

MEETING

CHILDREN, EDUCATION & SAFEGUARDING COMMITTEE

DATE AND TIME

MONDAY 11TH JANUARY, 2021

AT 6.00 PM

VENUE

VIRTUAL MEETING

To access the live stream of the meeting please use the following link: <https://bit.ly/3hvEuAA>

**TO: MEMBERS OF CHILDREN, EDUCATION & SAFEGUARDING COMMITTEE
(Quorum 3)**

Chairman: Councillor David Longstaff,
Vice Chairman: Councillor Felix Byers

Councillors

Julian Teare	Anne Hutton	Rohit Grover
Pauline Coakley Webb	Val Duschinsky	Reuben Thompstone
Linda Freedman	Anne Clarke	Nagus Narenthira

Substitute Members

Ammar Naqvi	Arjun Mittra	Eva Greenspan
Stephen Sowerby	Saira Don	Kathy Levine

In line with provisions in Article 3 of the Constitution, Residents and Public Participation, requests to submit public questions must relate to a substantive item of business on the agenda and be submitted by 10AM on the third working day before the date of the committee meeting. Therefore, the deadline for this meeting is at 10AM, Wednesday 3rd January 2021. Requests must be submitted to Naomi Kwasa at naomi.kwasa@barnet.gov.uk

**You are requested to attend the above meeting for which an agenda is attached.
Andrew Charlwood – Head of Governance**

Governance Services contact: Naomi Kwasa 020 8359 6146 naomi.kwasa@Barnet.gov.uk
Media Relations Contact: Tristan Garrick 020 8359 2454

ASSURANCE GROUP

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ORDER OF BUSINESS

Item No	Title of Report	Pages
1.	Minutes of the last Meeting	5 - 10
2.	Absence of Members	
3.	Declarations of Members Disclosable Pecuniary Interests and Other Interests	
4.	Report of the Monitoring Officer (if Any)	
5.	Public Questions and Comments (if Any)	
6.	Members' Items (if Any)	
7.	Barnet Safeguarding Children Partnership update	11 - 66
8.	Childcare Sufficiency Assessment	67 - 88
9.	Educational Standards in Barnet in 2020	89 - 112
10.	Life Chances Strategy 2020-24	113 - 180
11.	Annual Report on School Funding - TO FOLLOW	
12.	Family Services Quarterly Update	181 - 322
13.	Committee Work Programme	323 - 324
14.	Any other Item(s) that the Chairman decides are Urgent (if Any)	

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Decisions of the Children, Education & Safeguarding Committee

30 November 2020

Members Present:-

AGENDA ITEM 1

Councillor David Longstaff (Chairman)
Councillor Felix Byers (Vice-Chairman)

Councillor Julian Teare	Councillor Pauline Coakley Webb
Councillor Linda Freedman	Councillor Anne Hutton
Councillor Val Duschinsky	Councillor Anne Clarke
Councillor Reuben Thompstone	Councillor Nagus Narenthira
Councillor Rohit Grover	

1. MINUTES OF THE LAST MEETING

It was **RESOLVED** that the minutes of the previous meeting held on 22 September 2020 be agreed as a correct record.

2. ABSENCE OF MEMBERS

None.

3. DECLARATIONS OF MEMBERS DISCLOSABLE PECUNIARY INTERESTS AND OTHER INTERESTS

Councillor Anne Hutton declared an interest in Agenda Item 7 in that she is a Trustee at Barnet Carers Centre.

Councillor Anne Clarke declared an interest in Agenda Items 10 in that she is a Trustee at Childs Hill Food Bank.

4. REPORT OF THE MONITORING OFFICER (IF ANY)

None.

5. PUBLIC QUESTIONS AND COMMENTS (IF ANY)

None.

