

<p style="text-align: center;"><u>Meeting</u></p> <p style="text-align: center;">Children, Education & Safeguarding Committee</p>
<p style="text-align: center;"><u>Date and time</u></p> <p style="text-align: center;">Monday 20th March, 2023</p> <p style="text-align: center;">At 7.00 pm</p>
<p style="text-align: center;"><u>Venue</u></p> <p style="text-align: center;">Hendon Town Hall, The Burroughs, London NW4 4BQ</p>

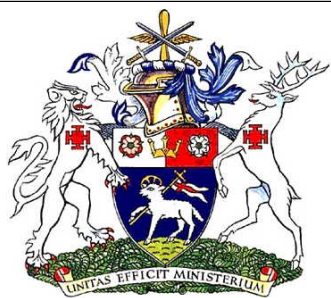
Dear Councillors,

Please find enclosed additional papers relating to the following items for the above mentioned meeting which were not available at the time of collation of the agenda.

Item No	Title of Report	Pages
8	Carers and Young Carers Strategy 2023-2028	3 - 10
11	Variation of the Barnet Education and Learning Service Articles	11 - 16

Pakeezah Rahman Pakeezah.Rahman@Barnet.gov.uk

This page is intentionally left blank



Children, Education and Safeguarding Committee AGENDA ITEM 8 **20th March 2023**

Title	Carers and Young Carers Strategy 2023-2028
Report of	Cllr Pauline Coakley Webb, Chair, Children, Education and Safeguarding Committee
Wards	All
Status	Public
Urgent	No
Key	Yes
Enclosures	Carers and Young Carers Strategy 2023 2028
Officer Contact Details	Chris Munday, Executive Director, Children's & Family Services chris.munday@barnet.gov.uk Joanna Rider, Senior Commissioner, Family Services joanna.rider@barnet.gov.uk

Summary

The new Carers and Young Carers Strategy 2023-28 focuses on the importance of the identification of individualised support for, and meaningful collaboration with, carers, for their benefit and for the benefit of the person they care for.

The priorities defined within this strategy and the outcomes the council and partners intend to achieve are a result of listening to the collective voice of carers (of all ages) and stakeholders.

The strategy aims to:

- help carers and young carers access relevant support early in their caring role.
- support carers to continue caring.
- support carers to balance their own needs with that of the person they care for
- ensure that the caring role is recognised and valued in Barnet.

This report seeks approval of the Carers and Young Carers Strategy 2023-2028.

Officers Recommendations

1. That the Children, Education and Safeguarding Committee approve the Carers and Young Carers Strategy 2023-2028.
2. That the Children, Education and Safeguarding Committee note that a review of the Carers and Young Carers Strategy 2023-2028 is scheduled for 2025.

1. Why this report is needed.

- 1.1 This report seeks Committee approval of the Carers and Young Carers 2023-28.
- 1.2 The Carers and Young Carers Strategy 2023-28 sets out important context around the support offer for carers and young carers support offer in Barnet and sets out key steps to improve this offer; to ensure that the needs of our diverse carer population are met now and, in the years, ahead.
- 1.3 This strategy has been shaped by the Adult Social Care Reform White Paper, which identifies unpaid carers as a priority area, the National Carers Action Plan (2018-2020), NHS Long Term Plan (2019), and takes into account The Care Act 2014, and The Children and Families Act 2014.
- 1.4 This strategy builds on the previous Barnet Carers Strategy and supports achieving the outcomes set within the Joint Health and Wellbeing Strategy 2021 – 2025, the Children and Young People's Plan 2023-2027 and the Child and Family Early Help Strategy 2023-2027.
- 1.5 This strategy has been coproduced and developed in partnership with over 300 carers and young carers, and Barnet Carers Centre; as well as with professionals representing: Adult Social Care, Family Services, North Central London Integrated Care Board (NCL ICB), Barnet Enfield and Haringey Mental Health Trust, commissioned and non-commissioned organisations and voluntary and community sector partners.
- 1.6 As part of the governance protocol for Adult Carers, this strategy is due to be approved at the Adults and Safeguarding Committee on 16 March 2023.

2. Reasons for recommendations

- 2.1 Carers and young carers play a vital role in supporting people with health, care and support needs across the borough – delivering thousands of hours of care. This strategy will help the council to carry out its statutory duties to support carers in their caring role. This includes helping to prevent young carers from carrying out inappropriate caring and ensuring that carers of all ages can achieve the outcomes that they desire, whilst maximising their own health and wellbeing. It is important to consider the needs of carers at various times in their caring role, such as identifying carers at the start of their caring journey, supporting them to maintain their caring role, and support at the end of their caring role.

