the feedback gained from parents and families to only tell their story once and to provide more integrated services across professions. Providing targeted support earlier to build resilience and enable children with disabilities to remain living within their families wherever possible.</p> <p>Poverty- The work is targeted on meeting the needs of some of the most deprived communities in Hampshire and has been specifically focused on areas of multiple deprivation. On this basis it is anticipated that these changes will have a positive impact for Hampshire residents who are living in, or at risk from poverty.</p> <p>Rurality – As we are seeking to provide a more community-based family help service, we anticipate that families who live in rural areas will have greater ease accessing a wider variety of spaces for the delivery of services than one central district office.</p>
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Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁴.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Hampshire County Council continue to deliver the following social care transformation:

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

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Name of SP25 proposal:	SP25 Proposal Reference:
Children's Social Care	EIA – [CS05] SP 25 TSC Phase 3 (CS05) Children's Services Date 21 June 2023

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Owain Hale-Heighway	Children's Services	Senior Consultant	Owain.Hale-Heighway@hants.gov.uk	03707 794481	27/06/2023	V0.1
2	EIA authoriser	Steph How	Children's Services	Deputy Director	Stephanie.how@hants.gov.uk		27/06/2023	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services	Business Support Manager	Rebecca.prowting@hants.gov.uk		27/06/2023	V0.1

Section one – information about the service and service change

Service affected	Children's Social Care
Please provide a short description of the service / policy/project/project phase	<p>Transforming Social Care (TSC) has been a transformational change programme in Childrens and Families since 2016. The programme has delivered a range of strategic and enabling projects whilst simultaneously providing the vehicle to deliver savings. All work has been centred on improving outcomes for children and families, through a combination of efficiencies and/or practice and service improvements.</p> <p>The established vision of TSC (please see image below) is to keep and return children safely within their family networks, that the work we do will enable children to thrive, and that as a service we will seek to continuously improve through ground-breaking and insight informed practice. This vision will continue into Phase 3 of the programme.</p>

The cohorts supported by TSC are children and families known/open to social care

Within TSC Phase 3 will seek to:

Improve efficiency and effectiveness within our **practices** – how we keep children safe,

place – where and when we deliver services,

people – the staffing required to deliver high quality services and

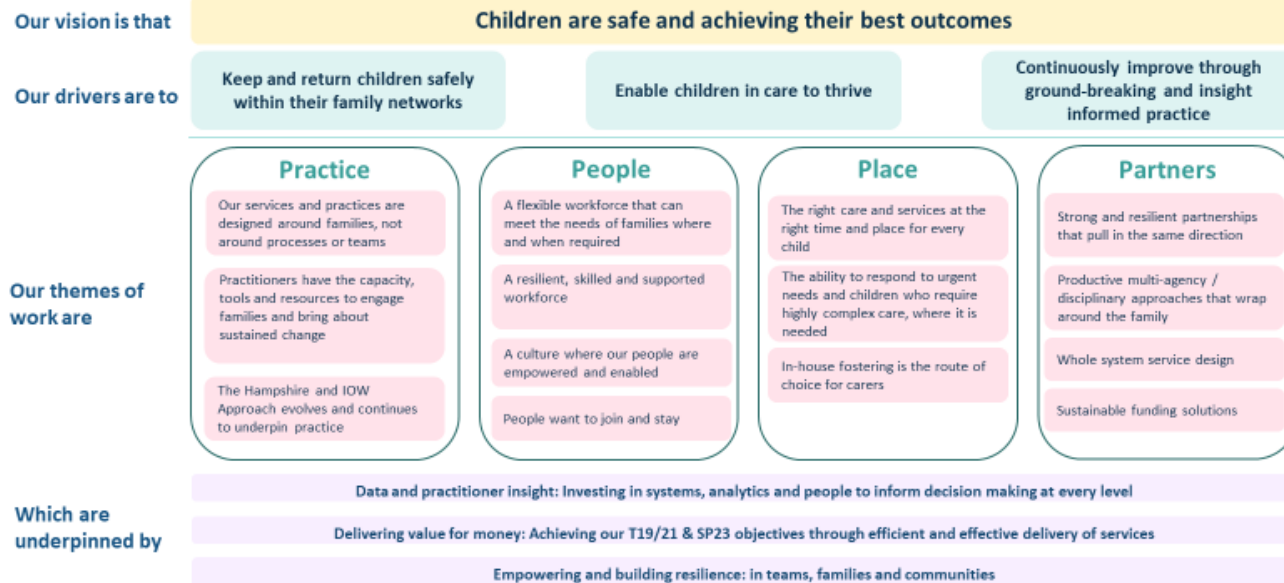
partnerships – the organisations and institutions that we work with to ensure children are achieving their best outcomes.

The TSC vision for transformation is that *“children are safe and achieving their best outcomes”*.

The key drivers that support this vision are to:

- Keep and return children safely within their family networks
- Enable children in care to thrive
- Continuously improve through ground-breaking and insight informed practice

Vision for transformation



All projects taken forward as part of TSC Phase 3 to deliver SP25 will be based on working towards achieving this vision for the children and young people of Hampshire.

Please explain the new/changed service/policy/project

Phase 3 of TSC continues and builds upon the work that has been delivered over the last 6 years. The programme will develop and expand on several existing workstreams and will also take forward new projects to increase efficiency and effectiveness. Projects to be taken forward will include (but is not limited to);

- work with Children with Disabilities, which may cover support for personal budget planning, and the use of technology enabled care.
- a review of payments to Special Guardianship Orders (SGOs), SGOs are usually someone with a close relationship to the child, such as a family member, former foster carer or family friend. Children who remain with family members through SGOs are more likely to have better mental health and behavioural outcomes as a result of the stability of their placements. The review is to be undertaken to ensure that payments

made to SGOs are at an appropriate level, and to encourage more carers to come forward as potential future SGOs.

- development of the Family Connections Service, work which includes developing appropriate support package and payments to ensure that more children are able to live safely out of care.
- a review of the service and role of our Intensive Workers (IWs). IWs deliver interventions to targeted, priority cohort, families with the aim of keeping more children safely at home through prevention and reunification.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Within the Childrens Services Directorate there is limited awareness of the project workstreams that are to be taken forward in this phase of work. In many instances the proposed workstreams have been identified by Children and Families (C&F) Branch managers and staff. To date there has been no formal engaged activity with staff across the service.

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

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

Any workstream that is taken forward as part of TSC Phase 3 which will result in a change to the service or provision offered to children and their families or leads to changes in staff role profiles will be subject to appropriate consultation activities and will follow the advice and guidance of our HR Business Partner.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age	✓ (public)	✓ (staff)				Both
Disability	✓ (public)	✓ (Staff)				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both

Marriage & civil partnership		✓				Both
Poverty	✓ (Public)	✓ (staff)				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	

Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership, poverty and rurality	All have been assessed as neutral as the proposals are not expected, at this time, to have any significant impact upon a specific characteristic for staff and the public. Individuals may be affected by the proposals, but there is no reason, without further data analysis, to believe that those with protected characteristics would be more impacted than others.

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For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age, disability and poverty (Public)	<p>Age – TSC Phase 3 projects will be specifically focussed on supporting the needs of vulnerable children and their families. The overarching aim is to ensure that more children are kept safely at home, with their families. An anticipated consequence of this work is that fewer children will be taken into the care of the Local Authority, or following a care episode will be successfully reunified with their families.</p> <p>Disability – Within TSC phase 3 there will be a specific focus on supporting the needs of children with disabilities. This work will look to ensure that children with disabilities are in receipt of care that is effective and efficient and is appropriate to their individual needs. The provision of better targeted resource will support children and their families to build resilience.</p> <p>Poverty- The work is targeted on meeting the needs of some of the most deprived communities in Hampshire. On this basis it is anticipated that these changes will have a positive impact for Hampshire residents who are living in, or at risk from poverty.</p>

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁵.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Hampshire County Council continue to deliver the following social care transformation:

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

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Joint Commissioning and Brokerage	EIA – [CS06] Directorate Children's Services Date [2023.07.18]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Hayley Maspero	Children's Services	Head of Strategic Development	Hayley.maspero@hants.gov.uk	0370 779 6554	28.06.23	V0.1
2	EIA authoriser	Suzanne Smith	CSD, Access, Resources and Business Development	Assistant Director	suzanne.smith2@hants.gov.uk		18.07.23	V0.2
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		18.07.23	V0.2

Section one – information about the service and service change

Service affected	Commissioning and Brokerage
Please provide a short description of the service / policy/project/project phase	<p>Proposed development of an integrated commissioning and brokerage function for children jointly funded by health and children's services. We anticipate the function would be delivered through additional Health resource which would complement existing resource in Children's Services.</p> <p>There is a growing cohort of children with complex challenging behaviour needs who are jointly funded by Health and Social Care, currently there are 17 children who fit these criteria out of a total joint funded cohort of 78. Residential placements and care packages are commissioned for those children and young people aged 0-18 who require it and meet criteria. At present the majority of these children's packages of care are commissioned by Children's Services and therefore, the residential placements or care support are driven by social care needs and gaining clinical oversight and an understanding of the shared risks with Health is difficult to obtain.</p> <p>The commissioning activity currently undertaken by Children's Services Procurement, Commissioning and Placements Service (PCP) and Placements Commissioning Team (PCT) on behalf of Health and Social Care is currently carried out at no additional charge</p>

	to Health. Another impact of having some placements commissioned by Children's Services and some from Health is that there is no joined up voice to the market effectively describing our shared needs and supporting them to fulfil this.
Please explain the new/changed service/policy/project	<p>Children's services currently lead on the commissioning for the majority of joint funded placements and this proposal sees the creation of an integrated team which would bring clinical expertise and funding to the team and improve the engagement with the market from a single voice.</p> <p>The proposal is also likely to enable efficiency benefits from centralising resource, improve the quality of placing children and have a greater impact on shaping the market, gaining better value for money to meet our needs.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

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

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

Teams that are currently carrying out the tasks in behalf of the Integrated Care Board (ICB) and the Council will be engaged in the development of the new joint ways of working. HR advice will be sought regarding any staff consultation that may be required as part of this proposal.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age	✓ public	✓ staff				Both
Disability	✓ public	✓ staff				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both

Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	

Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All (staff)	The proposal to integrate the social care and health commissioning teams will not see any change to current grades or FTE for staff teams and therefore the impacts on all protected and other characteristics have been assessed as neutral for staff. It is assumed, at this stage, that there will be no changes to current locations of staff.
Gender reassignment, Pregnancy and maternity, Race Religion or belief, Sex, Sexual orientation, Marriage & civil partnership, Poverty, Rurality	Currently the cohort includes children and young people aged between 8 -17 years of which 61% are identified as male and 39% are identified as female. The support is based on the child's needs and provided regardless of a protected or other characteristic. It is anticipated that the integration of the social care and health teams will provide opportunities for new services to be developed for children and outcomes will be achieved quicker. There may be positive benefits for those children and young people in receipt of support though as there is no current identified impacts specific to gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage & civil partnership, poverty and rurality protected characteristics the impact has been assessed as neutral for the public.

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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having	Is there a Geographical impact? If so, please explain - use list above to	Short explanation of mitigating actions
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	medium or high negative impact	identify geographical area(s)	

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age and Disability (Public)	<p>Currently the cohort includes children and young people aged between 8 -17 years of which 61% have identified as male and 39% identified as female. The support is based on the child's needs and provided regardless of a protected or other characteristic though there is recognition that the cohort of children that will benefit from the joint commissioning and brokerage team will have an identified health need which is being met through the care package.</p> <p>It is anticipated that the integration of the social care and health teams will provide opportunities for new services to be developed for children and outcomes will be achieved quicker. Considering the cohort of children and their needs impacts on age and disability protected characteristic groups have been assessed as positive.</p>

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.

- Consider undertaking consultation/re-consulting⁶.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

The children and young people’s continuing care national framework is used [Children and young people’s continuing care national framework - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/frameworks/children-and-young-people/continuing-care-national-framework)
 This EIA will be reviewed and updated as appropriate as the proposal develops.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Children’s Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
C11 Transformation Project Brief CS11 – Sold Services to Schools	<i>EIA – [CS07]</i> Directorate Date [2023.06.29]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Shaun Riches	Children’s Services (Education &	Head of Hampshire Music Service	Shaun.riches@hants.gov.uk	023 8065 2037	29/06/23	V0.1

			Inclusion Branch)					
2	EIA authoriser	Natalie Smith	Children's Services (Education & Inclusion Branch)	Assistant Director (Education & Inclusion)	Natalie.smith2@hants.gov.uk		29/06/23	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		29/06/23	V0.1

Section one – information about the service and service change

Service affected	Hampshire Music Service
Please provide a short description of the service / policy/project/project phase	<p>Hampshire Music Service (HMS) is the lead organisation for Hampshire Music Education and works in partnership with schools, arts organisations (national, regional and local), community organisations and practitioners to deliver high quality music provision across the whole of Hampshire.</p> <p>HMS provides curriculum support for schools, curriculum teaching, whole class ensemble teaching, instrumental and vocal teaching through a specialised workforce of teachers. Providing professional development for the workforce in and out of school.</p> <p>The Service has over 60 different area and county ensembles across Hampshire providing clear progression routes for children and young people learning instruments. In addition, HMS deliver music provision across alternative provision settings, including the four secure homes. Working in partnership with Future You, Hampshire Aspires and libraries to support children and young people with developing confidence, self-esteem and anxiety.</p> <p>HMS is also the lead organisation for 'hub' activity providing cross arts provision for areas of cultural priority including Rushmoor, Gosport and the New forest.</p> <p>As the music service is largely a 'sold' service, charging a fee for the majority of it's provision, over time the service has accumulated unallocated financial reserves.</p>

Please explain the new/changed service/policy/project

The proposal is to use the unallocated reserves that have been accumulated by the HMS to contribute to the savings required for SP25. The use of these reserves to support savings will not change HMS service delivery – the offer will continue to be provided and there are no proposed changes to staff roles or responsibilities.

Engagement and consultation

N

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

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

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

Due to the nature of the proposed change – use of HMS's accumulated reserves to support the savings programme, with no change to service provision or staff roles and responsibilities it is felt no consultation is required.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	No
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	Due to the nature of the proposed change – use of unallocated reserves accumulated by the HMS to support the savings programme, with no change proposed to posts, roles and responsibilities of staff or on the service provision, the impact on the protected and other characteristics has been assessed as neutral for both staff and the public.

For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁷.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

With the use of HMS's accumulated reserves to support the savings programme and no changes proposed to service delivery, roles and responsibilities, it will be a continuation of business as usual, it is felt that a full EIA is not required.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Regional UASC Brokerage service	EIA – CS08 Children's Services Directorate (CSD) Access, Resources & Business Development (ARBD) branch Date 2023.06.30 – V.01, 2023 07 26 – V.02

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Martin Tuck	Children's Services	Regional Development Manager, UASC SE Region	Martin.tuck@hants.gov.uk	03707 793651	26.07.23	V.02
2	EIA authoriser	Suzanne Smith	Children's Services	Assistant Director, ARBD	Suzanne.smith@hants.gov.uk		26.07.23	V.02

3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		26.07.23	V.02
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Section one – information about the service and service change

Service affected	Placements Commissioning Team (PCT), Sufficiency Service
Please provide a short description of the service / policy/project/project phase	<p>All Local Authorities have a statutory duty to provide or procure placements for Children Looked after (Children in Care) which is explicit in the Children Act (1989)⁸. There is a duty of 'sufficiency' that requires Local Authorities and Children's Trust partners to ensure that, through direct provision or commissioned services, a range of placements, sufficient to meet the needs of all children in care, are available locally or that there is a plan in place to move towards that position.</p> <p>Every Local Authority has a duty to place Unaccompanied Asylum Seeking Children (UASC) arriving in their area, including taking a percentage through the National Transfer Scheme. The National Transfer Scheme (NTS) was established to enable the safe transfer of unaccompanied children (UASC) in the UK, from one Local Authority to another. To meet the overall best interests of UASC, a fairer distribution of children, across the UK, helps all Local Authorities meet their statutory duties. This distribution of children means that port authorities (in particular Kent and Portsmouth) are not responsible for a disproportionate number of UASC.</p> <p>The Placement Commissioning Team currently source placements for UASCs arriving in Hampshire, and other Local Authorities (LAs) in the South-East do the same in their areas. This relates to providing UASC (under the age of 18) with accommodation, and depending on their age and needs, may also relate to a level of support within that placement as well.</p>

⁸ [Children Act 1989 \(legislation.gov.uk\)](http://legislation.gov.uk)

	<p>Placements can be with foster carers, residential children’s homes, or a range of accommodation options that are available to children aged 16 or 17, these latter options are referred to as post-16 supported accommodation.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The regional UASC brokerage service is a new service that will support Local Authorities (LAs) to identify suitable placements to care for and support unaccompanied asylum-seeking children (UASC) and will also support LA’s to meet their sufficiency requirements as set out by the government more efficiently.</p> <p>Individual Local Authorities have a limited impact on the placement market, resulting in many UASC being placed in out-of-county placements, reducing their ability to access services and support, and negatively impacting their access to accommodation when they leave the care system and attempt to gain independence.</p> <p>A brokerage service with a high number of participatory Local Authorities has the potential to significantly influence the placement market to increase the number of available placements in the region, allowing UASC to access local services and care-leaver accommodation.</p>

Engagement and consultation

The County Council’s *Making the Most of your money budget* consultation (2024-2026) will seek residents’ and stakeholders’ views on strategic options for funding the Authority’s budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed ‘stage two’ consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Yes - Informal engagement with the provider market.

Responses to the County Council’s *Making the Most of your money budget* consultation (2024-2026) has indicated that Hampshire residents support ‘generating additional income’ (ranking second of eight options) and ‘selling services to other organisations’ was the third most popular response within residents’ suggestions for generating additional income.

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

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

Soft testing of providers by the Regional Development Project has taken place and indicated market interest. Soft market testing of Local Authority appetite for the service is being gauged over the summer and could be followed up with 1-2 targeted engagement and promotional events later this year if the soft testing proves positive.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age	✓					Public (service users)
Disability	✓					Public (service users)
Gender reassignment	✓					Public (service users)
Pregnancy and maternity	✓					Public (service users)

Race	✓					Public (service users)
Religion or belief	✓					Public (service users)
Sex	✓					Public (service users)
Sexual orientation	✓					Public (service users)
Marriage & civil partnership	✓					Public (service users)
Poverty	✓					Public (service users)
Rurality	✓					Public (service users)

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	

Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having	Is there a Geographical impact? If so, please	Short explanation of mitigating actions

	medium or high negative impact	explain - use list above to identify geographical area(s)	

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
All	<p>UASC may fall into one or more protected characteristics. There will be many occasions of intersectionality creating disproportionate positive impacts. For example, all UASC will fall under the <i>Race</i> and <i>Age</i> characteristics but are highly likely to also fall under the <i>Religion or Belief</i> characteristic. An additional disproportionate positive impact exists due to 95% of UASC being male.</p> <p>The requirement to find a suitable placement that supported the child's identified needs means that support and services appropriate to any or all protected characteristics could be identified and implemented, and given the market impact the service is intended to have, providers should respond positively to requirements to provide support related to any protected characteristics in order to maximise their opportunity to provide placements (which generate income for them from the LA).</p>
Age	<p>The beneficiaries of this service will be unaccompanied asylum-seeking children (UASC), usually aged between 12 and 17. The number of individuals who would benefit is difficult to predict due to factors such as changes to government policy, but current UASC figures across the south east are around 720 per annum. As the service will cater wholly for individuals aged under 18, it will positively impact children.</p>

Disability	A brokerage service with a high number of participatory local authorities has the potential to significantly influence the placement market to increase the number of available placements in the region, allowing UASC to access local services and care-leaver accommodation. The number of disabled UASC is unknown but expected to be low. In rare instances when disabled children are referred, the service's increased access to providers will help to secure placements to meet their needs.
Gender reassignment	The number of UASC experiencing gender reassignment is unknown but expected to be negligible. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Pregnancy & maternity	In 2022, 4.9% of all UASC were female. The number of those who were parents or pregnant is unknown but expected to be negligible. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Race	UASC arrive from a variety of countries including (but not limited to) Iran, Iraq, Sudan, Eritrea, Afghanistan, Albania, Vietnam, Syria, Egypt, Turkey and Samaria. The number of individuals who would benefit is difficult to predict due to factors such as changes to government policy, but current UASC figures across the south-east are around 720 per annum. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Religion or belief	(UASC) of various faiths, predominantly Muslims but also including Sunni Muslims, Buddhists, Christians, and Orthodox Christians. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Sex	Male UASC make up 95% of all UASC across the UK. As such, the majority of placements commissioned will be for males. The service will also seek to generate capacity for the small percentage of female UASC. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Sexual orientation	Once in placement, assessments will help to identify individuals who require support around their sexual orientation. Such support services are usually rare or non-existent in the UASC countries of origin. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic. Opportunities to access support will be provided to service users via their social workers or care-givers.
Marriage & civil partnership	Information of the number of UASC who are married or in civil partnerships at the time of their arrival is unavailable, however, due to their ages this number is expected to be negligible. The service would support UASC who are in this protected characteristic. 5% of UASC who arrive in the UK are female. Some of these individuals may have fled forced or arranged marriages. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.