6. MEMBERS' ITEMS (IF ANY)

Councillor Pauline Coakley Webb: Funding of nursery settings

Councillor Coakley-Webb introduced her Members Item in relation to funding for Barnet's nursery schools, referring to the attached appendices from Barnet Early Years Alliance (BEYA). The Chairman confirmed he has written to both the Chancellor and the Under Secretary of State for Children and Families, Vicky Ford, regarding the importance of long term funding for Barnet's maintained nurseries who do not receive the funding other

nursery settings may get. The Chairman expressed that he is confident that there is funding expected soon.

Councillor Byers asked to put on record how grateful the Committee is for the work that BEYA does and the contribution it makes to outcomes for children in Barnet.

The Committee and Officers discussed the issue and confirmed that there is a finance report on the agenda for the January meeting of the Children, Education and Safeguarding Committee which will include details on maintained nursery schools and at that point there will be further clarity about government funding. The Chairman noted that he could not guarantee what the government funding will be and therefore suggested Councillor Coakley-Webb should raise a motion at the January Committee meeting, if the issue has not been resolved.

It was therefore AGREED that the issue be further discussed at the January meeting of the Children, Education and Safeguarding Committee if required.

Councillor Nagus Narenthira: Child poverty in Barnet

Councillor Narenthira introduced her Members Item and highlighted that children who were digitally poor were suffering more during the COVID-19 pandemic due to their lack of access to learning if they could not be in school.

The Chairman noted that these were the types of issues which would be covered in the Life Chances Strategy which is currently out for consultation. He encouraged all Members to feed into the consultation and noted that they would also get to comment on the Strategy when it comes to the next meeting of the Children, Education and Safeguarding Committee on 11 January 2021.

It was therefore AGREED that Members noted the opportunity to feed into the consultation of the Life Chances Strategy and that the Strategy would be further discussed at the next meeting of the Committee.

Councillor Anne Hutton: Diversity on school governing bodies

Councillor Hutton presented her Members Item and asked the Committee to encourage governing bodies of all schools and colleges in the London borough of Barnet to specifically consider including governors from black and/or minority ethnic communities on their Boards when considering nominating new governors, in order to reflect the ethnicity of the students and their families. She also asked if a survey of governing bodies could be undertaken to assist the Barnet Equalities Allies with their data collection in assessing equality of opportunity for Barnet residents.

The Committee discussed the various approaches which were currently being undertaken to encourage people from all backgrounds to feel confident in putting themselves forward to be a school governor, whether it be a Local Authority, parent or co-opted governor.

The Chairman suggested that the Barnet Equalities Allies could draft a relevant questionnaire and collate the results.

It was therefore AGREED that Councillor Hutton would work with the Barnet Equalities Allies to produce a survey which officers could share with the chairs of school governing bodies across the Borough.

Councillor Anne Clarke: Impact of food poverty on children

Councillor Clarke noted that the questions in her Members Item were answered in the Covid-19 Winter Grant Scheme report and that she was happy to discuss the issues alongside that item later in the meeting.

It was therefore AGREED that the questions put forward in the Members Item would be addressed during the discussion of Item 10 – Covid-19 Winter Grant Scheme report.

7. FAMILY SERVICES QUARTERLY UPDATE

The report was presented by the Executive Director for Children’s Services, who gave a brief update and flagged some key points.

The Committee had the opportunity to question officers and discuss the report in depth.

It was RESOLVED;

1. That the Children, Education and Safeguarding Committee note and provide comments on the performance information provided in Appendix 1 and 2.

2. That the Children, Education and Safeguarding Committee note and provide comments on the findings from the Ofsted Area SEND interim visit, including Ofsted letter in Appendix 3.

3. That the Children, Education and Safeguarding Committee note and provide comments on the updates against key areas as noted in the report, including Family Services Performance Update, 0-25 Service, Placements and Sufficiency Strategy and Care Leavers Week.

8. BUSINESS PLANNING 2021-25

The report was presented by the Executive Director for Children’s Services, who gave a brief update on the budget setting and the proposals contained within the report. He noted that the focus was on a balanced budget arrangement for 2021-2022 with options for future years, which have not yet been finalised. He noted that he was confident these savings could be made without adversely affecting the outcomes for children and young people in the long term.