- 2.2 The 2021 Census data shows that Barnet has 28,808 carers, which makes up 7.9% of total Barnet population. This number exceeds the number of carers known to the council and our commissioned services, thus reinforcing the importance of proactive identification and raising awareness of the valuable role carers play in our society.
- 2.3 Barnet also has an aging population and a population that is increasingly diverse. Carer numbers will only increase as the support needs of our aging population increase, as will the importance of ensuring services are accessible to, and appropriate for, the diverse group of people who are carers.
- 2.4 Through engagement and coproduction with over 300 carers to develop the strategy we gained much greater insight into the challenges for carers in Barnet, including:
- Feeling undervalued
 - Needing more preventative support
 - The importance of breaks from the caring role
 - Financial concerns
 - Mental health struggles

We also captured feedback from carers about changes to services that they feel are needed. We recognise that some of these changes may already be a part of the current support offer, such as support for young carers in schools and support to take a break from caring, which indicates that we need to review communication, awareness, and accessibility. Whereas other changes reflect gaps or issues in our local system, such as access to mental health support and challenges with 'inconsistent care', that we will aim to address.

- 2.5 The strategy sets out four coproduced priorities to guide our action planning:
1. Proactive identification of carers and young carers
 2. Individualised support so that carers and young carers can get the support they need and are entitled to
 3. Involving carers to shape future services and support offer
 4. Raising the profile of carers and young carers

3. Alternative options considered and not recommended.

- 3.1 This strategy offers the only consolidated framework that has been co-produced with carers and council partners, to support the council in strengthening the carers and young carers support offer in Barnet. Not having the strategy is therefore not recommended.
- 3.2 If the strategy was not updated, it would remain out of date and not aligned to current legislation, policy, partnerships and best practice. A strategy update ensures alignment with our shared priorities and enables momentum to take the outcomes forward together.

4. Post decision implementation

- 4.1 Following approval, the adult social care team, working with key partners, will establish a new multi-agency Carers Partnership Board that will support development and delivery of a dedicated action plan to implement the strategy over a two-year period.
- 4.2 Progress will be reported to the relevant Council Committee.
- 4.3 Through the two-year Action Plan, the Board will identify interventions and expect to evidence:
- An increase in the number of new carers who are identified at an early stage in their caring role, with a notable improvement in identifying under-represented groups.
 - Carers report a positive experience of working in partnership with Health and Social Care for their benefit and the benefit of the cared for person.
 - An increase in the number of Carers who report they are aware of and can access appropriate information, advice and guidance in relation to their caring role via the national and local Carers surveys.
- 4.4 A review of the strategy and progress to date will take place in March 2025.

5. Implications of decision

5.1 Corporate Priorities and Performance

- 5.1.1 The Carers and Young Carers Strategy sets out the proposed approach to delivering the agenda set by the Corporate Plan priorities of caring for people, in particular, living well.
- 5.1.2 This strategy supports the outcomes set within the Joint Health and Wellbeing Strategy 2021 – 2025, the Children and Young People's Plan 2023-2027 and the Child and Family Early Help Strategy 2023-2027.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 Delivery of the strategy and action plan will be met through existing service budgets. Should any future funding requirements arise, these will be considered through the Council's medium term financial planning process. Other partners involved in delivering the action plan, for example the NHS, will address resource implications through their own financial and budget processes.

5.3 Legal and Constitutional References

- 5.3.1 Article 7 of the Council's Constitution includes that the Children, Education and Safeguarding Committee is responsible for all matters relating to children, care experienced (up to the age of 25), schools and education.
- 5.3.2 The Council has statutory duties to promote the wellbeing and health of its residents for example in the Care Act 2014 and Children & Families Act 2014.

5.4 Insight

5.4.1 The strategy has been developed based on insight from over 300 carers and young carers, and use of local, regional and national insight to inform the priorities outlined and outcomes identified.

- Online surveys were sent to carers and young carers and shared via Engage Barnet.
- Six focus group discussions were held this Autumn by Barnet Carers Centre in person and remotely. Focus group sessions were held with young carers, young adult carers, parent carers and adults' carers including dementia carers.
- A further focus group was held with young carers in December to review and develop strategy outcomes and priorities.

5.5 Social Value

5.5.1 The Public Services (Social Value) Act 2012 requires people who commission public services to think about how they can also secure wider social, economic, and environmental benefits. This is reflected in the council's social value policy.

5.5.2 The corporate plan supports the aims of this social value policy and the social values outcomes we are seeking to achieve. Any commissioning or transformational activity that is carried out as part of the implementation of the Carers and Young Carers Strategy will be conducted in accordance with the social value policy.

5.6 Risk Management

5.6.1 Risk management considerations will be an integral part of the scoping and management of individual projects that are initiated to deliver the Carers and Young Carers Strategy.