Poverty	Many UASC arrive in the UK seeking a better quality of life. A service that secures suitable placements will ensure UASC do not experience the effects of poverty during their time in care. Being in care will allow opportunities such as access to education, helping to reduce the risk of falling into poverty in adulthood.
Rurality	Placement providers for looked-after children are required to ensure access to essential services, including the means to travel to and from such services, however this may be challenging if placements are in remote locations. The service's increased access to providers and influence on the market would contribute towards supporting UASC who are in this protected characteristic.

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped.
 - The policy, service review, scheme or practice can be changed to remove, reduce, or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁹.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Individual Local Authorities have a limited impact on the placement market, resulting in many UASC being placed in out-of-county placements, reducing their ability to access services and support, and negatively impacting their access to accommodation when they leave the care system and attempt to gain independence. A brokerage service with a high number of participatory Local Authorities has the potential to significantly influence the placement market to increase the number of available placements in the region, allowing UASC to access local services and care-leaver accommodation.

Due to the nature of this proposal this EIA principally focusses on the impacts to the public as there are no changes to staff terms and conditions or working arrangements proposed as part of this regionalised brokerage, therefore the impact on staff has been assessed as neutral throughout.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

No negative impacts have been identified and the service is intended to deliver appropriate placements to UASC which would include any necessary support that related to any protected characteristics specific to the child. The scale of the service should influence the market to better respond to UASC needs, including any protected characteristics. Given the positive implications of setting up a regional USAC brokerage service, a full EIA is not deemed necessary.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Library Service: Asset Review	EIA – [CS09] Children's Services Directorate (CSD) Date [2023.06.30]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Keeley	CSD Library Service	Project Manager	sarah.keeley@hants.gov.uk	0370 779 6749	30.06.23	V0.1
2	EIA authoriser	Suzanne Smith	CSD, Access, Resources	Assistant Director	suzanne.smith2@hants.gov.uk		30.06.23	V0.1

			and Business Development					
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		30.06.23	V0.1

Section one – information about the service and service change

Service affected	Library Service
Please provide a short description of the service / policy/project/project phase	<p>Hampshire has one of the largest library services in the country with a network of 40 public libraries located across the county. Other services include a Home Library Service, a School Library Service and a Learning in Libraries offer. The Service employs 416 staff (254 full time equivalent posts) supported by over 500 trained volunteers.</p> <p>In 2022/23, over 3 million visits were made to Hampshire libraries with nearly 4 million physical books being issued. A further 1 million issues of digital 'eBooks' were made. Libraries offer a wide range of activities from their buildings such as Rhymetime, Code Club and Chatabout. 280,000 people participated in these and similar activities. Meanwhile the public computer terminals located within libraries provided nearly 100,000 hours of online access for customers during the year.</p> <p>Over 60 other organisations such as Citizen's Advice, NHS and Community Pantries choose Hampshire Library buildings from which to operate their services.</p>
Please explain the new/changed service/policy/project	<p>The review public library buildings, locations and associated book stock is proposed. As part of the review consideration will be given to:</p> <ul style="list-style-type: none"> • Further development of community hubs in library locations. • Capitalising on partnership and service co-location opportunities, such as with other parts of Hampshire County Council e.g. Children's Services, Adults Health and Care and Public Health. • Further diversification of the library service offer from its buildings, while continuing to meet library needs and increasing library usage.

- Optimising stock efficiency and purchasing while ensuring sufficient availability, breadth and range of book stock.
- Aiming to reduce the overall net cost of operating library premises and having sufficient stock, whilst maintaining a comprehensive and efficient service.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No, although the focus of the Library Service Transformation to 2021 Public Consultation was the Library Service Vision to 2025 and includes some similarities in proposals such as the further establishment of council-run libraries as 'community hubs'.

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

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

A stage two consultation is likely to be required regarding changes to stock. Possible staff consultations may also be required. These would follow HR policies and procedures should there be staff impacts identified as a result of changes through the Asset rationalisation work. Further assessment and collaboration with dependent workstreams including the Children's Services Community Hub Programme and the Corporate Asset Strategy, is required to understand the scope of this work and therefore the level of consultation required. Any consultation that may be required will follow necessary policies and procedures.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both

Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	

Winchester	
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Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	<p>All protected characteristics have been assessed as neutral at this current stage. This is due to further assessment and collaboration with dependent workstreams including the Children’s Services Community Hub Programme and the Corporate Asset Strategy, being required to understand the scope of this work such as impacted libraries and partners, and therefore the specific impact it will have on service users and staff.</p> <p>There is potential for a positive impact on local communities by expanding the range of services available from a library building and improving local community access to other public facing services and partners. However, what the impact will be for specific protected characteristics groups is not yet known, the EIA will be reviewed and updated as the proposal develops.</p>

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For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions
N/A			

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
N/A	

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹⁰.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

As plans for this project develop and further detail of specific change is identified the EIA will be updated accordingly.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Children's Services Directorate (CSD)

Name of SP25 proposal:	SP25 Proposal Reference:
Library Service: Staff savings (management and back office)	EIA – [CS010] Children's Services Directorate Date [2023.06.30]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Keeley	Children's Services. Library Service	Project Manager	sarah.keeley@hants.gov.uk	0370 779 6749	30.06.23	V0.1
2	EIA authoriser	Suzanne Smith	CSD Access, Resources and Business Development	Assistant Director	suzanne.smith2@hants.gov.uk		30.06.23	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		30.06.23	V0.1

Section one – information about the service and service change

<p>Service affected</p>	<p>Library Service</p>
<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Hampshire has one of the largest library services in the country with a network of 40 public libraries located across the county. Other services include a Home Library Service, a School Library Service and a Learning in Libraries offer. The Service employs 416 staff (254 full time equivalent posts) supported by over 500 trained volunteers.</p> <p>In 2022/23, over 3 million visits were made to Hampshire libraries with nearly 4 million physical books being issued. A further 1 million issues of digital ‘eBooks’ were made. Libraries offer a wide range of activities from their buildings such as Rhymetime, Code Club and Chatabout. 280,000 people participated in these and similar activities. Meanwhile the public computer terminals located within libraries provided nearly 100,000 hours of online access for customers during the year.</p> <p>Over 60 other organisations such as Citizen’s Advice, NHS and Community Pantries choose Hampshire Library buildings from which to operate their services.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This proposal incorporates reviewing and reducing expenditure on management and back-office functions which includes;</p> <ul style="list-style-type: none"> • Reduce staffing costs to meet savings target, which is anticipated to be delivered through vacancy management. • Consolidate line reports and areas of responsibility. • Integrate functions to new Directorate to maximise resources.

Engagement and consultation

The County Council’s *Making the Most of your money budget* consultation (2024-2026) will seek residents’ and stakeholders’ views on strategic options for funding the Authority’s budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed ‘stage two’ consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

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

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

Some localised staff consultations may be required. The savings target is expected to be fully achieved through vacancy management which would not require consultation. However, staff may be impacted by other changes such as a change of line management or reports or working in a different service. It is also possible a voluntary redundancy process may need to be explored if the savings cannot be achieved through vacancy management. This would require a formal staff consultation process and any staff consultations required will follow HR advice and appropriate policies and procedures.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
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Age		✓				Staff
Disability		✓				Staff
Gender reassignment		✓				Staff
Pregnancy and maternity			✓			Staff
Race		✓				Staff
Religion or belief		✓				Staff
Sex			✓			Staff
Sexual orientation		✓				Staff
Marriage & civil partnership		✓				Staff
Poverty		✓				Staff
Rurality		✓				Staff

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
------	----------

All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Sex, Pregnancy and maternity	Sex and Pregnancy and maternity characteristics have been identified as Negative – Low due to 87% of our workforce being female, therefore, although the change proposed does not directly impact based on this protected characteristic, any changes would likely have more impact on women in the wider workforce compared to men.
Age, Disability, Gender Reassignment, Race, Religion of belief, Sexual Orientation, Marriage and civil partnership, Poverty, Rurality	<p>All other protected characteristics have been assessed as neutral. At this time, the full savings target is anticipated to be completely achieved through vacancy management, therefore having a neutral impact on all individuals.</p> <p>Until the full scope of the review is defined and further developed with specific proposed workforce changes, it is difficult to know the extent of the impact of this on the protected characteristics, though it would be expected to be neutral. If required, stringent decision-making processes would be put in place to ensure that individuals are not unfairly disadvantaged because they possess a particular characteristic. Engagement and relevant consultation with all staff would be carried out as appropriate, with due regard given to the County Council's HR advice and processes. The EIA will be reviewed and updated as more detail becomes known.</p>

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions
N/A			

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
N/A	

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹¹.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

As plans for this project develop and further detail of specific change is identified the EIA will be updated accordingly.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Children's Services Savings Programme to 2025 (SP2025) Revenue Saving Proposals

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Stuart Ashley, Director
22 September 2023

Summary

- County Council Context
- Directorate Context
- Transformation Journey
- CSD Budget & SP2025 Savings Required
- SP2025 Approach
- CSD Saving Proposals
- Risks & Equality Impact to Highlight
- Consultation Key Findings
- SP2025 Key Messages & Next Steps

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County Council Context

- £640m removed from budgets over thirteen years.
- £132m forecast budget gap for the two years to 2025/26.
- £71m of Tt2021 and SP2023 savings still to deliver across 2023/24 and 2024/25.
- Extended delivery and overlapping programmes increases risk and complexity.
- County Council public consultation (12 June – 23 July).
- Medium Term Financial Strategy update to Cabinet in October and County Council in November 2023.

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County Council Context

The significant gap to 2025/26 has necessitated the County Council to move towards a 'bare minimum' level of services.

Whilst this is difficult to define across our varied and complex services there are a number of key principles we can apply :

- Resources will be focussed on statutory and critical services.
- Discretionary preventative services will only be provided where there is a clear and demonstrable longer term value for money business case.
- Resident services to be online by default, with appropriate alternatives available where required.
- Enabling functions to be provided as efficiently and effectively as possible from the centre of the organisation at a level sufficient to provide an adequate level of corporate governance and informed decision making.
- Discretionary service areas must have a strong rationale for being delivered and need to be cost neutral. Fees and charges to be increased if this allows a discretionary service to continue.

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SP2025 Approach

- In recognition of the size of the financial challenge, directorates were not issued with defined savings targets.
- Directorates were instead instructed to review what savings might be achievable if the Council was to move towards a 'bare minimum' provision of services.
- A detailed review of each budget line was undertaken to identify all potential savings options available.
- Savings options were subject to a robust scrutiny process to ensure that opportunities have been maximised whilst limiting cumulative impacts across service user groups as far as possible.
- The savings identified are currently insufficient to meet the budget gap to 2025/26.
- We continue to lobby Government to seek a fairer funding formula and legislative change for some services to help us close the gap.

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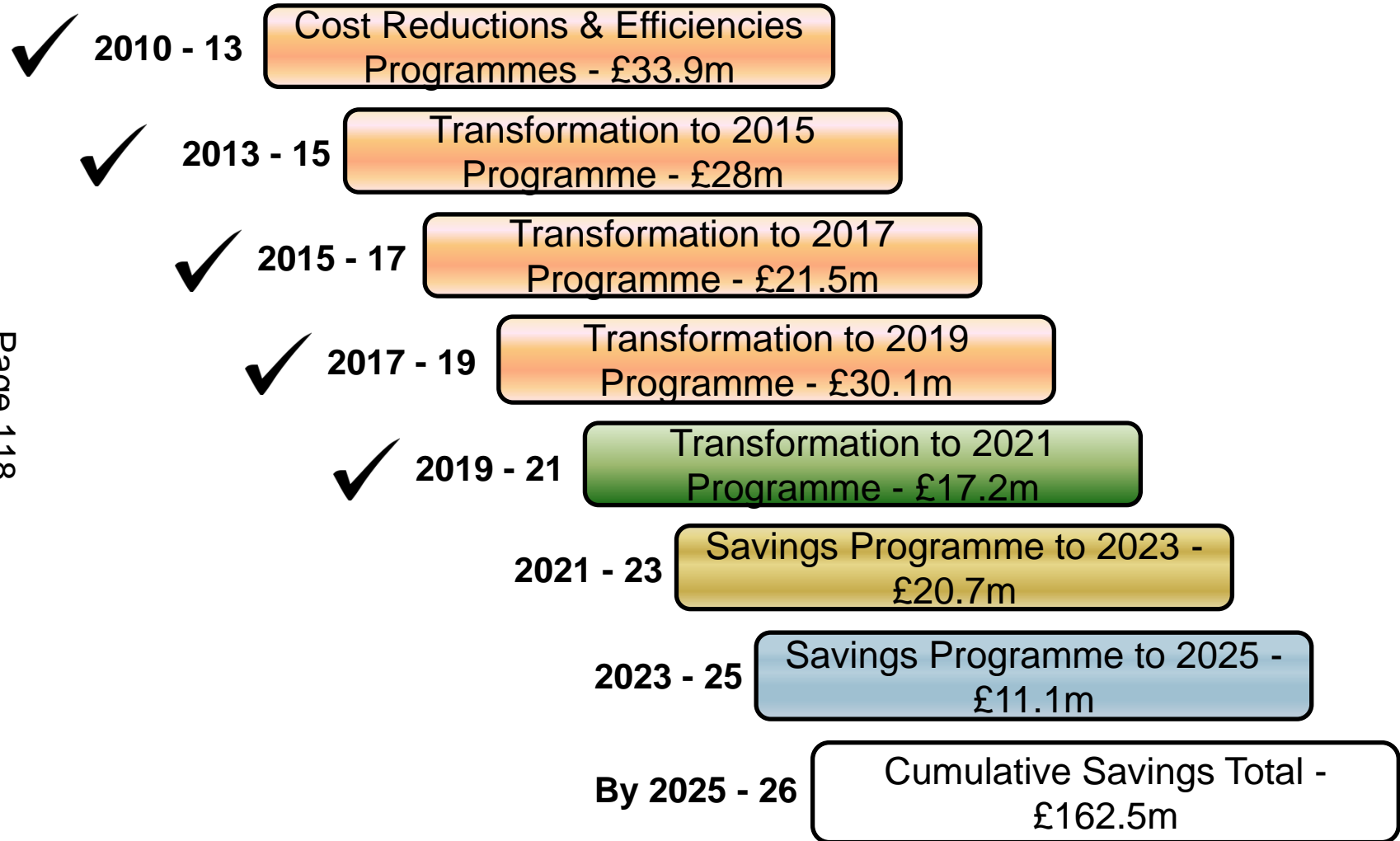
Directorate Context

- Children's Services delivered over £80m recurring cost reductions from June 2010 to 2017.
- For Tt19, the directorate secured a further £30.1m over an extended period.
- Tt21 is nearing completion, with £16.4m secured against a target of £17.2m.
- Progress against SP23 target of £22m is on track, with £5m remaining to be secured.

Directorate Context - Principles

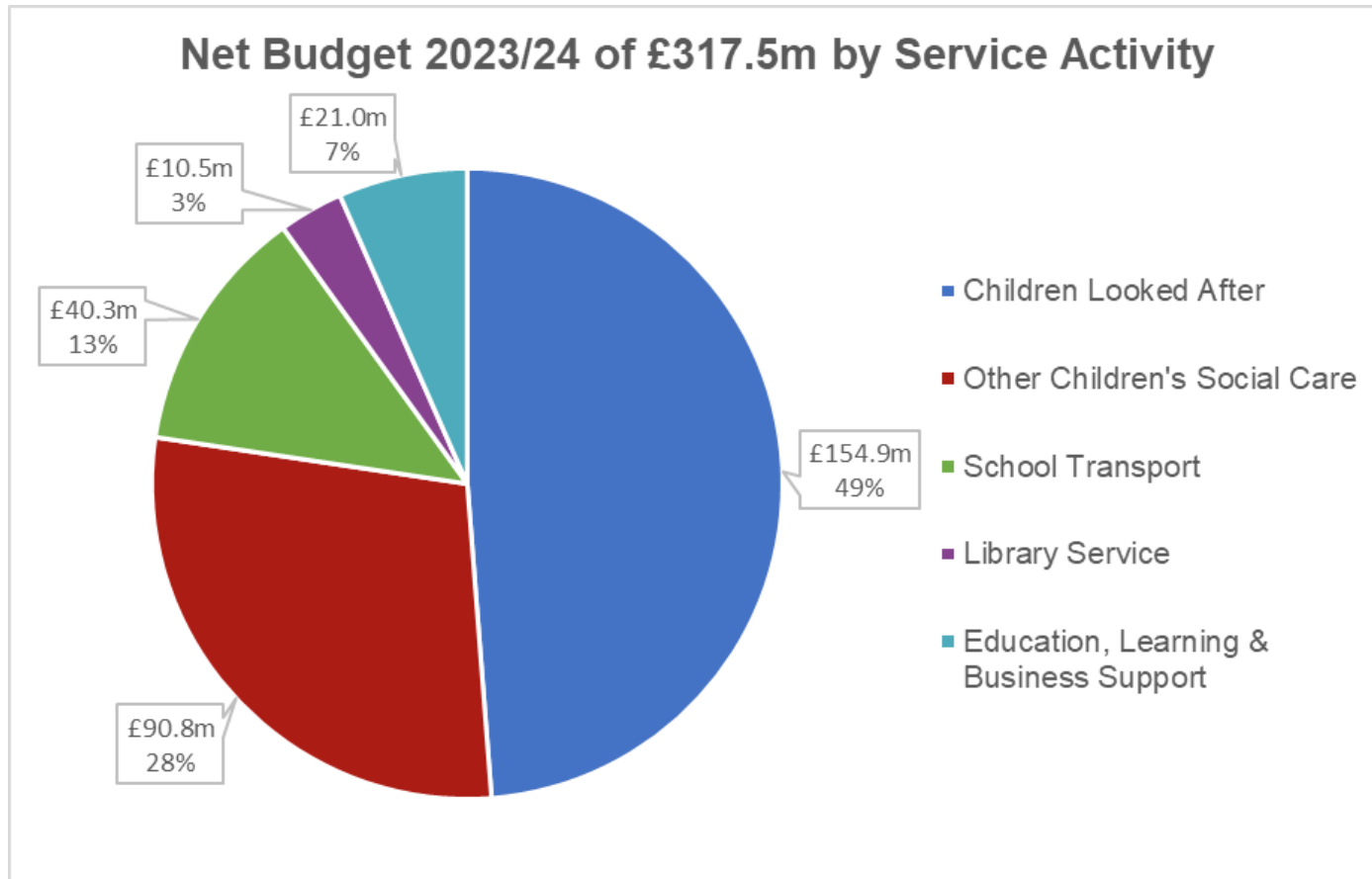
1. Ensure a safe and effective social care system for children.
2. Ensure sufficient capacity to lead, challenge and improve the education system to help ensure high quality educational outcomes for all, but particularly more vulnerable groups.
3. Continue to recognise that our workforce is our strength and that we will further develop and maintain a strong, diverse workforce that is adaptable and flexible, and which has succession planning built in.
4. Tightly target limited resources according to the needs of children and families.
5. Secure and sustain targeted and co-ordinated early help provision.
6. Maximise the opportunities to create efficiencies and maintain and enhance services through partnership and sold service arrangements.