The Committee had the opportunity to question officers and discuss the report in depth. The Chairman moved to vote on the recommendation set out within the report and votes were recorded as follows;

For:	7
Against:	0
Abstention:	4

It was RESOLVED;

1. That the Children, Education and Safeguarding Committee consider the MTFs proposals which relate to the committee as set out in Appendix A and, having considered the initial equalities impacts, refer these proposals to Policy and Resources Committee for decision.

9. EDUCATION STRATEGIES

The report was presented by the Executive Director for Children's Services and the Chief Executive of BELS, alongside other officers who spoke on the key points of the updated strategies. It was noted that the biggest change was the inclusions related to minimising the impacts of the global pandemic on schooling and children and young people.

The Committee had the opportunity to question officers and discuss the report in depth.

It was RESOLVED;

1. That the Committee approve the Education Strategy 2021-24.

2. That the Committee approve the draft SEND and Inclusion Strategy 2021-24 as a basis for consultation and authorises the Executive Director for Children's Services to approve the final strategy taking account of consultation responses.

3. That the Committee approve the School and Settings Improvement Strategy 2021-24.

4. That the Committee note the update report on the planning of school places.

10. COVID 19 WINTER GRANT SCHEME - TO FOLLOW

The report was presented by the Strategic Lead, Children and Young People, who highlighted the funding received and the proposed Barnet local eligibility framework and approach.

The Committee had the opportunity to question officers and discuss the report in depth.

It was RESOLVED;

That the Children, Education and Safeguarding Committee agree the following:

1. Approve the policy at Appendix A, the COVID Winter Grant Scheme Local Eligibility Framework and Approach.

2. That the Executive Director – Children' Services has delegated authority to administer the policy and to make amendments to it as required.

11. COMMITTEE WORK PROGRAMME

The Committee noted the Forward Work Programme.

12. ANY OTHER ITEM(S) THAT THE CHAIRMAN DECIDES ARE URGENT (IF ANY)

None.

The meeting finished at 20:17

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AGENDA ITEM 7

Children, Education and Safeguarding Committee 11th January 2021

Title	Barnet Safeguarding Children Partnership update
Report of	Chairman of the Committee - Cllr David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix A – Barnet Safeguarding Children Partnership annual report Appendix B – Barnet Safeguarding Children Partnership independent scrutiny report
Officer Contact Details	Chris Munday, Executive Director, Children’s Services Chris.munday@barnet.gov.uk

Summary

In September 2019 the Barnet Safeguarding Children Partnership (BSCP) was established, replacing Barnet Safeguarding Children Board with new multi-agency safeguarding [arrangements](#) in line with government [guidance](#) Working Together to Safeguard Children 2018.

Barnet Safeguarding Children Partnership is a statutory partnership between the local authority, clinical commissioning group and police to safeguard children and young people in Barnet and to promote their welfare. The Partnership also works with health providers, education and the voluntary, community and faith sector to improve safeguarding practice, respond to emerging safeguarding challenges, and deliver better outcomes for children, young people and families.

Barnet Safeguarding Children Partnership is required to publish an annual report about how the multi-agency safeguarding arrangements have been delivered. This report, which outlines the Partnership’s key achievements and priorities for the coming months, is attached as **Appendix A**.

The Partnership is also required to make arrangements for independent scrutiny and in November 2020 a team of scrutineers conducted a virtual visit. They confirmed the Partnership is meeting all of its statutory requirements and have made recommendations for improvement in the coming year. The independent scrutiny report is attached as **Appendix B**.

Officers Recommendations

That the Committee consider the reports and provide any comments on the annual report prior to final approval by Barnet Safeguarding Children Partnership.