5.7 Equalities and Diversity

5.7.1 Equality and diversity issues are a mandatory consideration in the council's decision-making process. Decision makers should have due regard to the public-sector equality duty in making their decisions. The equalities duties are continuing duties they are not duties to secure a particular outcome. Consideration of the duties should precede the decision. It is important that the Committee has regard to the statutory grounds in the light of all available material such as consultation responses. The statutory grounds of the public-sector equality duty are found at section 149 of the Equality Act 2010.

A public authority must, in the exercise of its functions, have due regard to the need to:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5.7.2 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

(a) remove or minimise disadvantages suffered by persons who share a relevant

protected characteristic that are connected to that characteristic.

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

5.7.3 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

5.7.4 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- (a) Tackle prejudice, and
- (b) Promote understanding.

5.7.5 Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act. The relevant protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race,
- Religion or belief
- Sex
- Sexual orientation
- Marriage and Civil partnership

5.7.6 The public sector equality duty considerations and the council's commitments to tackling inequalities and disproportionality will be central to the development of the action plan that will deliver the Carers and Young Carers Strategy.

5.7.7 The current commissioned contract for Carers and Young Carers Support Services includes explicit requirements that cover the council's duties under equality legislation and the specification requires that carers from "hard to reach groups" are identified and proactively encouraged to access support appropriate to their needs.

5.8 Corporate Parenting

5.8.1 In line with the Children and Social Work Act 2017, the council has a duty to consider Corporate Parenting Principles in decision-making across the council. Through the implementation of the Carers and Young Carers Strategy, we aim to improve the support offer and experience of all young carers, including looked after children and care experienced people.

5.9 Consultation and Engagement

5.9.1 This strategy has been coproduced and developed in partnership with over 300 carers and young carers, as well as professionals representing: Adult Social Care, Family

Services North Central London Integrated Care Board (NCL ICB), Barnet Enfield and Haringey Mental Health Trust, commissioned and non-commissioned organisations and voluntary and community sector partners.

- 5.9.2 A formal consultation was also carried out via Engage Barnet with positive feedback received on the usefulness of the document and reinforcing the importance of statutory agencies working in partnership, to reduce the burden on carers. A number of comments received suggested actions that could be taken to implement the strategy, which have been collated and will be used to inform action planning.

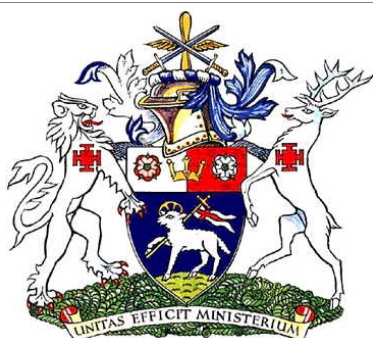
5.10 Environmental Impact

- 5.10.1 There are no direct environmental implications arising from approving this strategy. The impact of actions taken to deliver the Carers and Young Carers Strategy will be assessed against the council's Sustainability Action Plan to ensure cohesion and alignment with targets.

6. Background papers

- 6.1 None.

This page is intentionally left blank



Children, Education and Safeguarding Committee

20 March 2023

Title	Variation of the Barnet Education and Learning Service Articles to increase the maximum number of Directors
Report of	Chair of the Committee - Councillor Pauline Coakley Webb
Wards	All
Status	Public
Urgent	No
Key	Yes
Enclosures	None
Officer Contact Details	Chris Munday, Executive Director, Children's and Family Services Chris.Munday@Barnet.gov.uk Ben Thomas, Assistant Director, Family Services Ben.thomas@barnet.gov.uk

Summary

The Barnet Education and Learning Service (BELS) was established in 2020 and Education and Skills services transferred into it. The Shareholder Agreement was approved at Policy and Resources Committee in July 2020. The BELS Articles state a maximum of 7 directors whereas the Shareholder agreement states a maximum of 10 directors. The BELS Board has appointed an eighth director and so is required to vary its Articles. Varying any Article is a Reserved Matter set out in the Shareholder Agreement, which requires Council approval. This report therefore seeks approval for BELS to vary the BELS Articles and for delegated authority to the Deputy Chief Executive to finalise the drafting of the Articles and issue a written resolution to BELS to amend the Articles of Association.

Recommendations

1. That the Children, Education and Safeguarding Committee approve the amendments to the Articles of Association for BELS to increase the number of directors from a maximum of seven to a maximum of ten.
2. That the Children, Education and Safeguarding Committee delegate authority to the Deputy Chief Executive to finalise the drafting of the Articles of Association and to issue a written resolution to BELS to amend the Articles of Association.