Directorate Transformation Journey



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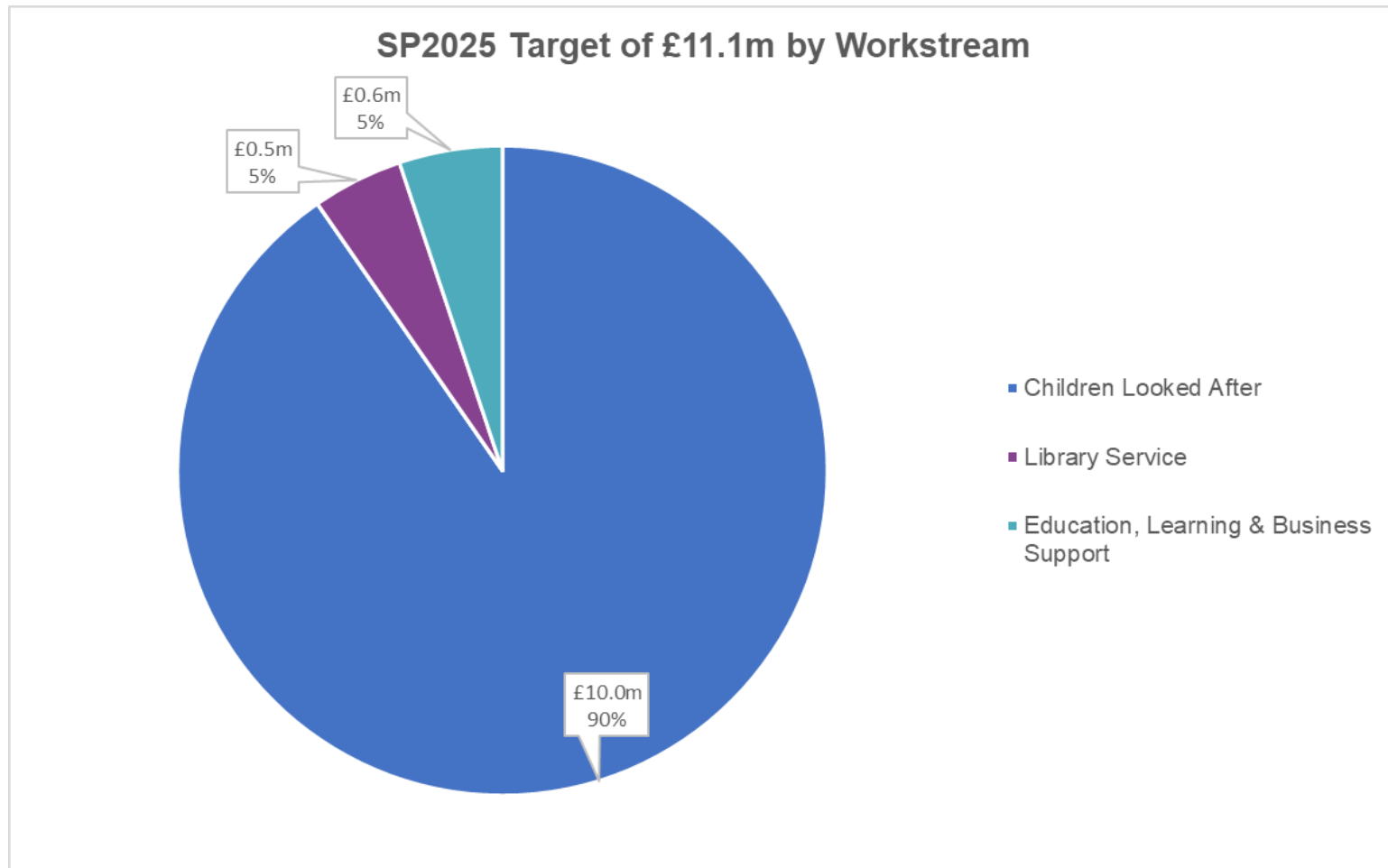
Children's Services Budget



Children's Services SP2025 Savings

Budget area	Total Budget	Full Year Savings Proposals	Savings Proposals as % of Budget
	£'000	£'000	
Children Looked After	154,833	10,025	6%
Other Children's Social Care	90,778	0	0%
School Transport	40,325	0	0%
Library Service	10,523	500	5%
Education, Learning & Business Support	21,015	570	3%
TOTAL	317,474	11,095	3%

Children's Services SP2025 Reductions



Proposal 1: Services for Young Children Budget (£0.214m)

- In accordance with DfE guidance, ensuring that resources, including posts, are funded appropriately and across the Early Years Block of the Dedicated School Grant and Council revenue budgets.

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Proposal 2: Services for Young Children - Aviary Nursery (£0.038m)

- Seeking an external service provider to operate the Aviary Nursery, rather than it being run by the County Council.

Page 123

Proposal 3: Services for Young Children – WFD Post (£0.030m)

- Following on from Proposal 1, funding a childcare workforce development post from the Early Years Block of the Dedicated Schools Grant, rather than the Council's revenue budget.

Page 124

Proposal 4: Family Help (£1.500m)

- Strengthening early help services through a new Family Help Service based around neighbourhood teams, reducing demand for the more expensive children's social care services.

Page 125

Family Help will bring together services which deliver support and interventions to families across both targeted early help and children in need.

- NB I've removed the sub bullets that are in the EM report

Proposal 5: Transforming Social Care (£8.500m)

- Further development and strengthening of social work interventions to enable more children to remain safely at home with support (where it is appropriate to do so), slowing the growth of children coming into care.

Page 126

The next phase of transformation will deliver innovative system wide changes that support the vision: that children are safe and achieving their best outcomes.

- The projects will be resourced with both dedicated Transformation Practice resource along with subject matter expertise from within the service. Current projects identified include Specialist and Intensive Worker Hubs, Special Guardianship Orders /Kinship/Family Connections, Children with Disabilities, Volunteers and Reunification.

Proposal 6: Joint Commissioning & Brokerage (£0.025m)

- Exploring the opportunity to establish a joint Commissioning & Brokerage Service between Children's Services and the Integrated Care Board for those children who require packages of support commissioned by both health and social care.

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Proposal 7: Sold Services to Schools (£0.100m)

- Generating additional income and contributions from the school's market served by business areas within the directorate's traded services, including the Music Service, School Improvement (HIAS), Governor Services, Careers, and County Supplies.
- Additionally, removing the £0.021m contribution from the Council for the Swanwick's Secure Unit education budget, which can be achieved through changes in curriculum delivery and will not reduce overall education provision.

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Proposal 8: Regionalised UASC Brokerage: (£0.188m)

- Exploring the opportunity to deliver a brokerage service for all Unaccompanied Asylum-Seeking Children (UASC) in the South-East region.

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This would create a central point of contact for providers and one referral system for all UASCs (specifically those allocated via National Transfer Scheme). Income would be generated by providing this service to other local authorities.

Proposal 9: Library Service Asset and Stock Review (£0.350m)

- Seeking to optimise and potentially rationalising assets to ensure libraries are located in suitable buildings with cost effective lease arrangements.

Page 130

Reviewing stock levels, with a view to potentially reducing physical stock held in libraries.

Proposal 10: Library Service Staff Savings (£0.150m)

- Review of management and back office staffing structures, removing vacant posts, and making small reductions in headcount.

Risks to Highlight

- **Complexity of change.** If Family Help and TSC are not effective in de-escalating need in families, then demand and costs will increase
- **Interdependency.** If the interdependencies between Libraries, Community Hubs and Family Help programmes is not managed effectively, then early help services will not prevent demand and cost.
- **Dysfunctional provider market.** If we are unable to provide the right type of placements for children at the right time, then cost will increase
- **Competitive staffing market.** If challenges recruiting social workers and other specialist roles persist, then effectiveness of the operating model and services will be impacted
- **Capacity to change.** If there is insufficient capacity to transform services, then the effectiveness of the changes will be sub-optimal, savings will not be achieved, and service quality will suffer.

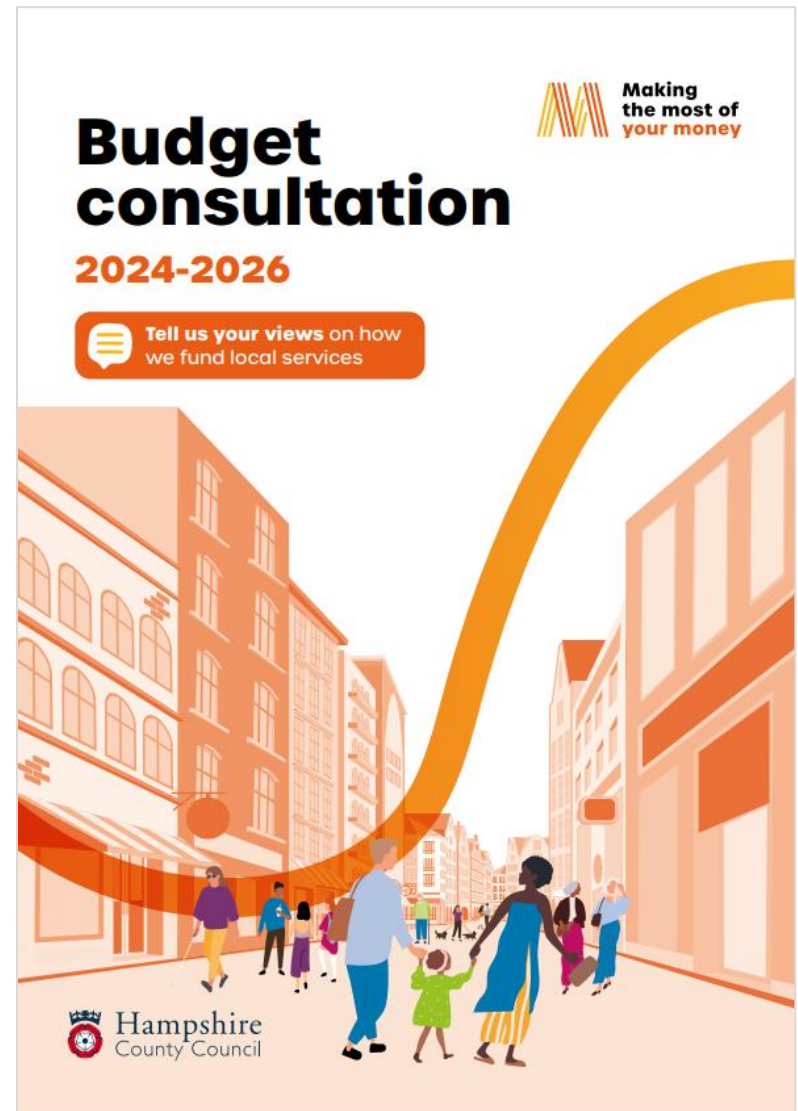
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Equality Impacts to Highlight

- **Due regard to the Public Sector Equality Duty:** The impacts of all proposals (at their current stage) on protected and other characteristics have been considered, with Equality Impact Assessments (EIA) completed.
- **Meeting need:** Though some of the proposals may result in key changes and new ways of working, the services provided to those that require them, aim to continue to meet needs and, in many cases, improve provision and support.
- **Principally Neutral and/or Positive impacts:** Equality impacts have been assessed as Neutral or Positive for all proposals except for Library Service Staff Savings where, due to 87% of the workforce being female, the EIA identified a negative-low for sex and pregnancy & maternity, although the change proposed does not directly impact based on this protected characteristic.
- **Updating EIAs as proposals develop:** Where proposals are at an early stage of development and further analysis and review is required, these EIAs will be reviewed and updated to reflect any changes in equality impacts.

*Making the most
of your money*
**Balancing the
Budget 2023
Consultation**
Headline Findings

Page 134

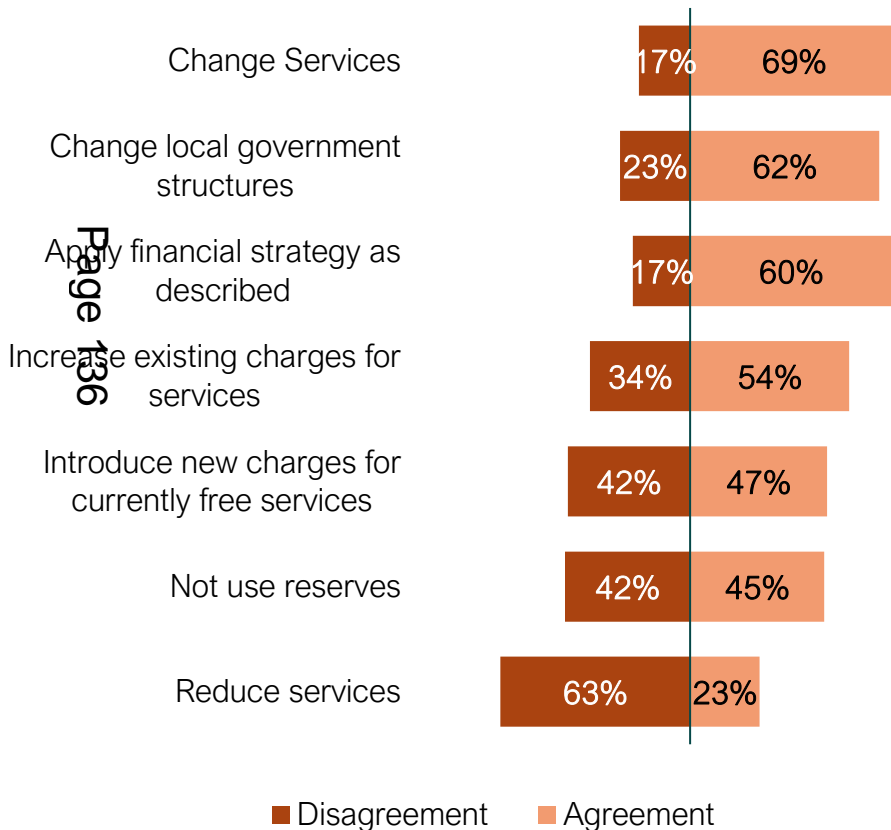


Consultation context

- The 2023 *Making the most of your money* budget consultation was designed to give all Hampshire residents and stakeholders the opportunity to have their say about ways to balance the County Council's budget.
- The consultation ran from **12 June to 23 July 2023** and was widely promoted through a range of online and offline channels.
- Information Packs and Response Forms were made available both digitally and in hard copy in standard and Easy Read formats, with other formats available on request.
- Unstructured responses could be submitted via email, letter or as comments on social media.
- The consultation received 2,935 responses – 2,806 via the consultation Response Form and 129 as unstructured responses via email / letter (37) or social media (92).
- Of the responses submitted via the consultation Response Form, 2,743 were from individuals and 25 from democratically elected representatives. In total, there were 56 responses from groups, organisations or businesses (38 using the Response Form and 18 as unstructured responses by email / letter).

Level of agreement with proposed options

Agreement or disagreement as to whether the County Council should . . . (Base: 2787-2663)



Respondents generally agreed with the County Council's financial strategy

A notable majority of respondents agreed that changes to council services and structures should be considered to help balance the budget.

Respondents were supportive of raising existing charges, but opinion was divided as to whether new service charges should be introduced.

Opinion was also split as to the use or not of council reserves.

Respondents were notably opposed to service reduction.

SP2025 Key Messages

- Significant reductions in spend delivered to date
- Significant corporate support for demand and complexity increases remain fundamental
- Careful consideration of our ability to meet statutory duties and maintain safe and effective services
- Complexity of change. Earlier help and prevention key
- Dysfunctional provider market impacts unit cost
- Consultation will be undertaken; and
- Capacity and capability essential for transformation.

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HAMPSHIRE COUNTY COUNCIL

Cover Report

Committee:	Children and Young People Select Committee
Date:	22 September 2023
Title:	Hampshire Youth Justice Service Youth Justice Plan 2023
Report From:	Director of Children's Services

Contact name: Nikki Shave, Head of Youth Offending Service

Tel: 07793308996

Email: Nikki.Shave@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to present the Hampshire Youth Justice Service Youth Justice Plan 2023/24 to the Children and Young People Select Committee. This report and the attached plan are also being presented to the Executive Lead Member of Children's Services decision day with the request that it is presented at Full Council.
2. The requirement for the plan to be presented to Full Council for approval is in accordance with 'Regulation 4 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000.
3. Therefore, the Executive Lead Member for Children's Services is requested to approve the Youth Justice Plan for it to be submitted to the Full Council.

Recommendation

4. That the Children and Young People Select Committee consider the report and plan and recommends the Executive Lead Member for Children's Services decides that the Hampshire Youth Justice Service Youth Justice Plan 2023/24 is submitted to full council for approval.

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HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker	Executive Lead Member for Children's Services
Date:	22 September 2023
Title:	Hampshire Youth Justice Service Youth Justice Plan 2023
Report From:	Director of Childrens Services.

Contact name: Nikki Shave, Head of Youth Offending Service

Tel: 07793308996

Email: Nikki.shave@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to present the Hampshire Youth Justice Service Youth Justice Plan 2023/24 to the Executive Lead Member of Children's Services. The report requests that the Executive Lead Member of Children's Services recommends that the Hampshire Youth Justice Service Youth Justice Plan 2023/24 is presented to Full Council for approval of the Plan. The Plan is attached to the report. The approval of the Plan by Full Council is required in accordance with 'Regulation 4 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000.

Recommendation

2. That the Executive Lead Member for Children's Services considers the Hampshire Youth Justice Service Youth Justice Plan 2023/24 and recommends it be presented to Full Council for approval of the Plan.

Executive Summary

3. This report seeks to provide a covering report to the Plan. It does not replicate the detail in the Plan but to provide additional context. This context will refer to the specific sections in the Plan. These include: the child first principles, service priorities, the service delivery plan, finance and performance.

Contextual information

4. The Youth Justice Plan is a statutory requirement under the 1998 Crime and Disorder Act each year and is necessary in order to release payment of our annual grant. The 2023/24 plan was submitted to the Youth Justice Board on the 30 June 2023 following full consultation with our partners.
5. The Youth Justice Board is the oversight authority to all Youth Justice Services in England and Wales. It sits within the Ministry of Justice. The plan

is written within a set format which is provided by the Youth Justice Board and a link is provided here: [Youth justice plans: guidance for youth justice services - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/612226/youth-justice-plans-guidance-for-youth-justice-services.pdf)

6. The purpose of the Youth Justice Service is to work with children in order to support them to avoid offending and reoffending. It achieves this through its statutory partnership with other agencies: Police, Local authority, Health and Probation. Under the crime and disorder act these partnerships are hosted by the Local authority and in most services, this is within Children's Services.
7. Underpinning the work undertaken with children is the Child First principle. This has four tenants which guides all the Youth Justice Service's work. These are replicated here:
 - Prioritise the best interests of children and recognising their needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
 - Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
 - Encourage children's active participation, engagement, and wider social inclusion. All work is a meaningful collaboration with children and their carers.
 - Promote a childhood removed from the justice system, using pre-emptive prevention, diversion, and minimal intervention. All work minimises criminogenic stigma from contact with the system.

Evidence as to how this translates into practice is detailed in the first section of the Youth Justice Plan and is a theme throughout.

8. To achieve its purpose Hampshire Youth Justice Service works with children in three ways:
 - 1) Those who are given a statutory outcome through court or the partnerships of the Joint Decision-Making Panel.
 - 2) By providing diversionary outcomes, these outcomes include our Youth diversion programme and interventions attached to Community Resolutions and mean that children are not criminalised by their behaviour.
 - 3) The provision of the Youth Crime prevention service to children who are at risk of coming to the attention of the police. Appendix One provides details of the outcomes and full detail is provided in section 10 of the Plan.
9. To support the achievement of successful outcomes, Hampshire Youth Justice Service provides a range of internal interventions which children are referred to. These include our specialist Education Training and Employment team, the Restorative Justice team, and Parenting Officers. In addition, there are our CAMHs nurses and Police officers provided by our partners. Finally, children can also access the Therapeutic Wellbeing Officers service provided by the Integrated Commissioning Board (ICB) more detail is provided in the

priorities section 10 of the plan.

10. The ultimate sanction for any child is a sentence of youth detention. Over the previous years the numbers have reduced considerably to a national figure of approximately 500 children. This reduction has been replicated in Hampshire. To prevent detention, children are actively diverted away from being remanded and sentenced by the provision of robust alternatives. In addition, when children are released, there is a constructive resettlement pathway. This is all detailed within the priorities section of the plan.
11. Section 15 of the plan highlights the identified areas which will form the Service Delivery Plan for 2023/24. These are the areas which Hampshire Youth Justice Service will be concentrating on in the next year. This plan follows on naturally from the issues highlighted in content of the Youth Justice Plan. Currently the staff group are working on the underpinning detail to this plan.

Finance

12. Within section 7 of the plan there is a detailed breakdown of how the Youth Justice Service is financed, this is a mixture of cash contributions from the Youth Justice Board and Children's Services, and the provision of staffing from Police, Probation and Health. This totals an overall budget of £3.9 million.

Performance

13. The Youth Justice Service currently has three provided indicators which are reported on quarterly. This is the number of first-time entrants (FTE), the number of children who reoffend and the number of children in custody. The figures provided in the Plan are the latest figures available at the time. We also have a range of local indicators. Further, during the coming year the Youth Justice Board have identified an additional 10 indicators to be reported on. Full details are in sections 8 and 9 of the plan.
14. From 2024 there is a new inspection programme provided by HMIP. It is envisaged that Hampshire, who was last inspected in 2018, could be one of the first to be inspected.