1. WHY THIS REPORT IS NEEDED

- 1.1 In line with government guidance Working Together to Safeguard Children 2018, local Safeguarding Children Partnerships must publish an annual report on the effectiveness of their work to promote safeguarding and the welfare of children and young people.
- 1.2 Safeguarding Children Partnerships must also make arrangements for independent scrutiny. Barnet Safeguarding Children Partnership chose to commission independent scrutiny from a multi-agency team of Red Quadrant consultants, which is an innovative approach. The review team visited Barnet in November to review multi-agency working and what the Partnership has achieved in the first year of the new arrangements.
- 1.3 The Committee is asked to consider the Barnet Safeguarding Children Partnership (BSCP) annual report and provide scrutiny and feedback prior to final approval by the Partnership. The independent scrutiny report is attached for information.

2. STRATEGIC CONTEXT

BSCP annual report

- 2.1 The annual report sets out what BSCP has achieved September 2019-September 2020 under the first year of the new arrangements and how the Partnership has worked to deliver its five strategic priorities:
 - Strengthening leadership and partnership
 - Tailoring our work to local themes
 - Driving continuous practice improvement
 - Responding to serious child safeguarding cases
 - Listening to the voice of the child.
- 2.2 It sets out the Partnership's successes and areas for development in the coming year, as well as updates on the safeguarding work of key partner agencies.

- 2.3 This year the Partnership's core areas of focus have been embedding the new arrangements and responding to the safeguarding concerns posed by Covid-19. Alongside this the Partnership has delivered varied multi-agency training sessions and events, a robust programme of multi-agency audit, and responded to serious safeguarding cases effectively.

Independent scrutiny visit

- 2.4 The scrutiny visit took place 18-19 November 2020 by a team of three consultants with backgrounds in children's services, police and health. They spoke to over 40 representatives from Barnet and partner agencies, from Chief Executive level to frontline practitioners, before presenting their findings.
- 2.5 The scrutineers concluded that *"we can confirm with confidence and assurance, that the multi-agency safeguarding arrangements for Barnet Safeguarding Children Partnership are compliant with Working Together 2018. The arrangements ensure that children in Barnet are safeguarded and their welfare promoted."*
- 2.6 They praised the smooth transition to the Safeguarding Children Partnership and the way in which partners have embraced change and created genuinely new arrangements. They found that the new arrangements had improved effectiveness and were working well. The scrutineers found that the three statutory partners are committed to a shared vision and workplan and that the Partnership has a "clear and impressive ambition" for children and young people in Barnet.
- 2.7 The scrutineers made five recommendations for how Barnet Safeguarding Children Partnership can continue to improve in the coming year:
- Leadership Forum to consider the arrangements for the leadership of the overall Partnership and review the arrangements for scrutiny/challenge and whether these are sufficient.
 - Make partner contribution equitable and proportionate specifically from the police, including consideration of in-kind contributions.
 - Clarify governance arrangements with other partnership groups and strengthen joint and cross-borough working on shared priorities.
 - Review and improve mechanisms for measuring the impact on frontline practice and outcomes for children and young people from learning from case reviews, audit and multi-agency training.
 - Develop two-way communication with frontline practitioners to hear their feedback and engage them in the work of BSCP.
- 2.8 These recommendations will be included in the BSCP business plan for 2021/22 and delivery overseen by the Partnership's Leadership Forum. The Partnership has begun work towards some of these recommendations, for example mapping other strategic forums with a shared remit, working with the Safeguarding Adults Board on a

transitional safeguarding project, and having strategic discussions about the police contribution, scrutiny arrangements and measuring impact.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The annual report needs to be developed In line with statutory requirements for local Safeguarding Children Partnerships.

4. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 4.1 N/A

5. POST DECISION IMPLEMENTATION

- 5.1 As a multi-agency report by the three statutory partners, the annual report will also be taken to police and health governance bodies prior to final approval by Barnet Safeguarding Children Partnership.
- 5.2 The annual report will be published online [here](#) and shared with the National Panel. The independent scrutiny report and its recommendations will be implemented by BSCP.

6. IMPLICATIONS OF DECISION

6.1 Corporate Priorities and Performance

- 6.1.1 The Barnet Corporate Plan sets a clear priority for ensuring the effective safeguarding of the borough's vulnerable children. The work of BSCP is aligned to the Children and Young People's Plan and supports key objectives within it.