1. WHY THIS REPORT IS NEEDED

- 1.1 In 2020, as a result of the complexities and consequences of the COVID-19 crisis on Mott MacDonald's business, the council and Mott MacDonald agreed that the termination of the Education and Skills contract would be the most appropriate course of action. This meant that the council needed to consider urgently the best way of delivering the Education and Skills service.
- 1.2 On 6th July 2020, following delegation from Policy and Resources in June 2020, a chief officer (Executive Director, Children and Young People) in consultation with committee chairman (Chairman of Children, Education and Safeguarding Committee) Delegated Powers Report was published, setting out the decision to transfer all of the Education and Skills and staff into a Local Authority Controlled Company. The Barnet Education and Learning Service (BELS) was subsequently established and the transfer implemented.
- 1.3 On 24th September 2020, the Policy and Resources Committee noted that this decision had been taken and approved the Shareholder Agreement in relation to the Barnet Education and Learning Service. A link to this report, in which Appendix D is the Shareholders Agreement, can be found in the background papers.
- 1.4 The Shareholder Agreement sets out the Reserved Matters and that all Reserved Matters shall only be effective if approved by the Council. One of the reserved matters is 'varying in any respect the Articles' of the company. Article 16 prescribes a maximum of seven directors. The BELS directors have appointed 8 Directors to the company. The 8 directors consist of 3 council representatives, the Chief Executive of BELS, one primary and one secondary headteacher, one parent carer representative and one employee representative.
- 1.5 Increasing the number of directors requires an amendment to the Articles. This requires council approval as set out in the Shareholder Agreement. The Shareholder agreement states in paragraph 7.1 that the 'number of Directors of the Company shall not be less than 5 and not more than 10'. This report therefore recommends that the Children, Education and Safeguarding Committee approves that the Articles of BELS be amended so that the 'number of Directors of the Company shall not be less than 5 and not more than 10' to align the Articles with the Shareholder Agreement.
- 1.6 The Shareholder Agreement provides for formal delegation of the approval of Reserved Matters and it is recommended that the Children, Education and Safeguarding Committee delegate authority to the Deputy Chief Executive to finalise the drafting of the Articles of Association and to issue a written resolution to BELS to amend the Articles of Association.

2 REASONS FOR RECOMMENDATIONS

- 2.1 The Committee is asked to give approval to BELS to vary its articles to increase the maximum number of directors from seven to ten in order to align with the Shareholders Agreement.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 The Committee could decide to not approve BELS to vary its articles but this is not recommended as it would mean that BELS would either not be compliant with their Articles and their most recent director appointment would be void.

4 POST DECISION IMPLEMENTATION

- 4.1 If the Committee approves BELS to vary its articles then BELS will by special resolution, amend its articles of association. The signed copy of the special resolution and amended version of the articles will then be filed with Companies House within 15 days of being passed.

5 IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 This supports the Family Friendly corporate priority by ensuring broad representation on the BELS board.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 There are no financial implications of this decision.

5.3 Social Value

- 5.3.1 N/A.

5.4 Legal and Constitutional References

- 5.4.1 Article 7 - Committees, Forums, Working Groups and Partnerships of Barnet Council's constitution states that the Committee has responsibility for all matters relating to children, schools, education and safeguarding.

5.5 Insight

N/A

5.6 Risk Management

BELS maintains a risk register which comes to each meeting of the BELS Board.

5.7 Equalities and Diversity

5.7.1 The Council has a duty contained in section 149 of the Equality Act to have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are:

- age
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

5.7.2 The broad purpose of this duty is to integrate considerations of equality into day to day business and to keep them under review in decision making, the design of policies and the delivery of services.

5.8 Corporate Parenting Principles

5.8.1 The corporate parenting principles set out seven principles that local authorities must have regard to when exercising their functions in relation to looked after children and young people, as follows:

1. to act in the best interests, and promote the physical and mental health and well-being, of those children and young people;
2. to encourage those children and young people to express their views, wishes and feelings;
3. to take into account the views, wishes and feelings of those children and young people;
4. to help those children and young people gain access to, and make the best use of, services provided by the local authority and its relevant partners;
5. to promote high aspirations, and seek to secure the best outcomes, for those children and young people;
6. for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and;
7. to prepare those children and young people for adulthood and independent living.

5.8.2 This decision has no impact on the Corporate Parenting principles.

5.9 Consultation and Engagement

5.9.1 N/A

6. BACKGROUND PAPERS

Report to Policy and Resources Committee on 24th September 2020, including Appendix D, the Shareholders Agreement in relation to the Barnet Education and Learning Service.

<https://barnet.moderngov.co.uk/documents/s60220/The%20future%20delivery%20of%20the%20Education%20and%20Skills%20Service.pdf>