Consultation and Equalities

15. Consultation on the plan with the Youth Justice Partnership Board is required as part of the Plans development. This was undertaken and this consultation is reflected in the content of the plan.
16. Whilst there is no direct impact on equalities, it is a requirement for the Youth Justice Service to provide a breakdown of the staff groups profile as part of the grant agreement process.

Climate Change Impact Assessment

17. Not undertaken for the purposes of this report

Other Key Issues

18. None identified for this report.

Conclusions

19. This report provides the context for Hampshire Youth Justice Plan for 23/24. In doing so it references specific sections of the Plan and enables full council it to be able to endorse the plan.

Recommendation

20. That the Executive Lead Member for Children's Services considers the Hampshire Youth Justice Service Youth Justice Plan 2023/24 and recommends it be presented to Full Council for approval of the Plan.

Appendix 1

List of disposals managed by Hampshire Youth Offending Team

1) Orders Imposed by the Court

Referral Orders (ROs)

A Referral Order requires the child to attend a panel (made up of two members of the local community and a YOT member of staff). The panel meets and agree a contract, for a period of between three months and a year.

The aim is for the child or young person to make up for the harm they have caused. An order *must* be imposed for a first offence where the child has pleaded guilty (unless the court decides that another sentence is justified) and may be imposed in other circumstances.

Youth Rehabilitation Orders (YROs)

A Youth Rehabilitation Order is a community sentence. It can include one or more requirements that the child must comply with and can last for up to three years. Some examples of the requirements that can be imposed are a curfew, supervision, unpaid work, electronic monitoring, drug treatment, mental health treatment and education requirements.

Custodial Sentences (DTO/Sec90/91)

Children can receive custodial sentences. It is a sentence to be avoided as far as possible. When they are given, they aim to provide training and education and rehabilitate the offender, so they do not reoffend. Sentences can be spent in secure children's homes, secure training centres and young offender institutions.

2) Orders imposed by the Joint Decision-Making Panel

Youth Caution (YC)

Where the child admits the offence, but an intervention is not assessed as required. They can however engage voluntarily should they so wish for a period of 12 weeks.

Youth Conditional Caution (YCC)

A YCC is given where a child admits the offence and it is assessed they need an intervention. This intervention is 16 or 20 weeks in length and is delivered by the YOT. If they do not comply, they can be sent back to court and resented for the original offence.

Youth Diversion Programme (YDP)

This is offered to the child by a Joint Decision-Making Panel (JDMP). Unlike all the above, the child is not considered as a First Time Entrant (FTE). The length of intervention is 16 weeks and if they do not comply, they are referred back to JDMP for reconsideration.

3) Youth Crime Prevention

This is a voluntary intervention offered by the Youth Offending Team. In other Local Authorities this can be delivered by other parts of the Local Authority. There are two routes for a child to gain access: The first is direct referral from other agencies and the second.


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

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Direct links to specific legislation or Government Directives	
Regulation 4 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000	<u>2000</u>

Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
Youth Justice Plan 2023/24	 HAMPSHIRE YOUTH JUSTICE PLAN 23-24

EQUALITIES IMPACT ASSESSMENT:

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.

Equalities Impact Assessment:

The decision to endorse the Hampshire Youth Justice Plan 2023-24 will have no direct impact on groups with protected characteristics. The plan itself has been consulted on during its development and a primary area for attention in the plan is to enhance the delivery of youth justice service taking into account all groups with protected characteristics.

CLIMATE CHANGE IMPACT ASSESSMENTS

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.

The carbon mitigation tool and/or climate change adaptation tool were not applicable because the decision relates to a programme and is strategic in nature.

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YOUTH JUSTICE PLAN 2023/24

SERVICE	HAMPSHIRE YOUTH JUSTICE SERVICE
SERVICE MANAGER	NIKKI SHAVE
CHAIR OF THE MANAGEMENT BOARD	STEPH HOW

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1. INTRODUCTION, VISION, and STRATEGY

Foreword by Steph How Deputy Director of Hampshire Children's Services – chair of the Hampshire and Isle of Wight Youth Justice Management Board.

- 1.1. As the Chair of the Hampshire and Isle of Wight Youth Justice Partnership Management Board, I am pleased to introduce the Hampshire Youth Justice Plan for 2023/24. This has been produced in collaboration with board members and the Hampshire Youth Justice management team. As well as detailing a range of information, it provides a summary of the progress made in the last 12 months, the position in relation to service priorities, finance, and performance, all of which is underpinned by the four tenets of the Child First principle.
- 1.2. One of the main achievements last year was the merge of the Hampshire and Isle of Wight Boards. This prompted a review of the board arrangements against the requirements laid down in the Youth Justice Board (YJB) guidance. This is an exciting opportunity for us to develop our services to children across both Local Authorities. Despite this merge, there is a requirement to complete individual plans.
- 1.3. Hampshire Youth Justice Service serves the population of 1,400,800, which includes 128,881 children between the ages of 10-17 years. The County Council is divided into 11 Districts and Boroughs. Overall Hampshire has low levels of deprivation. It was ranked 135 of 151 across England. However, there were large variations within the County. Havant, Gosport, Rushmoor and Eastleigh with higher rates of deprivation, whilst Hart was one of the least deprived districts in the country. However, it is worth noting that even where districts are classified as having low deprivation, there are small pockets high deprivation, for example within the New Forest.
- 1.4. The Youth Justice Service currently works with approximately 400 children across its statutory, diversionary and prevention services. Of these children 13.3% are also open to Children's Services, with 6% currently looked after by the local authority. The proportion of children from other minority ethnic groups in the 10-17 population is 10.3% as compared to 10.6% of our statutory caseload. This disproportionate representation has reduced significantly in the last 12 months.
- 1.5. As chair of the Hampshire and Isle of Wight Youth Justice Team's Management Board, I endorse this plan, and with this endorsement is the assurance that oversight by myself and the board, will ensure that identified priorities will be delivered.

2. CHILD FIRST

- 2.1 On 1st June 2023 the Hampshire Youth Offending Team was renamed Hampshire Youth Justice Service (HYJS). This supports the underpinning principle of Child First by minimising the impact of labelling children by their

involvement with an organisation designed to work with offenders, in addition, all developed service facing documents uses the word Children/Child rather than young person, as does any references made in partnership meetings. However, we recognise that older children may like to be referred to as young people therefore when directly engaging we will use the terminology they are most comfortable with.

- 2.2 A new vision mission and values statement was developed and approved by the management board to support the link between the four tenets of child first and service delivery. The intention is for this to be part of the everyday language of the service.
- 2.3 A session was delivered to all staff at their quarterly briefing using materials from the YJB provided Child First training. Three practitioners have also had the opportunity to complete the Youth Justice Board Children First training.
- 2.4 Some of the aspects of delivery which is underpinned by the four tenets is detailed in the following paragraphs as examples.
- 2.5 All children who are supervised by the Youth Justice Service receive a holistic assessment. The nature of that assessment depends on the needs of the child. An AssetPlus is used for all children who are subject to a Court order. The local Short Format Assessment is used for all children (unless they are “high risk” in any of the three domains) who are considered at the Joint Decision-Making Panel. This assessment is completed prior to the decision being made. Children subject to prevention also receive an assessment after they have consented to the intervention.
- 2.6 The purpose of the assessment is to identify the child’s **needs, capacity, rights, and potential of all children (Tenant one)**. This assessment informs the plan which includes the interventions which supports desistance and therefore manages risk. These identified interventions are **child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children**. The assessment also promotes the lowest level of intervention possible and therefore **promotes a childhood removed from the justice system (tenant four)**
- 2.7 Throughout 2022/23 managers continued to countersign all assessments. A selection of short format assessments is audited with Hampshire Youth Justice Service managers to ascertain them meeting the required standard.
- 2.8 The active participation of children and their carers, in the assessment is fundamental, as are those partners who touch their lives. Parents and children are asked to complete the self-assessment when a AssetPlus or a short format assessment has been completed. This supports the identification of **children’s individual strengths and capacities (tenant two)** and enables the development of a co-produced **collaborative** plan. This plan is designed to support the development the child’s **prosocial identify for sustainable desistence, leading to safer communities and fewer victims (tenant two)**.

- 2.9 **To promote a childhood removed from the justice system (tenant four)** Hampshire continues to offer a Youth Diversion Programme. Numbers have steadily grown since its inception in November 2021 and now makes up approximately 25% of our workload.
- 2.10 In addition, the prevention programme employs 13.5 staff and is working with approximately 100 children at any one time. They offer **pre-emptive prevention (tenant four)** to children referred by other agencies, specifically schools, children's social care and the police.
- 2.11 Key to promoting **a childhood removed from the justice system** is the understanding, that there is a potential for children to be exploited to support this, all staff are trained to complete Child Exploitation Risk Assessment Framework (CERAF) Hampshire is also one of the pilot areas for the new National Referral Mechanism (NRM) process. The Hampshire management team also attend the safeguarding partnership Missing Exploited Trafficked (MET) strategic and operational groups.
- 2.12 Hampshire YJS also recognises that the relationship between the child and worker is fundamental to a child first approach (**Tenant two**). It understands that the consistency of this relationship is paramount, and change can be experienced as loss. This includes being sensitive to the impact of contact ending.
- 2.13 The Hampshire YJS has several reparation projects available. These enable children to give something back and repair the harm being caused by their offending behaviour, whilst **re-integrating the child into the community and offering pro-social identity and wider social inclusion opportunities (tenets two and three)**. There is more detail in section 9 below.
- 2.14 Hampshire YJS has a small parenting resource designed to meet the needs of parents. It understands that a change in parents' behaviour can have a positive impact on the child.
- 2.15 Practice which is Trauma Informed is intrinsic in being Child First. At a Strategic level, the Hampshire YJS is linked to the Pan Hampshire Concordat, led by the Office of Police Crime Commissioner (OPCC). This is through the Director of Childrens Services who is a signatory. The vision (detailed below) of the concordat is in accordance with the principle of Child First:
- Hampshire, Isle of Wight, Portsmouth, and Southampton (HIPS) are safe and enriching environments where children and adults, families and communities are protected from harm and have the opportunity to lead fulfilling, happy and healthy lives and to prosper, regardless of childhood adversity.*
- 2.16 We have well established practices in using the Trauma Recovery Model (TRM) as a tool to help understand children's level of functioning and plan interventions based on this. All staff have been trained in the TRM approach and receive regular refreshers. The service has a member of its management

team as its Trauma Champion to support the development within the staff group. This is further recognised in section 13 below.

- 2.17 Further activity to prevent children from becoming involved in the justice system is the work being undertaken with Health and Children's Social Care to support individual children with health needs from receiving a criminal outcome.
- 2.18 During 2022/23 HYJS continued to receive funding from the Integrated Commissioning Board (ICB) to employ three Therapeutic Wellbeing Officer (TWOs). This service delivers health interventions to both children subject to both statutory and prevention services. The intended outcome of the service is to: Improve the emotional, mental, physical health and wellbeing in children, reduce risk of further offending due to unmet emotional health need, to enhance potential to achieve improved functioning in everyday life and to prevent children's health needs escalating.
- 2.19 HYJS has a range of activity-based interventions available to children which includes, the youth offer for Hampshire Children's Services, commissioned and voluntary services. These are all designed to support children in building a more positive views of themselves and their futures. This provides a means to develop a **pro-social identity which leads to long term distance, safer communities few victims and wider social inclusion**. Examples include:
- In 2022 HYJS achieved its Arts Mark Gold award this enabled practitioners to award to undertake this work with children and we offer a more targeted programme during the school holiday period. To support this Arts boxes from Hampshire Cultural Trust (HCT) have been given out to teams. This has led to individual children receiving arts awards.
 - We have Arts champions in teams and they attend quarterly meetings hosted by HCT.
 - A Grant of £1200 has been received from HCT to support Summer Arts projects.
 - We have had our first health and happiness day, where we look at physical and emotional health with the children we are working with, and including in these sustainable activities they can take part in. For the first session, a group of 8 children completed a morning of sports (football, cricket, basketball) and had an afternoon of sessions based around wellbeing.
 - Holiday activities have included wall climbing trips, assault courses, visits to Thruxton racing circuit, baking and family cooking sessions, and 1:1 session using football, basketball and kite flying too.
 - The Southeast Football project continues with up to 10 children taking part in football skills sessions every Tuesday evening and are looking to expand.

- Made some links with local boxing academy.
 - Referred to sailing project.
 - Continued to refer to Music Fusion and are represented on the Steering Board.
 - Explored a further project with the Duke of Edinburgh schemes.
 - The Wessex Dance Academy, a project which through dance enables children from the age of 15, to engage positively with adults, develop self-esteem and a pro social identity. The academy has a strong record of enabling those children in education to re-engage. We sit on the management and project boards and second staff to support delivery.
- 2.20 Our next steps are to consolidate and expand by supporting our staff group with referring children to activities. This includes understanding the barriers to referring children in. This is supported by our newly appointed participation and communications officer who is promoting projects and activities. This has included attendance at the Local Children's Partnership which has led to new partnership working around delivery of activities.

3. VOICE OF THE CHILD

- 3.1. The voice of the child is heard through the collaborative process in completing the assessment, a co-produced plan and intervention cycle of delivery. This is underpinned by a child first approach. Staff use a strengths-based model and are skilled in motivational interviewing to get alongside the child.
- 3.2. There is an end of intervention feedback sheet is completed regularly with all children. Further work needs to be completed to collate this information to inform delivery.
- 3.3. A Communications and Participation officer has recently been appointed whose role is to improve how we hear and use children's voice. This includes developing our own social media platform, a youth panel and work with specific groups who are disproportionately represented.
- 3.4. In January 2023 we hosted a visit from the right honourable Damian Hinds MP. This visit included a video call with a child who shared their experience of a Referral Order. It highlighted how volunteers on the panel provided a richness to the experience.
- 3.5. Finally, we have occasionally used children in staff interviews.
- 3.6. It is recognised that there is more work to be done; this includes the development of a social media platform and enabling the child's voice to be heard by the Management Board.

4. GOVERNANCE LEADERSHIP AND PARTNERSHIP ARRANGEMENTS

- 4.1. In 2013 Hampshire County Council entered a partnership arrangement, with the Isle of Wight Council. This meant that the Head of Service manages both Youth Justice Services.
- 4.2. Children's Services consists of two departments Children and Families and Education. The Youth Justice Service is a standalone team within the Children and Families department. Accordingly, the Head of Service has is solely responsible for Youth Justice across both Hampshire and the Isle of Wight and no other lead responsibilities.
- 4.3. The Head of Service is a service manager grade and is line managed by the Area Director for West Hampshire who in turn reports to the Deputy Director for Children's Services.
- 4.4. The staffing structure in Hampshire is included in appendix one. This shows there are four geographical teams providing case management supervision and Youth Crime Prevention (YCP). These teams consist of Social Workers and Youth Justice Service officers who work with children subject to substantive outcomes and some diversionary programmers. Each team has a Team Manager who reports directly to the Head of Service. Teams in the south of the county have an Assistant Team Manager who is responsible for YCP.
- 4.5. In addition, there is a Specialist Services team. This team oversees the Restorative Justice (RJ), Education, Training and Employment (ETE), Parenting and Volunteer provision. The Specialist Services team manager is also responsible for the Joint Decision-Making Panel (JDMP) including the line management of the JDMPs Co-Ordinator, and the Referral Order Co-Ordinator. HYJS Therapeutic Wellbeing Service, funded by a grant from the Integrated Commissioning Board also sits within this team. Each geographical team has a proportion of ETE, RJ and Parenting resource.
- 4.6. The recently received Turnaround Grant has been used to set up a separate service consisting of an Assistant Team Manager, five case managers and a Coordinator. Whilst they are team located, they are overseen by Specialist Services. They are working predominately with children subject to Community Resolutions and the Youth Diversion programme.
- 4.7. The total number of staff directly employed by HYJS is 67.4 there is an additional 29 volunteers. The Therapeutic Wellbeing Officers and Turnaround Programme sit outside this establishment this is nine additional staff. In addition, we have a 0.5 Quality Manager and a full time Communications and Participation Officer which has been funded by our reserve.
- 4.8. HYJS delivers Youth Crime Prevention for the local authority. It is a well-respected service which has an establishment of 13.5 practitioners. This is

funded via a grant from the OPCC, contribution from Early Help and its main grant.

- 4.9. Partnership at an operational level is supported by the provision of staff from the Police, Health, and Probation. The current arrangements are:
- Police provide 6 FTE police Officers, 0.5 Police Sergeant and there is an inspector who oversees the work across all four local authorities.
 - There are 2 FTE CAMHS practitioners and one part time CAMHS lead.
 - The National Probation Service provides 1.0 Probation Officer and a 0.5 Probation Service Officer
- 4.10. There are quarterly meetings between the Head of Service and the CAMHS service manager and the respective operational leads. This provides a link across to Forensic CAMHS (FCAMHS). This service provides a service to children who are more high risk of harm to others either through harmful sexual behaviour or violence. FCAMHS also support the delivery of the Harmful Sexual Behaviour and Risk of Serious Harm forums. These forums are where practitioners from all partners can bring cases for discussion.
- 4.11. Partnership meetings with the police take place monthly and include youth justice services from all four local authorities.
- 4.12. The Head of Service and the local head of the Probation Delivery Unit meet on an ad hoc basis according to need. There is an established Youth to Adult process which is currently being reviewed across the four local authority area. Locally there is a recognition that the process can be better served with earlier planning and increased understanding of both staff groups. This work will be supported by Probation's new delivery model which includes 18-25 units.
- 4.13. The Head of Service manages both Hampshire and the Isle of Wight Youth Justice teams. They also work closely with the service leads for Portsmouth and Southampton Youth Justice Services. This is necessary when all four YJSs share common partners, for example Hampshire Constabulary and HM courts. Further, this collaboration has been crucial to developing strategies to deal with common issues, for example the development of a Pan-Hampshire youth diversion scheme and commissioning and provision of The Appropriate Adult Services (TAAS). The four YJS managers divide the Pan-Hampshire meetings between them with the Head of Service for Hampshire attending the MAPPA strategic Management Board, the Violence Reduction Management Board Unit, and the Modern-Day Slavery partnerships. Colleagues in other areas cover the Local Criminal Justice Board and regional court meetings.
- 4.14. At a strategic Partnership level, the Head of Service HYJS is actively engaged with the Local Safeguarding Partnership. The Head of Service sits on the main board and attends two sub-groups (Workforce Development and Learning Inquiry Group). They also attend the Pan-Hampshire Missing Exploited and Trafficked Group (MET). The Performance Manager attends the performance sub-group. In addition, they attend the County Strategy Group, the Children's Trust, Complex Children's needs panel and the Early Help Board.

- 4.15. HYJS has strong links with the Children's Services Willow Team (Child Sexual Exploitation/Missing, Exploited, Trafficked Team) and attend the operational MET groups. It also works closely with the Children and Families District Managers, Residential Services, Fostering and Adoption and Early Help Provision
- 4.16. At operational level managers each have lead areas of responsibility and attend meetings linked to these leads in addition to district level meetings. These district meetings include local Community Safety Partnership meetings and Missing Exploited and Trafficked (OPMET) groups. The service lead for ETE attends the YJB ETE Forum for London and Southeast, the Wessex Dance Academy Project Board and links in with Hampshire Education Inclusion Team, InFocus meetings and Hampshire Cultural Trust meetings (Arts). The Restorative Justice Lead represents all four local authority youth justice teams at the OPCC's Restorative Justice Working Group. Finally, our Performance and Quality manager is well-connected to the national and regional level stage and attends the YJB AssetPlus Working Group, Southern Performance Meeting, and the SW Business Information Group meeting.

5. BOARD DEVELOPMENT

- 5.1. Until April 2023 there was an Independent Youth Justice Management Board for Hampshire and the Isle of Wight. However, following a board development day in October 2022 the decision was made to merge the boards.
- 5.2. This resulted in the development of a new terms of reference, standard agenda, and revised list of participants. All of which were written in conjunction with the updated Youth Justice Board Guidance. The new Board is chaired by the Deputy Director for Children's Services and consists of representatives of the four statutory partners: the Local Authority, Health, Police and Probation.
- 5.3. The local authority representation includes representatives from both Hampshire and the Isle of Wight Children and Families, and Education. Police representatives are at Superintendent level and there are two Probation Delivery Unit heads. Health is represented by the Integrated Commissioning Board (IBC).
- 5.4. In addition to the statutory partners, there are representatives from the Office of the Police and Crime Commissioner, HM Courts, and the Community Safety Partnership. In addition, the board benefits from a representative of the voluntary sector, this adds value to the partnerships response to children's needs.
- 5.5. Regarding YJS staff, the Head of Service is in attendance, supported by Team Managers from Hampshire and the Isle of Wight. The board meets on a quarterly basis.