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

- 6.2.1 Partners including the London Borough of Barnet, police and health contribute to the annual budget for Barnet Safeguarding Children Partnership and the contributions are set out in the published arrangements (see [online](#), page 27).
- 6.2.2 Financial commitments set out in the annual report and proposed by the independent scrutineers will be accounted for within current budgets.

6.3 Social Value

- 6.3.1 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.
- 6.3.2 Protecting children from abuse and neglect has clear social value and is at the core of BSCP's purpose and activities. Working in partnership with other local agencies

improves responses to safeguarding concerns and delivers better outcomes for children and young people in Barnet.

6.4 Legal and Constitutional References

6.4.1 Barnet Safeguarding Children Partnership exists in line with the Children Act 2004, as amended by the Children and Social Work Act 2017, which sets a duty for the local authority, clinical commissioning group and police to make local arrangements to safeguard and promote the welfare of all children in their area.

6.4.2 The annual report and arrangements for independent scrutiny are in line with Working Together to Safeguard Children 2018, the statutory guidance which sets out the requirements for local multi-agency safeguarding arrangements.

6.4.3 The Council's Constitution, Article 7 sets out the terms of reference for the Children, Education and Safeguarding Committee which includes responsibility for all matters relating to schools, education and safeguarding, and to receive an annual report from the Safeguarding Children Partnership.

6.5 Risk Management

6.5.1 BSCP works within a risk management approach aligned to the Council's Risk Management Framework.

6.6 Equalities and Diversity

6.6.1 The 2010 Equality Act outlines the provisions of the Public Sector Equalities Duty which requires Public Bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and
- other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups.

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.

6.6.2 BSCP works to keep equality at the core of its business and continually considers how Barnet's diverse populations may face different safeguarding challenges and require different forms of support.

6.7 Corporate Parenting

6.7.1 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. The outcomes and priorities in the refreshed Corporate Plan, Barnet 2024, reflect the council's

commitment to the Corporate Parenting duty to ensure the most vulnerable are protected and the needs of children are considered in everything that the council does.

6.7.2 BSCP monitors and receives assurance on Barnet's corporate parenting role and reviews reports and performance data on various safeguarding themes which relate to looked-after children.

6.8 Consultation and Engagement

6.8.1 BSCP works with a wide range of local partners to set priorities and deliver activities, including health, police, education and voluntary sector partners. The Partnership has consulted with young people and residents to inform its work over the past year, including through working with the Voice of the Child Team.

7 INSIGHT

7.1 BSCP has a multi-agency performance dashboard which helps set priorities and spot emerging trends, and its thematic deep dives draw on research and local and national data.



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Barnet Safeguarding Children Partnership
Annual report
September 2019-September 2020

Contents

Introduction

About Barnet Safeguarding Children Partnership

Our strategic priorities and achievements

1. Strengthening leadership and partnership
2. Tailoring our work to local themes
3. Driving continuous practice improvement
4. Responding to serious child safeguarding cases
5. Listening to the voice of the child

Independent scrutineer findings

Updates from our partners

- Barnet Education and Learning Service
- Barnet, Enfield and Haringey Mental Health NHS Trust
- Central London Community Health Trust
- Family Services, London Borough of Barnet
- London Community Rehabilitation Company
- Metropolitan Police Service
- North Central London Clinical Commissioning Group
- Royal Free London NHS Foundation Trust

Introduction

Welcome to Barnet Safeguarding Children Partnership annual report.

As the three statutory partners for Barnet Safeguarding Children Partnership (BSCP), it is our pleasure to introduce the annual report following our first year of working under the new safeguarding arrangements.

Barnet Safeguarding Children Partnership was established in September 2019 following new government guidance, Working Together 2018. This has been a transitional year as we embed the new arrangements. We look forward to building on this foundation going forward and we have plans to expand our partnership working and build evidence of the impacts and outcomes of our work.