5.6. Board development next actions include:

- Developing a new induction process for new Board Members. The current process involves an individual meeting with the Head of Service where roles and responsibilities are discussed, and the Youth Justice Plan shared. It is recognised this needs to be a more formal activity.
- Embedding the new agenda which is designed to give partners more of a voice.
- Asking members to take a lead on plan priorities and reporting back.
- Inviting partners bring disproportionality data to the meeting as defined by the new National Standards
- Inviting a membership from the IOW voluntary sector
- Bridging the gap between the Board and the staff group.
- ensuring the child's voice is heard.

6. PROGRESS ON PREVIOUS PLAN

6.1. Increased participation of children:

- Hampshire YJS has recruited a Communication and Participation Officer to develop participation. The IOW will be able to access and use any ideas that are developed. There is an intention for us to develop a Social Media platform for children to access. This officer also links to the Hampshire Children's Services Participation Network.
- We have actively expanded our activities offer to children (see section 2 above). This involves supporting staff with referring children and promoting the work we do.
- Overall, whilst there have been some progresses there are still some improvements to be made. Specifically, we would like to improve the link between children and the Board. Further, we continue to collect feedback from children but need to consider this more routinely and inform action plans.

6.2. Addressing disproportionality:

- The numbers of children from minority ethnic backgrounds on our caseloads has reduced to 10.6% as compared with the general population at 10.3%
- To address this issue, we have been working in line with the HMIP. Recommendations following the black and mixed heritage boys' inspection. This has involved it being a standard agenda item on all our

staff briefing. All staff have engaged in a reflective discussion using HMIP suggested framework. This identified potential barriers in assessing the needs of children from other minority backgrounds and has led to an improvement in the quality of assessments.

- Further work to complete includes capturing the views of children from these groups specifically, identifying support networks for parents and ensuring new staff are aware of their responsibilities to challenge. We are also exploring some bespoke training for all the Pan-Hampshire YJS teams.

6.3. Developing a response to children excluded from school:

- HYJS has a dedicated full time ETE team consisting of a half time Assistant Team Manager and four ETE officers. Children are referred for support in accessing education, including post 16 training, education, apprenticeship and employment.
- Children are identified by either the case manager or ETE Officer.
- The YJS ETE Team work closely with colleagues in other Children's services departments including Education, Inclusion, SEN, School admissions and The Attendance team and others to encourage school refusers back into education.
- Board attendance from the headteacher from the pupil referral unit, the SEND Service and Hampshire futures (post 16 service).
- Work still to be completed is to revisit the HMIP ETE thematic to see what remains outstanding. In addition, the plan next year is to work towards our SEND quality mark.

6.4. Improving the assessment of risk of harm:

- The Assistant Team Manager and a Hampshire Team Manager recently retrained on the revised AssetPlus. One of the main difficulties was the perceive anomalies between AssetPlus and the definition of risk of harm. This was resulting in staff assessing the risk lower than the reality. Following discussion between HYJS and Silver Bullet, a service position was reached. This led to a revision of the Risk Policy and guidance which was recently completed.
- A training package has been developed and this is due to be delivered to staff from July 2023.
- An audit will take place in December in order to assess the success of this project.

6.5. Developing understanding and resources to address Child Adolescent to Parent Violence (APV):

- Hampshire YJS maintained its parenting provision during the last 12 months. Part of their role is to work with parents who have been harmed by CAPV.
- A small number of staff trained in the NVR programme continue to deliver with colleagues from the Family Support Service.

6.6. To improve health outcomes for children through improved assessments and identifying interventions to meet their needs:

- The health needs of children are assessed in all assessment including the Short Format Assessments. These assessments are countersigned and audited to ensure children's needs are captured.
- The action plan attached to the Health Needs Analysis was implemented throughout 2022.
- Following Hampshire needs assessment in 2021. Which identified a knowledge gap in traumatic brain injury. This led to the subject of a training event at our Service Day all in October 2022. Following this we purchased materials to support work with children.

7. RESOURCES AND SERVICES

7.1. At the time of writing, notification of next year's Youth Justice Grant has not been received, accordingly planning has had to rely on the level received last year. There has been a £178K reduction in Children's Services contribution.

Below lists the source of all our income.

Agency	Amount	Provides
Youth Justice Board	£1,318,000	
Local Authority Children Services	£1,578,000	
Office Police Crime Commissioner	£183,600	Youth Crime Prevention
Turnaround (MOJ)	£332,000	
Childrens Services Early Help	£130,000	Youth Crime prevention
Clinical Commissioning Group	£120,000	Therapeutic Wellbeing Officers
IOW recharge	£28,000	0.2 of salary of Head of service and performance manager
Probation	£5,000	To provide support to the Probation Officer

Payment in Kind 22023/24

Agency	Salary value
Police	£352,850
CAMHs	£188,000
Probation	£65,144

7.2, The return to the YJB reported that the YJB grant was spent in the following way for 2021/22

Areas of expenditure	Salary value
Salaries	1,216,387
Activity costs	28,719
Accommodation	0
Overheads	18,028
Equipment	54,645
	1,317,779

7.3. We use our grant, partner contributions and available resources to deliver these services and we believe they produce the following benefits and outcomes. Our performance will be improved in 2023/24 by providing a service which is underpinned by a child first assessment:

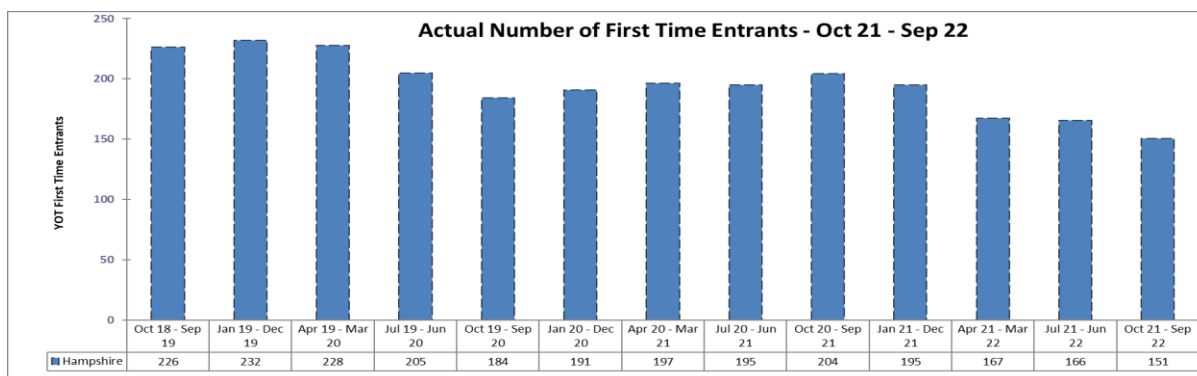
- The provision of an assessment prior to the Joint Decision-Making panel which ensures that the best decision is made to suit the child's risk and needs. This will result on a reduction in first time entrants to 117 per 100,000 through our partnership with the police which enables children to be diverted away from the Justice System.
- The provision of a CAMHs and Therapeutic Wellbeing (TWO) service to meet the Wellbeing needs of children.
- Maintained an ETE, RJ and parenting provision.
- Continued to provide a Youth Crime Prevention Service
- Introduced a Turnaround service to work with children who meet the criteria and who are subject to either a Youth Diversion Programme or Community Resolution.
- Maintain single posts which have a high impact on outcomes, including our Referral Order and Volunteer coordinator, Performance Management, Joint Decision-Making panel coordinator and Turnaround.
- Maintain a centralised Business Support of 5 FTE.

8. PERFORMANCE

8.1 EXISTING KEY PERFORMANCE INDICATORS

8.1.1 Numbers of First Time Entrants:

The data used is from Q3 22/23



This first table shows the actual numbers of FTE at 151 which equates to a rate per 100,000 of 117. This shows there has been a steady fall since the introduction of the Youth Diversion Programme in November 2021. Specifically in the last 12 months the number of children has reduced from 195 to 115 per year which is a reduction in the rate per 100,000 from 150 to 117.

8.1.2 The numbers of children reoffending:

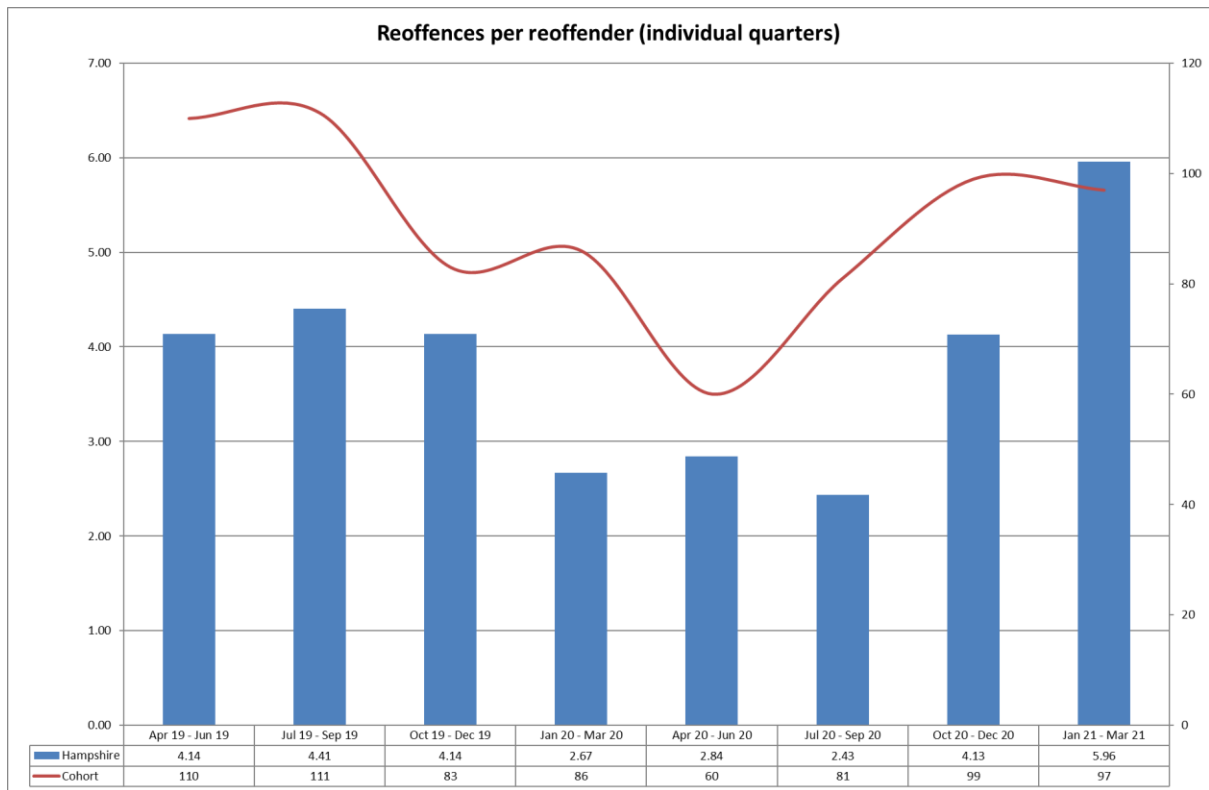
The table below shows the reoffending rate in an annualised quarter. This shows decline over time to the current level of 30.9%. During the last 12 months the rate has fluctuated in the individualised quarters but overall has fallen from 32.6 12 months ago,

	Apr 18 - Mar 19				Apr 19 - Mar 20				Apr 20 - Mar 21			
	Cohort	Re-offenders	Reoffences/Reoffender	% Re-offending	Cohort	Re-offenders	Reoffences/Reoffender	% Re-offending	Cohort	Re-offenders	Reoffences/Reoffender	% Re-offending
South Central	843	365	3.92	43.3%	850	296	3.67	34.8%	643	227	3.77	35.3%
England	22338	8382	3.90	37.5%	19624	6660	3.64	33.9%	15142	4700	3.57	31.0%
Hampshire	388	146	4.45	37.6%	390	127	3.86	32.6%	337	104	3.83	30.9%

The objective of reducing this rate is a key focus of the YJS this is done by undertaking a good assessment which informs a detailed plan and implementing the interventions the child needs to desist. Further, there is a whole suite of information which the management team digest to identify what gaps there are in the provision for individual children.

8.1.3 The number of Offences per reoffender

A related measure is the average number of offences committed by a child who reoffend *is also presented in the table above*. A consistent figure over time. With the current number being 3.86. However, if you take each quarter the rate change is more pronounced. The current high rate of five is due to a small number of children who commit a high number of offences (sometimes 20+)



8.1.4 Children sentenced to custody:

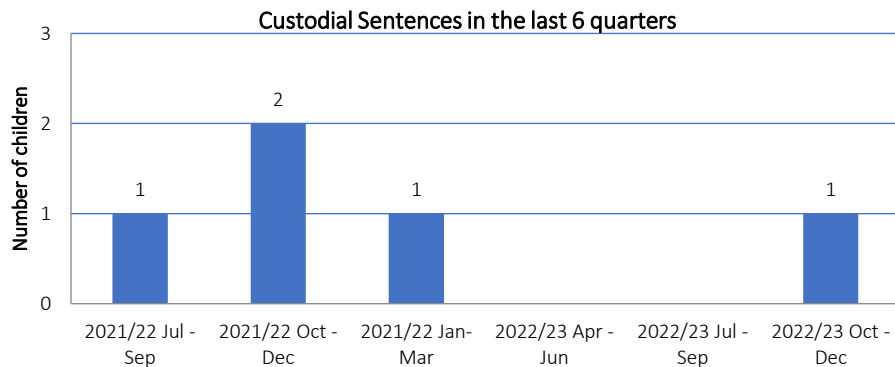
During the last four quarters the number of children who received a custodial sentence was two.

8.2 LOCAL MEASURES

In addition to the Key Performance Indicators detailed in the next section. The HYJS also reports on the following local measures:

- Reoffending on those subject to Community Resolutions (CRs). This is the percentage of children who receive a first CR, from 3-month cohorts who go on to reoffend in the 12 months following their outcome. This is reviewed by comparing those who received an intervention against those who did not. In the last measured quarter, there was 284 in the cohort, of which we worked with 60 children. Overall, 18 in the cohort reoffended of which 7 were worked with by the YJS. This shows how few children reoffend (6.8% overall) The rate was slightly higher in the children we worked with at 11.7% which shows we are selecting the right children to work with
- The suitability of children's accommodation at the end of their interventions. This was 88.6% during the last 12 months.
- The Percentage of initial assessments completed within 20 days of allocation the current figure is 74.7% for statutory orders. This reduction is partly due to changes in the way we measure the time frame.
- The Percentage of initial assessments completed within 20 days of allocation the current figure is 62 % for Youth Crime Prevention.

- The Percentage of initial referral order panel meetings which took place within 20 working days of sentence. Overall performance for this year is 68%, this was due to challenges in finding available volunteers in the required time frame.
- The Percentage of harmed people who are offered restorative justice as a proportion of all harmed persons. Overall performance for the year was 100%
- The Percentage of harmed people who are offered RJ who request a service. the overall performance was 10.4%



9 NEW KEY PERFORMANCE INDICATORS

9.1. Some of these new KPIs can be obtained through our existing reports these include:

- serious violence
- victims
- management board attendance
- special educational needs and disabilities/additional learning needs

9.2. The remaining KPIs require a response from our case record providers which is still outstanding.

- suitable accommodation
- education, training and employment
- mental health care and emotional wellbeing
- substance misuse
- out-of-court disposals
- links to wider service

9.3. In view of the above we are currently developing a contingency plan to manually collect this information.

10 PRIORITIES

10.1 CHILDREN FROM GROUPS WHICH ARE OVERREPRESENTED

10.1.1 The following section provides data in relation to the representation of key groups of children in our Youth Justice Service Cohorts. This information is presented in various formats to our Management Boards. Below is a summary of information drawn together to inform practice. In consulting our partners, feedback was received from Health Colleagues that from their perspective, children open to the YJS are recognised as a vulnerable group. Accordingly, the two Integrated Commissioning Boards (Hampshire and the IOW) and Frimley would benefit from this intelligence. A commitment is therefore made to ensure this is shared.

Children from other minority ethnic backgrounds

10.1.2 The most recent data from the YJB, which compares the number of children from other minority areas subject to a substantial outcome as compared to the % in the overall population shows the difference between has been reduced to 0.3 %. However, is note that if the 5 not know children were form other minority background the % could be as large as 12.5%. Further, the report also identified that children from mixed heritage backgrounds are overrepresented at 6.4% as compared to 4.3% in the general population. Further children form white backgrounds are overrepresented at court.

	Asian	Black	Mixed	Other	Ethnic minority groups ⁽²⁾	White	Not Known	Total ⁽³⁾	%
Hampshire 10–17-year-old offending population	3	6	17	2	28	232	5	265	10.6%
Hampshire 10-17 population	4,908	1,747	5,620	1,004	13,279	115,611	-	128,890	10.3%
Hampshire PCC 10-17 offending population	15	20	39	4	78	501	13	592	13.2%
Hampshire PCC 10-17 population	9,265	3,250	8,275	1,967	22,757	156,510	-	179,267	12.7%

10.1.3 In addition, caseload data indicate that there were a small number of children from other minority backgrounds subject to diversion and prevention programmes, Q3 9% of children referred to prevention and 5% if the diversion programme were children from other minority groups. This suggest they are underrepresented therefore more can be done to divert mixed heritage children away from Cautions to Youth Diversion.

10.1.4 Actions taken in the last 12 months are detailed above in the section on progress against the plan. This includes a regular agenda item at all staff briefings, reflective discussions in team meetings on the barriers to holding open discussions and managers ensuring that this is addressed in all assessments.

10.1.5 At a strategic level the Local Criminal Justice Board has disproportionality working group. Further, following a particular incident in Hampshire, the Head of Service is also exploring the subject with the safeguarding partnership.

10.1.6 Further work to complete includes capturing the views of children from these groups specifically, identifying support networks for parents and ensuring new staff are aware of their responsibilities to challenge. We are also exploring some bespoke training for all the Pan-Hampshire YJS teams.

Over representation of girls

10.1.7 The last available data form Q3 22/23 indicates that 20.8% of First Time Entrants were girls. We have recently looked at this more closely to identify any trends and patterns (see below). This shows that the proportions of girls who become First Time entrants is consistent overtime. There is a fluctuation between outcomes, with higher proportions subject to Diversion programmes. The lower numbers in the prevention cohort suggests that Youth Crime Prevention is perhaps not considered for girls as much as boys.

Proportion of Girls Open to YJS by Type of Case per Quarter

Q	FTE		Diversion (CRs and YDP, YDP from Nov 21)		Prevention	
	Numbers of Girls	%of the total	Numbers of Girls	%of the total	Numbers of Girls	%of the total
Q3 22/23	31	20.8%	21	20.4%	4	11.7
Q2 22/23	33	20.1%	32	29.9%	7	23.3
Q1 22/23	37	22%	28	28.2%	7	18.4
Q4 21/22	38	19.9%	21	23.6%	4	10.5%

10.1.8 In addition, we looked at the numbers of FTEs in a calendar year. This shows that the numbers of girls, except for 2019 and 2020, remain within a range of 10. The latest period (2022) shows that the increase in proportion from the previous year, is about the reduced numbers of boys (due to YDP) rather than an increase in the number of boys.

Year	male	female	Total	% girls
2016	234	50	284	17.6%
2017	228	57	285	20%
2018	209	43	252	17.1%
2019	218	31	249	12.44%
2020	197	27	224	12.05%
2021	185	43	228	18.85%
2022	127	40	168	23.8%
Total	1398	291	1690	17,2%

10.1.9 It is recognised that girls needs within YJS are different and accordingly our Girls programme, was updated in 2021 and is available to meet their needs. This does however need to be consolidated further into practice.

Children assessed as having SEND or have an ECHP

10.1.10 Our FTE data indicates in the last 12-month period 39% of children had special education needs and 12% an ECHP.

10.1.11 Regarding reoffending rates, 40% of the cohort were assessed as having SEND and 16.8% an ECHP. Of these children, 22% of those assessed as having SEND and 37.5% went on to commit a further offence. This is compared to 13.9% of those children who were assessed as receiving no special provision.

10.1.12 We also measure reoffending rates for children subject to Community Resolutions. Children with SEND needs make up 32% and those with an ECHP 11.6% of the cohort. The reoffending rates are however higher at 7.7% and 15.1% respectively. This is compared to 3.3% of children not assessed as having these needs.

10.1.13 There are some broad conclusions that can be drawn from this data. Children from these groups are coming to the attention of Police and given a community resolution. However, as their reoffending rates are higher, they are more likely to become a First Time Entrant. This is reflected in the proportions represented within our FTE cohort. The reoffending rates also show higher rates for this group.

10.1.14 Therefore, overall children from these backgrounds are more likely to both enter into, and the escalate through the youth Justice system. Accordingly, we need to be developing how we deliver a service to these children. This starts in our Youth Crime Prevention Service where we need to attract referrals from children.

10.2. PREVENTION

10.2.1 The Youth Crime Prevention service works with children who are at risk of behaviours associated with offending. We manage a direct referral process where agencies can refer in children, they believe are at risk of becoming criminalised. They are predominately received from; Children's Services (including early help hubs), the community safety partnership, parents, police, education, and CAMHS.

10.2.2 Hampshire YJS receives £183,000 from the Office of Police Crime Commission. This pays for approximately 4.5 members of staff (from a total of 13.5)

10.2.3 During 2022/23, 190 children were referred to the scheme. All children are subject to an assessment and the length of intervention is based on need. To support these interventions children were referred to a range of services including Music Fusion, Family Support Service, Catch 22, Hampshire fire and rescue, sporting activity and specialist counselling and mentoring services.

10.3 DIVERSION

10.3.1 Our Youth Diversion Programme (YDP) was introduced on 1st November 2021. This is administered through our Joint Decision-Making Panel (JDMP). It is a deferred prosecution and children are given a 16-week intervention without becoming criminalised. This work should include an activity. If the child does not respond to this offer, they are re-referred to JDMP where an alternative decision can be made.

10.3.2 In addition all Community Resolutions are considered for allocation we receive an average of 100 a month. These are subject to a triage process and about 20% are allocated. The numbers of these are increasing, however reoffending rates are low with a re-offending rate of between 5 and 10%

10.3.3 Children who are given a Youth Diversion Programme or a Community Resolution can also be referred to Turnaround if they are not open to early help, supporting families, child protection or looked after. Those children have our short format assessment and an early help plan.

10.3.4 In November 2022 a report was produced which looked at the first 12 months of the Youth Diversion Programme. During that 12 months 139 children were given the opportunity. Approximately a third were girls. The programme was used to address a range of offences with the majority having committed an offence of Battery. The main reason for a child receiving a YC/YCC at JDMP was the seriousness of the offence.

10.4. EDUCATION

10.4.1 Hampshire YJS recognise the need for children to attend education, take part in training, or have meaningful employment to realise potential, and HYJS value how this can help young people avoid getting caught up in anti-social behaviour and offending.

10.4.2 The HYJS employs four ETE officer. Children are identified either by the case manager in assessing needs or the ETE officer. Support for school age children can come in measurable outcomes such as securing suitable educational placement, increasing educational hours offered, finding alternative provision etc, and challenge when these are not in place. Older children (16+) support can be in the way of training provision often including achieving qualifications in maths and English, access to suitable college courses, traineeships, apprenticeships, and employment.

- 10.4.3. In addition to the above, ETE Officers support children to improve self-esteem, expand their communication and social skills, build confidence to travel and use public transport etc, in addition to securing things like bank accounts, personal ID etc.
- 10.4.4. The YJS ETE Team work closely with colleagues in other Children's Services departments including Education, Inclusion, SEN, School admissions, the Attendance team and others when needed. External partners are many and include a range of different Training Providers (including residential), colleges, academies, Job Centres, Princes Trust etc.
- 10.4.5. Our current performance framework looks at both reoffending and first-time entrants in relation to SEND status but specific performance measures in relation to ETE needs to be developed further. This includes data on school exclusions.
- 10.4.6. Hampshire YJS is currently working towards SEND quality mark.
- 10.4.7. In addition to our ETE team, Youth Crime Prevention also support children back into school. We In addition they have worked closely with PRUs supporting short stays and a return to mainstream education.
- 10.4.8. Parents have been supported with transport needs to get their children to and from alternative provisions and arranged joint sessions with school staff to promote that important relationship building between them and the children we are working with. The LIFE project in the Waterside area of the New Forest has been created by a member of YCP in conjunction with the Handy Trust and the local ACSOs to offer an alternative provision to those on limited timetables and we have supported in the creation of bespoke packages for children with our Inclusion and SEN colleagues.

10.5. RESTORATIVE APPROACHES AND VICTIMS

- 10.5.1 As a victim led Restorative Justice service and an integral part of the Youth Justice Service, we are focused on understanding how the harmed people of offences have been affected and in what way. This enables us to provide a bespoke service to each harmed person who is involved in a Restorative process within our service. This is underpinned by the objective to **re-integrating the child into the community (tenant 2 child first)** To undertake this work we employ 6 Restorative Justice Officers (RJO's) who work with both the Harmed Person and the child. Our team are skilled at working with a wide range of offences and attend training to develop knowledge, skills, and practice.
- 10.5.2 By taking this approach it enables and empowers the victims of crime to bring closure and move forward positively with their lives, knowing that positive steps have been made to repair the harm that has been caused. Alongside this, it enables the children we work with to recognise and acknowledge that

harm has been caused through their offending and provides them with an opportunity to repair that harm. This can include direct or indirect victim led restorative work, and Community Reparation if appropriate.

- 10.5.3 The work completed with children is tailored to meet their individual needs. and that will achieve the best outcomes for the harmed people and young people we work with within our service.
- 10.5.4 In the first nine months of 2022/23 the RJ team contacted 700 people who had been attached to a crime committed by a child. Of these, 73 agreed to be involved in a restorative process, which is a 10.4%. The views of harmed persons are used in our Joint Decision-Making Panel and Referral Order panel to support the decision making.
- 10.5.5 In addition, there are a range of reparation placements available including a Bike Project, charity shops a community garden basic banks Bike Start in Aldershot, allotments, and a sensory garden. In addition, we have decorated one of the spaces we use, creating posters on emotional wellbeing for schools, creating instructions for the art activity boxes we have. Currently we are recruiting Volunteers to support children in placements.
- 10.5.6 In 2023/24 Hampshire YJS will be applying to become a 'Restorative Service Provider' following changes within the Restorative Justice Council's structure and HCC's previous accredited service status. We are working towards a minimum of sixty percent of our Restorative practitioners having either an intermediate or advanced accreditation qualification.

10.6 SERIOUS VIOLENCE AND EXPLOITATION

- 10.6.1 The Head of Service is a core member of the newly formed Strategic Violence Reduction partnership. The function of the group is to oversee the work in relation to the Serious violence Duty, including the production of a Strategic Needs Crime Commissioner. This group also oversees the work of the Violence Reduction Unit. There is links to the Local community Safety Partnerships who have a duty to deliver a local response to serious violence. The head of service and local team manager share responsibility for attending this group.
- 10.6.2 The YJB provides a Serious Youth Violence toolkit which gives the latest statistic in SYV in Hampshire. The definitions are offence involving drugs, robbery, or violence with a gravity score of 5 or more (the range is form 1-8). In the last recorded analysed 12 months from January to December 2022 there was 16 offences of serious youth violence which equates to a rate per 10,000 of 1.2. This is a reduction from 54 offences a rate per 10,000 of 4.1 and in the previous 12 months.
- 10.6.3 There are four children currently on remand, one of these has been charged with an offence of serious violence.

10.6.4 Regarding risk of exploitation Hampshire YJS works alongside the Children's Services specialist Willow Team. Team Managers attend the local safeguarding apprenticeship METRAC meeting which is a multi-agency meeting where children at risk of exploitation are discussed, and plans agreed. Hampshire is also a pilot area for the new National Referral Mechanism (NRM) arrangements. HYJS are core group members.

10.7 DETENTION IN POLICE CUSTODY

10.7.1 Few children are held in custody overnight usually this is due to an arrest for an offence. The few children who are kept overnight it is because bail has been refused and the available Local Authority accommodation is not considered suitable. The Head of Service attend the Pan-Hampshire custody concordat where overnight remands are reviewed.

10.7.2 The Hampshire and the IOW YJS also join with Portsmouth and Southampton YJS to provide a service to Saturday courts. This court currently sits in Southampton.

10.8 REMANDS

10.8.1. During 2022/23 five children were remanded into Youth Detention Accommodation, of these five, two became 18 shortly after the remand and were later sentenced to Life sentences, the other three were children looked after prior to their remand. Two of these children also qualified for secure welfare beds.

10.8.2. The number of children remanded into the care of the local authority is low with courts using bail packages to support children at home.

10.8.3 Remands are monitored at senior management level and alternatives to the remand are always considered.

10.9 USE OF CUSTODY

10.9.1 During 2022 one child remained in custody sentence the previous year and a second was sentenced to a 12-month DTO. The first child recently became 18 and remains in a YOI therefore we have made the decision to keep the case until he transfers to the young adult estate and is allocated a Prison Offender Manager.

10.9.2 The YJS service continues to regularly visit these children whilst in custody and contribute to their plan. Of particular relevance is ensuring that health and education needs are met within custody and are followed up on release.

10.10 CONSTRUCTIVE RESETTLEMENT

- 10.10.1 The second child identified above was released on Notice of Supervision licence, however as the time between sentence and release was brief, they remained in custody on a secure welfare placement pending a managed release. This child was managed under MAPPA.
- 10.10.2 To support the overall management of cases a new resettlement policy and guidance was written and implemented across the service.

10.11 HEALTH

- 10.11.1 Whilst this information is not requested in this plan, we believe that health needs of children are also a priority so are including this additional section.
- 10.11.2 It should also be stated that from a health perspective child who are within the youth Justice system face particular risks and vulnerabilities in relation to health inequalities physical and mental health) This is reflected within the health improvement strategy for both Frimley and Hampshire ICB.
- 10.11.3 In late 2022 we were approached by the Hampshire Dyslexia Association who want to donate a sum of £15k towards working with children, we have used this money to fund a day a week Speech Language and Communication worker to assess then needs of children subject to our prevention programme. The plan is to use the finding to build the case for a SLC worker and seek funding. Possible sources of funding does include the NHS.
- 10.11.4 Accordingly, we would need to include all relevant NHS commissioners potentially impacted by this future request in shaping the return on investment such a provision would need to demonstrate to meet NHS thresholds for such investment. For Hampshire wide elements of the Hampshire plan this should be shared both with HIOW ICB and with Frimley ICB in relation to their Hampshire populations for wider integration.
- 10.11.5 During the last year there has been some discussion as to who is best to represent Health at the Board. This relates to the range of needs children under the YJS can have, including mental health, emotional wellbeing, neurodiversity, physical health, reproductive health etc. Having a representative that can cover all these areas is difficult to achieve. The current attendees come from a mental health and emotional wellbeing health background; this is to the detriment of meeting physical wellbeing needs.
- 10.11.6 Accordingly, there needs to be some further discussion regarding a wider ICB representation at the board.
- 10.11.7 Currently the YJS receive funding for 2 specific services:
1. Three full time Therapeutic Wellbeing Officers (TWOs) supporting lower end (below CAMHS threshold) mental health issues in the children who are linked to the YJS.

2. A dedicated specialist CAMHS service consisting of two fulltime equivalent CAMHS nurses and a half time CAMHS manager. This sits within the NHS funded Specialist community CAMHS service.

10.11.8 Finally, there are synergies between this Youth Justice Plan and Hampshire Children and Young People's Mental Health Local Transformation Plan: [Hampshire CYP Mental Health Local Transformation Plan - 2022-23.pdf](https://hantsiowhealthandcare.org.uk/Hampshire_CYP_Mental_Health_Local_Transformation_Plan_-_2022-23.pdf) (hantsiowhealthandcare.org.uk)

11 STANDARDS FOR CHILDREN IN THE JUSTICE SYSTEM

- 11.1 A review of our self-assessment is due to be completed in the autumn. At the time of writing the review of our strategic action plan has started and the case audit activity will commence in the autumn

12 WORKFORCE DEVELOPMENT

- 12.1 In the last 12 months there has been some change in our staffing group with some staff moving to progress their careers. HYOT takes an open approach to secondments to other departments and currently have five people taking advantage of this opportunity. There have been some challenges around recruitment and delays in people starting, however, these have been overcome and we are now fully staffed.
- 12.2. The wider council offers many opportunities for career development, we have three staff undertaking the Social Work apprenticeship programme, one member taking the aspiring leaders programme and two others taking specific management training. One member of staff has also commenced the senior leaders training. We are currently looking at the YJ apprenticeship.
- 12.3 HYJS has an additional training budget which last year was spent on AIM3 training. The planned substance misuse training for all staff was delayed until this year and has just commenced. Currently we are also searching for specific training around cultural competence.
- 12.4. The local safeguarding partnership also provided a range of courses which staff are required to attend. Further training is commissioned in accordance with the need.

13 EVIDENCE BASED PRACTICE AND INNOVATION

- 13.1. Regarding evidence-based practice, the best example, is to develop the fundamental aspects of delivery which we know has an impact on good outcomes for children. This includes:

- A trusted adult relationship with the child which enables the ability to collaborate.
 - A holistic assessment which identifies their individual strengths and needs. The plan is tailored to these needs.
 - Interventions which are based on effective practice, including a strengths-based approach which builds relationships and motivates.
 - The involvement of partners either to support with the delivery of these interventions for example children's social care, or to deliver interventions themselves.
- 13.2. As part of the wider Children and Families Branch of Hampshire Children's Services, staff in the YJS adhere to the *Hampshire Approach*. This is a mindset which informs interactions with children, families, partners and each other. To support the work all staff are trained in evidence-based practice including, motivational interviewing, solution focused techniques and restorative solutions.
- 13.3. The Hampshire approach fully supports our strengths-based child first approach. We aim to prioritise the best interests of children, recognising their needs, capacities, rights, and potential. All work is child-focused and developmentally informed. We use sport, art, and other diversionary activities to do this.
- 13.4. On an organisational level we have sought to model prosocial behaviour around staff wellbeing. Throughout the year we have held staff wellbeing days where opportunities to experience activities to support health have been provided. Activities have included: kickboxing, yoga, walking, and flower arranging. These have been growing in popularity with the last event supported by two thirds of the staff group.
- 13.5. Our approach to childhood trauma as detailed in section 2 above is based on the evidence that understanding and responding to trauma is fundamental to the delivery of interventions.
- 13.6. There are several innovative projects across the service including:
- The developed activities offer detailed in section 2 which will be expanded in 2023/24, with the desire that children in all geographical teams have access to the same opportunities.
 - Our Therapeutic Wellbeing Service (TWO) bridges the gap between lever 3 and level 4 mental health services. It provides children with an opportunity for to access a service which enables them to explore issues and avoid the escalation into level 4 CAMHS services.
 - Seeking to commission some training in Trauma First Aid to deliver to children. This supports activities against knife crime.

- In 2023 we arranged for staff to engaged in an Autism Reality Experience. This provides non autistic people with the opportunity to experience some of the difficulties faced by children on the autism spectrum.
- The Speech Language and communications project designed to support the request for additional funding.
- We are working towards the Special Education Needs and Disability (SEND) Quality Mark for youth justice services, this has required the service to audit current practice and address any gaps identified which are currently being addressed.
- We are working towards achieving our Restorative Justice Service registered provider status.

14. EVALUATION

- 14.1. This year our evaluation has been limited to the first 12 months of the Youth Diversion programme. Has been completed, the results are reported earlier in this report. In coming months, we will be drawing down our first reoffending data.
- 14.2. In addition, we regularly provide performance report in relation to our Youth Crime Prevention, and Therapeutic Wellbeing Services.
- 14.3. In the coming year we will be repeating our Heath Needs analysis.

15. SERVICE DELIVERY PLAN

- 15.1. This section identifies the work which we will be focusing on in the next 12 months. This plan directly links to the priorities identified above.

Area identified	What benefits will be delivered	What does success look like	What Board support is required	YJB Strategic Plan 2021-23
Improved participation of children and families	Children and family's feedback is used to inform service improvement and development. Using black and mixed heritage boys' feedback on the services they receive and use this feedback to assess, review and improve the quality and suitability of service	Views captured from both children and families to inform. The development of a Social Media presence. The identification of other ways in which children and families can	Board support to fund the participation and communications officer post. Links to Hampshire Childrens Services service development team participation team. Support from the voluntary sector in	YJB Strategic Plan Pilar 3 priorities 1&3 Child First principle Tenant 3

	provision (as per HMIP thematic)	<p>directly influence service provision.</p> <p>The development of alternative and age specific methods of feedback.</p> <p>Ability to provide feedback to other partners via the Board.</p>	<p>engaging with children.</p> <p>Links to the OPCC youth Commission to support engagement.</p>	
Continued development of diversionary activity.	<p>Reducing the numbers of children who become first time entrants into the youth Justice system.</p> <p>Identifying all children who are subject to a CR and offering them an intervention.</p> <p>The provision of interventions and activities which has an impact on desistance. This means children will not become future First-time entrants.</p> <p>The provision of activities designed to develop positive self-esteem, and social integration.</p> <p>Children can make amends through the engagement with reparation.</p>	<p>Full range of activities which are actively referred to by case managers.</p> <p>Referring those children who meet the criteria to the Turnaround programme, with the result that HYJS reach its target for 23/24.</p> <p>Developing one of sessions for children subject to CRs for example one on the use of cannabis.</p> <p>Staff support children in engaging in activities and reparation.</p>	<p>Continued support from the police to not exclude any offence for consideration.</p> <p>Identification of activities in the third sector to support desistance.</p> <p>Continued funding of our Therapeutic Wellbeing Officer provision.</p>	<p>Pilar 2 Priority 1 – 4</p> <p>Child First tenet 1-4</p>
The provision of a Speech Language and Communication offer	The provision of a small resource for Youth Crime Prevention. Therefore, preventing these children from	The completion of an evaluation which is considered by Health and other providers.	<p>Support from Health colleagues to identify funding options.</p> <p>Support from children's services</p>	<p>Pilar 1 priority 3</p> <p>Pilar 2 priority 2</p> <p>Pilar 3 priority 3</p>

	<p>entering the Youth Justice System.</p> <p>Evaluating this provision to make the business case for additional funding for a whole service provision.</p>	<p>The development of a business case which is successful in obtaining further provision.</p>	<p>with identifying funding options.</p> <p>Review of our Youth Justice Board grant and additional budgets to identify if there is any capacity to fund this work from existing resources.</p>	<p>Child First tenets 1-4</p>
<p>Addressing disproportionate across a range of minority groups. Including: ethnicity, gender, SEND, children looked after. (List not exhaustive)</p>	<p>Reduction in the numbers of children from minority groups areas given a substantive outcome.</p> <p>Children from other minority groups are given access to Intensive supervision and support to avoid packages to avoid remands into custody.</p> <p>All children are enabled to feel safe to express their identity.</p>	<p>The provision of data which identifies areas of disproportionate representation.</p> <p>Reduction in children from these groups becoming FTE and overrepresented in offending.</p> <p>Identity is actively explored in children and families' assessments.</p> <p>The impact of identify on engagement and desistance are addressed in the child plan and delivery of interventions.</p>	<p>All Board members to provide data on disproportionality.</p> <p>Partners who also attend other partnership boards (CSP, Childrens Partnership and the Local Criminal Justice Board, to promote and engage with any activity within these Boards.</p>	<p>Pilar 2 priority 1 Pilar 3 Priorities 1-4</p> <p>Child First tenets 3&4</p>
<p>Reduction in Serious Youth Violence and knife crime.</p>	<p>Children less likely to commit and offence of serious violence which can be detrimental to themselves, their families, those who are harmed and local communities.</p>	<p>A reduction in the number of offences classed as SYV is reduced.</p> <p>A reduction in instances of knife crime.</p> <p>Children continue to be diverted away from the Youth justice service.</p> <p>Availability of targeted</p>	<p>All agencies represented on the Board have a role to play including:</p> <p>Police through a collaborative response to addressing this issue.</p> <p>OPCC and CSPs through the Serious Violence Duty.</p>	<p>Pilar 3 priorities 1-4</p> <p>Child First Tenets1-4</p>

		<p>interventions. For example, trauma first aid.</p>	<p>Children's Services through partnership with the Willow Team.</p> <p>Health through its provision of services to meet the health needs of children who are committing this type of crime.</p> <p>Education by ensuring children is in ETE.</p> <p>Links across to Safeguarding Partnerships, CSP an LCJB.</p>	
<p>Continue to develop the new joint Management Board</p>	<p>There is an understanding of the role and responsibilities of the Management Board by staff.</p> <p>The Board is more has greater oversight of the work of the YJS and its partners.</p> <p>New Board members are fully inducted, so they are able to be an active participant.</p>	<p>Board members regularly attend.</p> <p>Representation is the right people and at the right level of their respective organisations.</p> <p>The agenda and minutes show opportunities for all partners to contribute.</p>	<p>All agencies to attend regularly.</p> <p>All agencies provide information on how their own service contributes to the work of the YJS.</p>	<p>Pilar 1 priority 1&3</p> <p>Pilar 2 priority 1 &2</p> <p>Pilar 3 priority 1-3</p> <p>All tenets of Child First</p>
<p>Education Training and Employment</p>	<p>Each child open to the YJS has a comprehensive ETE assessment.</p> <p>Children who have a ECHP are reviewed every year.</p> <p>Children open to the YJS are set the objective of</p>	<p>Access to education data for our children which allows us to:</p> <ul style="list-style-type: none"> • Understand the extent of school exclusions in our cohorts. • Understand the level of 	<p>Need support from the education representatives to access education data.</p> <p>The Board need to monitor and evaluate the levels of educational attainment.</p>	<p>Pilar 3 priorities 1-4</p> <p>Child First 1-4</p>

	<p>achieving level 2 English and Maths</p> <p>Children beyond school age have access to a range of training opportunities.</p> <p>Children subject to SEND are provided with a service by the YJS which supports them with desistence.</p>	<p>attendance at ETE provision children access.</p> <ul style="list-style-type: none"> Understand the levels of engagement and attainment for groups which are disproportionately represented groups within the YJS <p>Use this data to develop improvement for those children who are; SEND, have an ECHP, permanently excluded, subject to OOC and released under investigation.</p> <p>All children open to YJS have a plan to enable them to engage fully in ETE</p> <p>Hampshire YJS achieves its SEND quality mark.</p>	<p>The SEND representative needs to be fully briefed on the support required to achieve our quality mark.</p> <p>The Board needs to monitor key data in relation to children form disproportionate groups in relation to: SEND, ECHP, permanently excluded, subject to OOC and released under investigation.</p>	
Review of National Standards	<p>Provide assurance that HYJS is fully compliant with National Standards.</p> <p>This means better outcomes for children.</p>	<p>Complete strategic and operational self-assessments across the 5 standards which identify have a good rating. good or above.</p> <p>Identify any areas for improvement and create and action plan.</p>	<p>Staffing capacity to undertake the audit.</p> <p>Board approval to increase in quality manager time.</p> <p>Board oversight over the process.</p>	Pillar 2 priority 1

16. CHALLENGES AND ISSUES

16.1. The following is an extract from our Risk Log, this is presented at each management board and added to as the years progress.