Our aim is to safeguard and promote the welfare of children and young people in Barnet, and to achieve this we work collectively to improve safeguarding practice and respond to local issues.

Our vision is to enable children, young people and families to thrive and achieve, and a core part of our approach is to foster resilience. We aim to create a Family Friendly Borough, a place where children and young people excel and enjoy living.

We bring together a broad spectrum of organisations in Barnet who work with children and young people and our new board structure has allowed us to collaborate more effectively with a range of partners. We strive to work closely with children and young people, as well as practitioners and volunteers in Barnet, to hear their views and experiences and use this to shape our priorities.

Of course, Covid-19 has meant 2020 has not been the year we planned, but we are proud of the way we have adapted to new ways of working and continued to provide strategic leadership and support.

As we go forward, we will continue to work collectively to tackle the safeguarding challenges posed by Covid-19, including harm hidden in the home, increased mental health issues and online abuse.

Our new Voluntary, Community and Faith Sector (VCFS) strategy sets outreach as a key priority for the Partnership and in the coming year we will work with more VCFS organisations to improve safeguarding practice and respond to the challenges faced in Barnet.

This report will outline how BSCP works and the Barnet safeguarding context, before setting out what we have achieved against our five strategic priorities for the year. There are updates from our key partners agencies in Barnet about their safeguarding activities and upcoming areas of focus.

We want to thank you everyone who has contributed to the work of BSCP over the last year, whether that is as a member of one of our panels, attending training or acting on our learning for agencies Barnet. We would love to hear from you if you have any reflections or suggestions for our work in the coming year.

We look forward to continuing to work with you all to safeguard and improve the wellbeing of children and young people in Barnet.

Email: BSCP@Barnet.gov.uk / Web: www.thebarnetscp.org.uk.

Signed by three statutory partners – Kay Matthews, Barry Loader and John Hooton

About Barnet Safeguarding Children Partnership

How we work

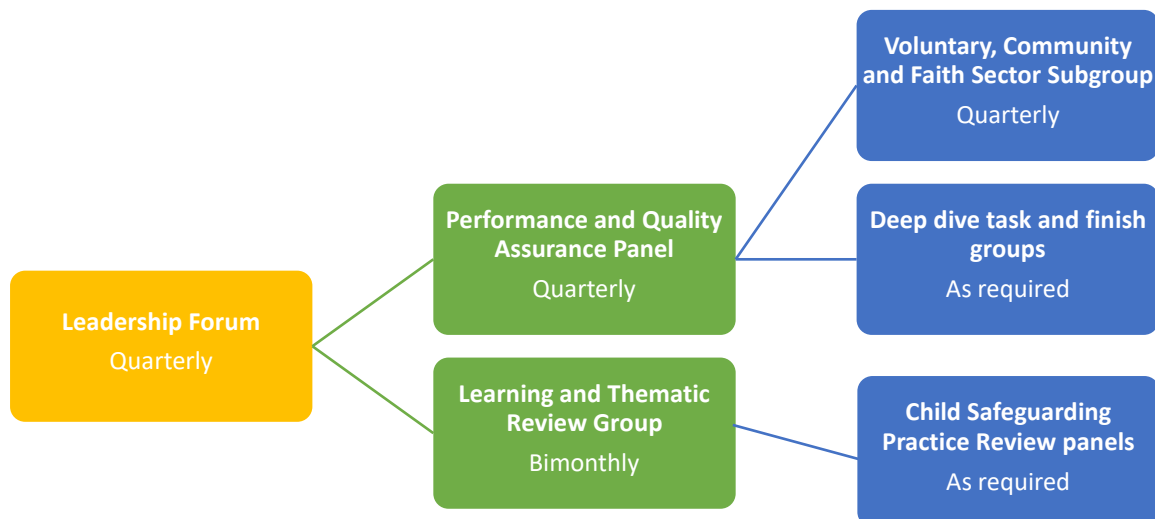
Barnet Safeguarding Children Partnership (BSCP) is a statutory multi-agency body which exists to safeguard and improve the wellbeing of children and young people.