	Current Challenges and Risks	Actions
1.	<p>Grants to fund YCP provide less staff.</p> <p>the OPCC will provide funding until 2025 provides approximately 4.5 FT. However, with recent pay awards this provides a reduced number of FTE. .</p>	<p>Keep OPCC informed via performance reports and the board.</p> <p>Fund shortfall from vacancy savings and or other reserves.</p> <p>Make representations and apply for an uplift in grant money from 2025.</p> <p>Review vacant posts as they arise for affordability.</p>
2.	<p>Implementation of new key performance indicators</p>	<p>Notification received from our case management providers that necessary changes will not be in place.</p> <p>Workaround discussed and agreed with the management team,</p> <p>Liaising with CS department including education in getting access data.</p> <p>Keep board informed of any support required.</p> <p>Notify YJB of the issues in advance.</p> <p>Escalate any concerns related to the case management provider.</p>
3.	<p>Ensuring that all staff are following policy and processes in the intended way.</p>	<p>All teams to support buddying of new staff.</p> <p>Ensure polices are up to date through regular reviews.</p> <p>AI Team Managers have dedicated policy leads.</p> <p>Ensure polices and processes are launched, implemented, and reinforced across all teams equally, utilising various</p>

		<p>communications methods. For example, service briefings, team meetings and practice meetings,</p> <p>Individual bespoke training on specific policy areas for example the Risk policy and guidance.</p>
4	<p>Youth Crime Prevention and Community Resolutions waiting lists</p>	<p>Ensure other parts of the service is fully staffed to lessen impact on YCP staff of having to provide case cover.</p> <p>Manage the waiting list in accordance with risk and other priorities.</p> <p>Develop a more centralised recruitment to ensure vacancies are responded too quickly.</p> <p>Consider developing an alternative offer for example brief interventions for small groups. For both YCP and CRs</p>
5	<p>Reliance on singleton posts in key roles.</p> <p>For example, performance manager, Referral Order and Volunteer coordinator.</p>	<p>Cover arrangements developed for the RO and Volunteer coordinator.</p> <p>Develop contingency plans for performance manager cover.</p>
6	<p>Implementation of the new CS case record system.</p> <p>The YJS have read only access, but this is crucial to the service identifying wider safeguarding issues for children.</p>	<p>Ensuring enough business support available to ensure our required data is transferred.</p> <p>Performance manager time to undertake relevant tasks.</p> <p>Staff undertake the required training in a timely way.</p> <p>Lead identified.</p>
7	<p>Turnaround programme</p> <p>Meeting our performance requirements.</p>	<p>Develop a caseload model which ensures that numbers can be delivered.</p> <p>Identify staffing shortages and mitigate by allocating to identified wider than the team.</p> <p>Consider the use our reserve to support with delivery.</p>

		Ensure channel of communication are open with the Ministry of Justice identifying early problems.
8	Hampshire and the IOW ICS are in financial recovery which could limit its ability of the ICB to make financial commitments.	<p>Ensure that the performance reporting in relation to the Therapeutic Wellbeing Officers provides the necessary evidence to support further funding.</p> <p>Comply with any timelines required.</p> <p>Any future requests need to include all relevant NHS commissioners potentially impacted by this future request to ensure that any requests meet NHS thresholds for such investment.</p> <p>Identify any other potential grant sources for additional funding requirements.</p>
9	Proposed merger of several community NHS trusts and services into a single provider covering HIOW. Potential for short term impact during the change period.	Current progress is being informed by our CAMHs service.
10	Speech and Language Communications Needs in children not being met	<p>Evaluate current provision in order to support a business case for a more permanent resource which can be used across the Youth Justice Service.</p> <p>Ensure that Board members are informed.</p>

17. SIGN OFF SUBMISSIONS AND APPROVAL

This report is due to be presented at the full council meeting in September 2023.

Chair of YJS Board - Name	Steph How
Signature	
Date	06.07.2023

Appendix One

Service Structure Chart



HYJS HQ Structure
Chart - H YOTs Manaç

Appendix Two

Budget Costs and Contributions 2023/24

Please note that Youth Justice Board notification yet to be received.

	Core Budget 2023/24
	£'000
Income	
Partners' Contributions:	
National Probation Service	(5)
Hampshire County Council	(1,578)
Youth Justice Board	(1,318)
Other income:	
Carry forward from prior years	0
CCGs	0
Isle of Wight recharge	(28)
MoJ Turnaround grant	(332)
Contribution in kind:	
Hampshire Constabulary staff	(311)
CCGs	(188)
Probation	(65)
Total income	(3,825)

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children and Young People's Select Committee
Date:	22 September 2023
Title:	Scope and Breadth of Hampshire's Library Offer
Report From:	Director of Children's Services

Contact name: Suzanne Smith / Sharon Stewart-Smith

Tel: 0370 779 7260

Email: Sharon.Stewart-Smith@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to support members in understanding the scope and breadth and reach of the library offer, and the impact this has on library service users.

Recommendation

2. Members are asked to note the contents of this report, and the future strategic direction of the Hampshire Library Service, and to consider any local connections that would be beneficial to explore to further meet the needs of local residents.

Executive Summary

3. This report comprises four parts:
 - The report explores what makes a library a library in 2023, it sets out the statutory requirement of a library service, the Libraries Connected National Offer and how Hampshire Library Service provides a comprehensive and efficient service whilst delivering a vision.
 - We provide information on our work delivered through this vision, by focussing on some of our core campaigns and offers to provide richer detail on the breadth, reach and impact of the current offer.
 - The quantitative and qualitative impact of libraries.
 - We take a forward look at how we can continue to develop our services and partnerships, and how we are reviewing our community hub offer to align and merge with the new community hub concept under development in Children's Services to ensure libraries retain a universal service that meets the needs of communities.

What makes a library a library in 2023

4. A recent report from the Minister responsible for libraries, Lord Parkinson of Whitley Bay, states: Library services continue to rise to the challenges which have confronted every type of organisation. Our libraries have been a lifeline for many people while living costs have been rising, with many libraries becoming 'warm banks'. In addition to their core activity – encouraging reading and making a wide range of loan material available – they continue to provide a range of other services: free access to WiFi and public PCs, study spaces, and providing welcoming and trusted places where people can take part in group activities or come together for a variety of purposes. They are an important part of the wider civic infrastructure too, often providing access to other government or civil society functions.
5. In Hampshire, engagement with communities by the Library Service takes place through our core offer of events, activities, and partnerships. Below we provide details on the statute, the current national Universal Library Offers and the current vision that Hampshire Library Service works to, to meet statutory requirements and community need.
6. The statute: main requirements and general duties of the 1964 Act
 - A 'comprehensive and efficient' Library Service for all persons, taking account of local community needs (including future need) and available resources.
 - Facilities available for the borrowing of, or reference to, books and other materials sufficient in number, range and quality to meet general, and any special requirements, of both adults and children.
 - The keeping of adequate book stocks and a requirement to lend books and other printed material free of charge for those who live, work, or study in the area.
 - Encouraging both adults and children to make full use of the library service and providing advice and support on how to make use and access services, information, and resources.
7. In 2014, central and local government established a Libraries Taskforce to provide leadership and implement recommendations to reinvigorate libraries. [Libraries Deliver 2016 to 2021](#) provided the ambition for libraries for this period and articulated the vision that libraries are vital community hubs, which bring people together and give them access to services and support to help them live better.
8. Following a recent independent review chaired by Baroness Sanderson of Welton, it is anticipated that a new public library strategy will be launched in 2024.
9. Libraries Connected is commissioned to work as an Investment Principles Support Organisation (IPSO) for libraries. It represents public libraries in England, Wales and Northern Ireland.

10. Libraries Connected Universal Library Offers were reviewed in 2019 and provided an integrated approach to library services. They are designed to connect communities, improve wellbeing, and promote equality through learning, literacy, and cultural activity nationally.



11. Hampshire County Council continues to meet statutory responsibilities and provides a comprehensive and efficient service which provides:
- A network of 40 physical library locations, reasonably accessible to all residents across towns and villages throughout Hampshire.
 - A comprehensive lending offer and a universal range of other events, activities, and services to encourage use and support and include our communities.
 - A tiered system of library spaces, based on community need with each District retaining a top tier library, providing a total of 1250 staffed opening hours across a 6-day week.
 - A popular digital lending offer with a growing audience.
 - A home library service, delivering books and support, through a volunteer workforce, to individuals and/or carers who are homebound.
 - A targeted Learning in Libraries offer focussing on employability skills, digital support and health and wellbeing.
 - Free access to public IT and Wi-Fi.
 - A high performing subscription-based School Library Service supporting children's literacy and helping develop a lifelong love of reading for pleasure in schools and beyond.

12. Hampshire Library Service meets community needs and aligns with national Universal Library Offers, by providing a modern, relevant and sustainable library service that is valued by communities and which plays an important role in delivering Hampshire County Council's strategic goals through achieving three core priorities;
- Promoting reading
 - Supporting healthy, creative communities
 - Investing in digital services.

Hampshire Libraries: Our Vision

Priority one:

Promoting reading

- i. **Providing a service for everyone** - championing reading for pleasure.
- ii. **Developing children's literacy, particularly within the Early Years (ages 0-5)** - giving children the best start in life.
- iii. **Investing in Hampshire's Digital Library** - reflecting increasing use of electronic books and offering greater choice to readers.

Priority two:

Supporting healthy, creative communities

- i. **Establishing council - run libraries as 'community hubs'** - bringing individuals, communities and services together, thereby making better use of available public funds and improving outcomes for people.
- ii. **Taking the Library Service into communities** - engaging with residents in the most deprived areas, where use of library services is lowest, and partnering with voluntary and community sector organisations.
- iii. **Delivering a programme of learning and activities that meet the needs of library users** - promoting literacy, health, wellbeing and digital skills.

Priority three:

Investing in digital services

- i. **Providing access to technology, prioritising those at risk of digital exclusion** - working with partners to help people access information, opportunities and services online.

Hampshire County Council

www.hants.gov.uk/library

13. **Promoting reading** – we champion reading for pleasure for all ages and have a focus on early years, ages 0-5, to help give Hampshire's children the best start in life. Hampshire Library Service has invested in our digital library to reflect and support the increasing use of electronic and audio books, as well as access to free newspapers and magazines.
14. **Supporting healthy, creative communities** – we strive to bring the local community and services together to improve equal access and provide better value for everyone. We are engaging with residents and both voluntary and community sector organisations in areas where participation has been lowest to improve engagement. Libraries provide a comprehensive programme of events, activities and learning opportunities that promote literacy, support expansion of digital skills and improve general health and wellbeing and create greater resilience in the community.

15. **Investing in digital** – ensuring that those that need it have the skills and opportunities to access information and services online, with a particular focus on those who are at risk of digital exclusion. This is achieved by providing free access to the online world via the Go Online (public access) terminals, offering customers the ability to print documents in branch (for a small charge) and offering digital learning activities via the Learning in Libraries programme and with other partners. Current and future plans include the enhancement and upgrading of the public printing solution, and a refreshed Go Online service. Other ongoing enhancements include continued investment in the digital library via the Borrow Box platform and the ability for customers to self-serve via the Spydus Mobile app.

Core services and campaigns

16. To meet local needs, Hampshire's libraries provide a varied range of services, campaigns, activities, events, and resources to a diverse range of members and library visitors. These services provide a key role in building better resilience into communities.
17. Events and activities that engage and signpost communities, whilst facilitated and often delivered directly by library teams, may also be delivered or assisted by volunteers or a wide range of community, internal and external partners.

Children and young people's events and activities

18. The Library Service vision made a commitment to support children's literacy in the early years with the longer-term aim of narrowing the educational gap. Before literacy develops more broadly, children need to develop their language. Total attendance at children focussed activities and events during 2022/23 was 225,003.
19. **Rhymetime** supports parental engagement in their child's language and social development as well as building attachment. As well as attracting almost 100,000 visits to Hampshire libraries during 2022/23 these sessions help babies and toddlers develop communication and listening skills through singing songs and rhymes.
20. **Storytime** is a fun and engaging way to introduce children to books and support a lifelong love for reading. Books are selected with rhyme and repetition in mind to support enjoyment, speech, language and communication.
21. **Baby Play** is a weekly group for parents/carers with babies aged 0-12 months. Sessions include free play with soft, sensory toys and books, rhyming and the occasional visitor from local organisations. Some partners signpost parents to these sessions who are feeling socially isolated or in low mood.

22. **Over and Over** is a six-week programme led by library staff, in partnership with childminders, nurseries and pre-schools, to support under-fives. The programme is called 'Over and Over' as the concept of re-reading a book supports children's early language development. It is currently being delivered in areas of deprivation and will be rolled out in other areas of need. The programme shows positive progress in children's communication, language and confidence.
23. **Rhyme & Story of the month** has been introduced to improve the quality of our early years events and activities to support language development and the home learning environment. It encourages continuation at home as it is suggested that if children know eight nursery rhymes aged four, they are usually among the best readers at eight. A digital campaign with the support of health workers has resulted in reaching families who may not have visited the library previously.
24. **Chatterbooks** is a reading group for children aged 4-12 which focuses on reading and building a lifelong reading habit through sharing stories and participation in engaging activities and crafts built around books.
25. **Gaming groups** (including board games/construction club/stay & play sessions) are often held on Saturdays and in school holidays allowing families to spend time together and strengthen relationships. These encourage critical thinking and problem solving, and aid language development. They can provide a sense of accomplishment and achievement, whilst reducing isolation, anxiety, and stress.
26. **Code Club** is a club for children to practice, share and develop their coding and digital skills. Code Club is a global community supporting volunteers and organisations with free resources and vetting to successfully run and deliver these clubs.
27. **Learning & health partners** - Hampshire Libraries enables spaces for partners to meet with the public in a safe inclusive space; reducing any stigma that may come with attending a session. Holding these in libraries helps hard to reach communities, improves engagement and reduces fear.
28. **School Class, uniformed groups (e.g. Brownies) and pre-school visits** provide important engagement sessions to connect with children who may or may not have used the library before, to showcase all the services, resources and opportunities libraries provide.

Summer Reading Challenge

29. The Summer Reading Challenge is a challenge to read six books over the summer holidays to support children to sustain their literacy levels over the 6-week break, where they can often dip between school years. With a keen focus on reading for pleasure, it can have a very positive impact on children's life opportunities.

30. Children get stickers for each book they read and a medal and certificate for completing the whole challenge.
31. Participants continue to grow, post pandemic, and working with funding from, and in partnership with, the Holiday Activity Fund has enabled libraries to provide additional support via a Books and Brunch scheme and work with providers to bring reading and the library offer to some harder to reach families.
32. In 2022 Hampshire Libraries had the highest participation rate of any South East authority, and at the time of writing, over 19,000 children had started the 2023 Summer Reading Challenge with over 65,000 books being read as part of the initiative. This is an increase of 12% on the numbers for the previous two years.

Libraries of Sanctuary

33. In 2022, Hampshire Libraries were awarded Library Service of Sanctuary in recognition of our work with refugee and asylum communities across all libraries. This has enabled greater access to funding, and with partners, the creation of Ukraine Connections. It facilitated Ukrainians coming together in a safe environment to be introduced to library services, meet for refreshments, create networks, ask questions, and be signposted.
34. Some groups continue, having evolved into Community Connections, which welcome all sanctuary seekers. We also run Conversation Cafes (led by volunteers) to support informal language learning beyond the ESOL classes on offer.
35. Similarly, activities and events for Hongkongers and BN(O) visa holders have been held to welcome them to the library service. Over 60 Hongkongers attended Hong Kong Welcome Days in three libraries in August. Chinese brush painting tasters, traditional food, and games were provided to help demonstrate activity range, and partners came to engage too. All attendees enrolled in library membership, which is an achievement in a community which is generally fearful of 'government' entities. These events, coupled with our welcoming safe spaces, have helped to break down barriers to this community. One attendee commented "*the event last Saturday went so well and completely spiced up my week. I could not stop myself from telling people how great my weekend went*".
36. Both Ukrainians and Hongkongers are now volunteering and working in our library team.

Universal adult events and activities

37. Hampshire Libraries host a range of events and activities which bring adults together to: knit, play board games or cards, listen to someone read or

provide a talk, practice another language, or participate in a reading group. With an overall attendance of 43,156 during 2022/23.