Our three statutory partners are the London Borough of Barnet, North Central London Clinical Commissioning Group and the Metropolitan Police Service, and we work with a range of other partners including health providers, education and the voluntary, community and faith sector. Our multi-agency safeguarding arrangements are published online.

The purpose of the BSCP arrangements is to support and enable local organisations and agencies to work together in a system where:

- Children are safeguarded and their welfare promoted.
- Partner organisations and agencies collaborate, share and co-own the vision for how to achieve improved outcomes for vulnerable children.
- Organisations and agencies challenge appropriately and hold one another to account effectively.
- There is early identification and analysis of new safeguarding issues and emerging threats.
- Learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice.
- Information is shared effectively to facilitate more accurate and timely decision making for children and families.

Our board structure draws on our wide partner membership to deliver scrutiny, drive practice improvements and quality assure the work of BSCP.



Leadership Forum

The Barnet Safeguarding Children Partnership is led by a small Leadership Forum with membership from the three statutory partners, which provides strategic oversight to all the Partnership's activities. This year it was chaired by John Hooton, Chief Executive of the London Borough of Barnet.

Performance and Quality Assurance Panel

This Panel is chaired by the Director of Early Help and Children's Social Care services and has representatives from many partner organisations including police, North Central London Clinical Commissioning Group, Royal Free London Foundation Trust, Central London Community Healthcare Trust, Barnet, Enfield and Haringey Mental Health Trust, education and community safety.

It has a crucial scrutiny and assurance function, reviewing multi-agency performance data and a range of annual reports about service delivery, as well as monitoring and advising many of the BSCP activities.

Learning and Thematic Review Group

The Learning and Thematic Review Group is chaired independently by Bridget Griffin and has membership from across the council, police, health, community safety, public health and a legal adviser.

Its role is to lead improvements to practice in response to serious safeguarding cases in Barnet and local and national learning.

Voluntary, Community and Faith Sector Subgroup

The Voluntary, Community and Faith Sector (VCFS) group has recently been reinvigorated in Barnet with a new strategy and terms of reference. Its membership consists of larger community groups from Barnet and umbrella organisations which represent the wider sector.

Its aims are to bring the voice and knowledge of the VCFS to the Partnership, as well as to improve safeguarding practice across the sector and increase engagement with Partnership activities and training.

The safeguarding context in Barnet

Our population

- Barnet is the largest borough in London by population with **402,700 residents** and is continuing to grow.
- The number of children aged 0-19 years living in Barnet is currently **99,300** (almost a quarter of the Boroughs population) representing a 5.7% increase since 2018. The child population is projected to increase further between 2020 and 2030 by a further 4.9% to 104,200.
- People from Black, Asian and other ethnic backgrounds are represented across 38.7% of the population and over 180 languages are spoken in our primary schools. **52%** of children and young people in Barnet are from Black, Asian and other ethnic backgrounds compared with 30% across England.
- There are 70.5 crimes per 1000 people, below the London average of 92.9 per 1000.
- All secondary school pupils, and 94% of primary school pupils are educated in **good or outstanding schools**. We are second nationally in Progress 8 scores.
- The percentage of children at secondary school in receipt of **free school meals** is in line with the national average of 13.2%, and there are fewer children in low income families in Barnet at 13.5% against the national average of 16.8%.

Our Multi-Agency Safeguarding Hub

- Over the past two years the number of contacts to the Multi-Agency Safeguarding Hub (MASH) has **increased by 4%**. The increase is attributed to a well understood single front door for children's services.
- During the Covid-19 period (April – October 2020) there were 8184 contacts received in the MASH which is **8.3% lower** than the contacts received in the same period in 2019 (8929).
- **Timeliness of decision making** has remained at 99% since April demonstrating the MASH is continuing to consistently manage the working arrangements imposed by the Covid-19 pandemic.
- A single front door and a well understood continuum of need and support document has seen a **20% reduction in contacts resulting in a referral to Children's Social Care** and a 13.5% increase in contacts being passed to our 0-19 Early Help Services over the last two years. The 'front door' is outward-facing to ensure that there is interface and engagement with key referrers including schools and GPs and ensures that the continuum of need and support is well understood.
- Strategic and operational meetings are held regularly with multi-agency partners, including 0-19 Early Help Services to facilitate understanding of trends, organisational learning and discussion across the partnership on the application of **thresholds**.