38. In 2022 libraries helped launch Public Health's Chat About campaign and continue to provide regular sessions facilitated by staff and volunteers who have received additional Mental Health & Suicide Awareness training. To date 5,134 participants have attended these events.
39. **Case Study 1:** *"Two elderly gentlemen attend ChatAbout who have both been recently bereaved, having lost their wives. They very much look forward to their Thursday session, as it helps them feel less isolated. Although they came independently, they have now built a friendship and see each other regularly. Both customers have health issues, and they find the sessions help them feel more relaxed and less anxious. For one it has been an important opportunity to practice his speech whilst recovering from a stroke."*
40. **Case Study 2:** *"A lady attending our 'Relaxation Station@ChatAbout' club every week, finds it is helping her mental health. She has suffered an abusive relationship, and other substantial traumas like losing a child. She relies on it to help her get through as she is having a tough time in shared accommodation."*

Learning opportunities

41. Hampshire 'Learning in Libraries' provides adult community learning in 28 libraries across the county and online via Zoom. The programme is funded through Hampshire Learns, with a focus on building healthy and resilient communities by tackling social isolation, connecting learners with the wider community, developing positive parenting skills and creating community cohesion. In the 2022-23 academic year, 'Learning in Libraries' delivered 457 courses, reaching 2,833 Hampshire residents.
42. **Case Study 3:** *Everyday English course: "... I'm writing because I would like to share a great news with you, I've got a job last week and I'm going to start it next week. I'm really happy I'm coming back to the job market. I would like to thank you for all the support that you've given me all this time. It was really important for me feeling more confident with the English language."*
43. **Case Study 4:** *A daughter attended Makaton course and was able to share her learnings with her father. He was then able to say 'I love you' to his daughter, the first time since his stroke a few years ago.*
44. **Case Study 5:** *"After attending a First Aid course – one attendee put their new skills to good use very quickly. Following a car accident, she was able to give CPR and save the life of the individual."*

Cost of Living

45. In 2022/23 Hampshire libraries recognised many customers were having financial issues due to the cost-of-living crisis. A pro-active approach was taken to identify partners that could help source funding or resources to aid customers. We have supported over 21,580 people through:
- Warm and Welcome events – with a range of partners and information stands linked to fuel and food poverty. Food vouchers, warm bags and signposting to other resources including the promotion of libraries as warm and welcome spaces.
 - Establishing uniform and coat swaps, where there is a need.
 - Community pantries & fridges in Hythe, Ringwood and Hayling Island Libraries with more planned. Hythe has up to 100 people per day using these facilities. Ringwood Community fridge has saved over 60 tonnes of food waste to date. Hayling Island Library Pantry has 400 regular customers.
 - Period poverty stations providing free period products to customers, working in partnership with Bloody Good Period, with Fareham Library alone distributing 30 items per week.
 - Setting up Chat About sessions for those who were socially isolated.
 - Holiday and Food activities for whole families were delivered through the Christmas holidays. The programme reached 75 children/families participating in board games, crafts, goody bags with healthy snacks and drinks.
46. In 2023/24 we have continued to develop this work county-wide with Household Support funding via connect4communities, particularly focusing on those in areas of deprivation. The work includes:
- Further Warm and Welcome events linked to fuel and food poverty.
 - Providing after school clubs and Saturday fun family sessions with refreshments.
 - Basingstoke Discovery Centre continuing their popular Books and Brunch scheme.
 - Libraries with cafes offering food vouchers to those most in need in the winter months. Hayling Island Library will also be starting a lunch drop-in aimed at older customers offering a mug of soup and bread roll.
 - Holiday and Activity Fund sessions have been delivered again across the county to families and children. There has been a focus on targeting schools with high free school meal data and building relationships with HAF providers. We have seen increased engagement from children on free school meals since last year including participation in the summer reading challenge.

Digital activities

47. Social media – Library branches use a range of social media platforms (Facebook, Instagram etc.) to engage with customers, encourage use, help

communities feel connected and informed. This can range from finding the right book, to promoting key partner and library services.

48. Digital volunteers provide 1:1 support for customers that have more complex queries or need to learn how to access materials online.
49. **Case Study 6:** *“I have been an IT volunteer for a while now and lately there has been an upturn of people with high anxiety needing help to understand computer vocabulary e.g., apps, tabs, data charges, search engine results, concerns over privacy, costs, and banking. Recently a customer needed access to the NHS app and GP webpages; following a couple of sessions, the customer is now confident to check their records and make appointments, taking away their fear of accessing things digitally.”*
50. Hampshire has a very successful e-book and e-audio platform. Customers are now borrowing 98% more digital books than they were in 2019/20. In total, Hampshire residents borrowed over 1 million digital books last year. This digital borrowing figure rises to 1.9million issues when e-Newspapers and e-Magazines are also considered.

Home Library Service

51. The [Home library service](#) (HLS) is an invaluable resource for anyone in Hampshire who finds it difficult to access a library due to ill-health, disability or caring responsibilities. The Service provides the opportunity for individuals to continue to enjoy the pleasure of reading and learning, as well as regular contact with a friendly volunteer, helping reduce social isolation. Many customers also use our Reading Friends telephone service, receiving regular phone calls to discuss shared interests in books or hobbies. We currently have 227 active volunteers visiting 406 customers, and 30 volunteers dedicated to telephoning 45 reading friend participants.
52. **Case study 7:** *“I have been very impressed with the HLS service which is about so much more than reading. Our volunteer is kind and spends time giving my elderly Mum much appreciated companionship to overcome loneliness and helps her mental health.”*

Campaigns and targeted projects with partners

53. **Domestic Abuse Support** - Hampshire Libraries have worked in partnership with Hampshire Police and Stop Domestic Abuse on a project to improve support to survivors and/or victims of domestic abuse so they can easily and discreetly access information and support through literature, free to use library computers and trained staff.
54. **Case Study 8:** *A note left in a Domestic Abuse book 'No Visible Bruises': “Thank you for putting books on display about domestic abuse. I don't know where to find them and don't feel I can ask. Would you be able to leave out books on emotional (non-violent) abuse, please? I will come in whenever I*

can. They are helping me understand things better and I'm sure others really appreciate this too, so a huge thank you Library team. PS - I'm safe - just recovering. No need to panic!"

55. **Death Positive Libraries** The Death Positive project aims to remove barriers when talking about death and dying and supports individuals with bereavement. We have five Death Positive hubs across Hampshire and have worked with partners to provide a book collection and bereavement support groups.
56. Bereavement groups are successful not only in supporting grief, but also lowering social isolation. To date, the average attendance at a session is 11 people, with a total of 644 attendees across 57 sessions. Further to this a recent Living with Loss survey identified that confidence to talk about death and dying had increased amongst all attendees in our groups.
57. The book collection comprises physical and digital titles, for both children and adults. Within its first year, the physical collection had over 1,000 issues closely followed by 837 issues from the digital collection.
58. We plan to continue to offer supportive events and work alongside the charity Ripple to aid with the suicide prevention strategy.

Climate change

59. Hampshire Library Service made a strong commitment to addressing the climate emergency when they joined the Green Libraries Partnership and Manifesto in 2022, since then we have:
 - Secured funding from Arts Council England's Libraries Improvement Fund to create a 'Green library' to showcase how libraries can reduce their impact on the environment and engage and inform the local community on the topic. Bridgemary Library was selected for this scheme as the building was in need of some heating investment and easy to improve and the community is considered harder to engage in the topic.
 - Run a social media campaign 'Earth Matter's March' (March 2022) sharing hints and tips for saving money and energy/waste.
 - Formed a partnership with Natural England and Libraries Connected to develop and pilot the Nature Moments project, which is now being rolled out across England.
 - Used funding to improve customer engagement with climate change through multiple initiatives including creating appealing outdoor spaces at libraries, planting trees, providing free water refill points and labelling bins.
 - Worked with partners, including the Hampshire Waste Prevention team and Learning in Libraries to deliver a free Festival of Climate Change in February 2023. During the 10-day festival 152 events were delivered across all 40 libraries. This festival will continue annually, but with a closer link for climate change and cost of living next year.

Volunteers

60. The Library Service makes extensive use of volunteers.
61. **Branch Volunteers** help deliver activities, support customers to access computers, and help keep the libraries tidy and organised both inside and out, where we have grounds or gardens. Library volunteers provided over 16,000 hours of direct support to the service in 2022/23 and brought a multitude of skills, adding value to our teams and communities.
62. **Young Volunteers** have opportunities to build skills and provide support in communities through several schemes, including Work experience, Duke of Edinburgh volunteers and supported internships. We are currently developing a pilot scheme with the Youth Offending Team to include libraries in community payback schemes.
63. Many volunteers go on to employment opportunities or remain volunteering with the library service.
64. **Case Study 9:** *“We have worked with Hampshire Futures by recruiting Stephen for an internship at New Milton Library, in summer 2021, working every Thursday 10-4 with his support worker for a few weeks to become familiar with supporting at rhyme time which he really loves, this includes managing the music for songs, he also helps us to plan and prep new craft ideas for our children’s activities as well as shelving and tidying the library. He has flourished and is a valuable member of our team. And when I asked him if he wanted to carry on after his internship he was thrilled as he loves to be with us come rain or shine.”*
65. **Home Library Service Volunteers** select books for customers who are unable to visit the library due to ill-health, disability, or caring responsibility. They also provide social contact and signpost to support where needed.
66. **Summer Reading Challenge Volunteers** support our annual summer challenge.
67. **Case Study 10:** *From a jubilant 4-year old completing her first SRC to a spirited teen, volunteering her time to help others with their own summer reading efforts. A decade-long journey comes full circle. A heart-warming testament to how childhood reading can spark lifelong passion for books and nurturing literacy in others.*

Key Partners

68. Libraries work with over 60 partners currently which comprise of some who hire space to deliver services or activities, and others who work together with our teams to provide events, activities, signposting and information.

Partners



The quantitative and qualitative impact of libraries

69. Hampshire Library service joined Children's Services in a very strong position, as evidenced in CIPFA's most recent Public Library Statistics 2021/22 report. While HCC remains a top performing authority – most issues, most visits, most elluses of any county authority – it does so efficiently as evidenced by:
- spending less overall per 1000/population than most other English counties
 - having the lowest number of libraries relative to population of any English county
 - having less staff per 1000/population than the majority of other English counties.
70. In line with all parts of the County Council, and in the face of the challenging economic environment, the Library Service will continue to explore even more efficient ways of providing the service.
71. It is widely acknowledged that CIPFA data (which is now based on returns from only 40% of local authorities) cannot identify the full value of library services locally and nationally. Whilst CIPFA details the quantitative data it does not provide the qualitative evidence that libraries are being encouraged and requested to provide.
72. According to the Arts Council of England, 77% of people believe that libraries are either essential or very important to their community. Furthermore, library attendance is positively associated with well-being, with libraries improving digital and health literacy and supporting self-care and community prescribing, saving the NHS at least £27.5m annually in the process, according to the Chartered Institute of Library and Information Professionals (CILIP).

73. There have been several reports following independent research that provide qualitative evidence of the positive impact of libraries. Two key reports published in 2023 both found that libraries provide at least six times the known annual costs of running libraries nationally.
74. The most recent, Library for Living, and for Living Better investigated three main themes: digital inclusion; health, wellbeing, and independent living; and Children's literacy & associated outcomes, all of which are high on Hampshire Libraries' current vision and strategy. The report conservatively estimates that library services in England can generate social benefits to their communities to a value of at least £3.4bn per year in relation to the three value dimensions investigated. The report further identifies how libraries provide safe and comfortable spaces where people can develop their literacy skills, and a place that offers important support when individuals experience crisis moments of digital exclusion. Libraries are places of living literacy, raising children's literacy levels and with potential to return a value of up to £60,000 throughout each child's lifetime.

A forward look

75. Hampshire Library Service continues to work hard, both internally and externally, to ensure the most effective means of meeting local needs **while continuing to provide a comprehensive and efficient library service on behalf of the County Council and Hampshire's residents.**
76. We are undertaking an internal review of our core offers to ensure we continue to develop services and partnerships which provide the universal duties and vision for Hampshire Libraries.
77. Hampshire Libraries will also seek to align with the new community hub concept under development within the wider Children's Services Directorate. An example of this is the role libraries provide in preparing children for learning and school through our resources and activities. More cohesive working with Children's Services, education, health partners, and community organisations, will link up early help offers available to communities, with the aim of preventing the costly escalation of needs, whilst providing a safe and non-stigmatising space for families.
78. The Library Service continues to work closely with a range of District and Borough Councils to ensure that Libraries are at the heart of the development of high street regeneration plans and cultural strategies. **There is increasing recognition that cultural venues including libraries play an important role in healthy and prosperous streets.**
79. All of this is set within a context of operating as an efficient public service, with a keen focus on opportunities for income and sustaining a commercial mindset. Our focus remains on making connections, improving advocacy and driving partnership working to further promote **the service, drive up footfall, outreach, and income generation.**

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

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:

No statement required for this report.

Reference materials

[Libraries as a statutory service - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/libraries-as-a-statutory-service)

[Report under the Public Libraries and Museums Act 1964 for 2022/23 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/report-under-the-public-libraries-and-museums-act-1964-for-2022-23)

[Libraries Deliver - Ambition for Public Libraries in England 2016 to 2021.pdf \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/publications/libraries-deliver-ambition-for-public-libraries-in-england-2016-to-2021)

[Universal Library Offers | Libraries Connected](#)

[Ready to Learn Campaign | Libraries Connected](#)

[Death positive libraries: A national framework | Libraries Connected](#)

[Green Libraries Partnership: How libraries can get involved | Libraries Connected](#)

[Report under the Public Libraries and Museums Act 1964 for 2022/23 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/report-under-the-public-libraries-and-museums-act-1964-for-2022-23)

<https://www.publicpolicyexchange.co.uk/event.php?eventUID=NH10-PPE>

[Libraries for Living, and for Living Better.pdf \(librariesconnected.org.uk\)](#)

[moore-kingston-smith-impact-report-jan-23.pdf \(suffolklibraries.co.uk\)](#)

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HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children and Young People Select Committee
Date:	22 September 2023
Title:	Update on Autism Services Commissioning for Children and Young People in Hampshire
Report From:	Mental Health and Learning Disabilities / Autism Delivery Directorate, Southampton and Isle of Wight ICB

Contact name: Catherine Barnard, Transformation Lead, Southampton and Isle of Wight ICB

Tel: 07584 203782

Email: catherine.barnard@nhs.net

Purpose of this Report

1. The purpose of this report is to set out the current status of action that is underway by the Hampshire and Isle of Wight Integrated Care Board to tackle the ongoing challenges in relation to ensuring access to autism assessments in Hampshire.

Recommendation(s)

2. For the Children and Young People Select Committee to note the progress made and ongoing issues outlined in the following update report.
3. For the committee to receive an in-person update in November 2023 and agree future reporting requirements.

Executive Summary

4. This report updates the Select Committee as to the current state of progress in relation to achieving timely access in relation to Autism Spectrum Condition (ASC) assessments and related support and services, outstanding and new issues to address, and next steps.
5. Whilst NHS HLOW ICB, and Frimley ICB (in relation to provision for children and young people living in North East Hampshire), has implemented significant financial investment to expand Autism Assessment activity across Hampshire, referrals have continued to increase which has resulted in a growing assessment waiting list. To address this, the two ICBs:
 - Are developing an improvement group to facilitate, monitor and oversee the transformation of services across the Hampshire and Isle of Wight ICB geography.

- Have secured non recurrent funding through a public health bid, for 350 people in Hampshire (aged 16-25), to be assessed more quickly.
- Have established a new all-age commissioning framework which supports more agile arrangements for procuring additional Autism assessment activity.
- Are working with system partners to ensure contracts and services due to expire in March 2024 are secured, whilst plans for long term capacity to meet ongoing needs for Autism and Attention Deficit Hyperactivity Disorder (ADHD) are developed.
- Are reviewing aspects outside of the assessment pathway, such as mental health inequalities, age based thresholds, transition, mental health comorbidities, earlier identification and needs-led support and workforce training.
- Have worked with Hampshire County Council and Hampshire Autism Partnership Board to develop a new Local Authority Autism Strategy.
- Have worked with HCC Public Health to highlight mental health inequalities for those with Autism within the Hampshire County Council Mental Health Wellbeing Strategy.
- Have successfully achieved the increases in Autism Assessment activity that it set out to achieve, moving from an average of 600-700 assessments per year before 2020 to approximately 1,500 per year from 2021 onwards.

6. To Note:

- Despite significant investment in Autism assessment capacity, in Hampshire we continue to find that this has not been sufficient to achieve the objective of a 3 month (12 week) wait by March 2024, largely due to the increase in referrals made since the start of the Covid-19 Pandemic.
- In June 2023, an average wait of 18 months was reported to the committee. Following identification of a data error and subsequent analysis and cleanse, the average waiting time for children and young people in Hampshire has been confirmed as currently 12.7 months.
- Continued partnership with HCC SEND services and other education colleagues will be necessary to help understand, address and potentially reduce (if appropriate) current levels of referrals.

Contextual information

7. Nationally, regionally and locally, Autism and ADHD assessment services are facing significant capacity issues, with increasing waiting lists as a result of an unprecedented surge in demand. Even before the Covid-19 pandemic, long waiting times for both ADHD and Autism assessments were widely reported and acknowledged. As a result, the NHS has been clear about its ambitions to make significant improvements both in the NHS Long Term Plan and the national strategy for autistic children, young people, and adults.

8. In early 2021, a revised and improved service specification for a new assessment service (across Hampshire the Isle of Wight) was jointly designed with families, clinical experts and relevant professionals across multiple agencies and disciplines. Following a competitive tender process Psicon Ltd was awarded the contract The current service contract expires on the 31st March 2024.
9. Key improvements and changes that were introduced in the Psicon assessment service that started in October 2021 included:
 - Expanded age range down to 3 years old (originally 5 years) to 18 years (and up to 19 years for those with a mild to moderate learning disability)
 - Provide an accessible and flexible NICE Compliant service which supports patient choice, family life and offers a range of assessment formats including face to face, online and hybrid models and includes post assessment follow up sessions.
 - Provide a local service, with established local links which ensures joint working with other agencies and services, including clear specific and meaningful signposting to the child and family.
 - Ensure that children and their parent/carers are involved in each step of the pathway.
 - Continue to work with Hampshire and Isle of Wight commissioners to develop services for Autism and other neurodevelopmental conditions.
 - Expansion of referral sources to support referrals from any health education or social care professional.
10. In order to design and deliver a new pathway that identifies need at the earliest point and offers the right support at the right time, it is vital that the whole system work together. Whilst the NHS plays a clear role in the formal diagnostic pathway, there are actions we can take across the system that will change the way in which families engage services and rely on diagnosis as the default position to meet need. As such HIOW ICB is working with partners, including Frimley ICB in relation to North East Hampshire children and young people to deliver system wide transformation of all services related to Autism and ADHD Scope as follows:

Workstream 1: Transformed Service Model – Diagnostic Service

- Design a service that fully meets current and projected demand and offers a response which is proportionate to need.
- Meet the 12-week NICE recommended waiting times target by maximising capacity and minimising waste.
- Facilitate the smooth delivery of triage, assessment, diagnosis and prescribing services as well as signposting/referrals onto other services.
- Ensure reassuring and safe transition/discharge.
- Provide the infrastructure required to maintain safe and equitable shared care.
- Manage patient expectations and reduce inequalities.

Workstream 2: Transformed Service Model

- Secure funding for short-term capacity to clear or reduce current waiting lists.
- Map the entire pathway, to include diagnosis and early intervention and support through to crisis – identify gaps, areas of good practice and areas of risk of harm to children, young people and their families.
- Collate and maintain data sets to build a true, dynamic understanding of demand across all parts of Hampshire and the wider HIOW ICS area.
- Assess the harm and costs of waiting to individuals and the system, using resulting data to anchor change.
- Implement sustainable shared care arrangements which match national policy and are locally agreed with Primary Care.
- Codesign support services which meet need and offer evidence based NHS interventions and support at the right time – non diagnosis reliant.

Workstream 3

- Understand and implement change alongside those people with lived Experience using them as Subject Matter Experts.
- Enable access to innovative models of needs led and accessible support/alternative pathways for individuals across every stage of need, including evidence-based psycho-social interventions.
- Identify and mitigate interdependencies between agencies which are historically reliant on diagnosis to access support.
- Develop collaborative partnerships (example strategies) for action on local systemic change, to ensure consistency across the ICS.

Timeline

	2022/23				2023/24				2024/25			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
All Age ASC& ADHD Service Review												
Independent review												
Interim service stabilisation												
Service requirements review												
Engagement/Coproduction												
Business Case Submission												
Pilot transformation initiatives												
Service mobilisation												
Service GO Live												

Conclusion and Next steps

11. As the ICB develops plans to establish a co-designed, all age transformed pathway model to meet ongoing demand for ADHD and ASC (Autism Spectrum Condition) across HIOW, the current priority is to ensure that services contracted until 31st March 2024 are re-commissioned to

guarantee there are no gaps in provision. Proposals regarding procurement strategies are currently being considered by appropriate ICB governing bodies.

Consultation and Equalities

12. Children and young people in Hampshire impacted by autism and neurodiversity are recognised by HIOW ICB and Frimley ICB as having vulnerability to poor outcomes under the Equality Act in relation to disabilities (learning disabilities) and age (children and young people).

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HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children and Young People Select Committee
Date of meeting:	22 September 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	22 September 2023	14 November 2023	19 January 2024	26 June 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	Savings Programme to 2025	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		
Pre-scrutiny	Youth Justice Plan	To pre-scrutinise the Youth Justice Plan prior to consideration by the County Council.	X			
Overview	Library Service	To receive an overview of the full scope of the libraries offer for Hampshire’s residents.	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	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	Youth Justice Service	To receive an update on the Youth Justice Service. <i>Last update – March 2023</i>				
Overview	Special Educational Needs & Disability (SEND)	To receive a regular update on SEND. <i>Last update – October 2022</i>				

Topic	Issue	Reason for inclusion	22 September 2023	14 November 2023	19 January 2024	26 June 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	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>				
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>				
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	X Pres.	X	X

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 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

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Document

Location

None

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

2. Equalities Impact Assessment:

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

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