Our services

- Barnet local authority **re-modelled Early Help Services** in 2018 to create an integrated 0-19 Early Help offer which is locality-based and places services closer to where children live and go to school. The 0-19 Early Help model is strengthened by a multi-agency panel which facilitates information sharing across partners.
- There has been a **36% increase in Early Help Assessments** over the past two years. Between April – October 2020 there have been 1303 Early Help Assessments which is 5% higher than the volume reported over the same period last year (1267).
- 309 Section 47 enquires were undertaken in the reporting period April – October compared with 428 in the same period in 2019 representing a **27.8% reduction** during the period of the Covid-19 pandemic.
- There have been 2761 children subject to Child in Need Plans over the past six months compared to 2987 in the same period in 2019 representing a **5% reduction**.
- **New looked-after children totalled 13 children during September**, lower than the 19 reported at the same point last year and just below the 12-month rolling average of 14.

Safeguarding concerns

- **Emotional abuse** remains the highest assessment factor and has increased by a further 9.5% over the period 2018/19 to 2019/20. Physical abuse remains the second highest assessment factor and this has increased by a further 28% over the past two years; this is relative to incidents of inappropriate physical chastisement.
- **Neglect** has seen the lowest increase at 3.2% and this follows a period of multi-agency focus on identifying and responding to neglect through the adoption of the NSPCC's Graded Care Profile 2 Tool. Where Neglect is identified, children are more likely to be subject to Child Protection Plan under the category of neglect representing 58% of the cohort.
- A **Vulnerable Adolescents Strategy** was developed in 2018 (updated 2020) which has facilitated developments across multi-agency workstreams, including the voluntary, community and faith sector in safeguarding adolescents vulnerable to exploitation, gangs and serious youth violence.

- Since 2018 Barnet has seen a 20% increase in children and young people about whom there are concerns regarding **child criminal exploitation and/or gangs**. 68% of young people with a 'gangs' indicator are from Black, Asian and other ethnic backgrounds, 88% are male and 78% are aged 15+.
- **Antisocial behaviour** in children has increased by 24.5% since 2018/19 when compared to assessment factors in 2019/20; similarly, **substance misuse** by children and young people has increased by 8.5% over the same period.
- Multi-agency approaches to reducing risk to children vulnerable to **sexual exploitation** reduced the volume by 25% over the period 2018/19 when compared to 2019/20, and there has been a 26% reduction in children being assessed as vulnerable to sexual exploitation over the past two years.
- **Missing episodes** increased by 22% in 2019/20 when compared to 2018/19; this is attributable to stronger reporting and tracking systems being in place.
- **Youth homelessness** in Barnet is relatively low, effective joint working with Barnet Homes enables diversion from entry into care, this is evidenced in the 27% reduction in children aged 14+ coming into care between 2017/18 - 2018/19.
- 388 children this year **attended A&E** related to alcohol harm, substance misuse, self-harm or possible mental health issues, assault or violence. This is a 14% decrease from last year.

What our young people think

- The majority of young people (**84%**) think Barnet is a family-friendly place to live and **90%** are satisfied with the local area as a place to live.
- **96%** of young people feel safe at school and **91%** feel safe when they are out and about in the area they live.
- Young people's biggest concern is crime (**56%**), followed by litter in the streets (**37%**) and lack of jobs (**24%**).
- Top concerns for personal safety are knife crime (**71%**), gangs (**52%**), and people taking drugs in parks and on the street (**37%**).

Strategic priorities

Our annual business plan sets five key outcomes for the Partnership to work towards, specifically:

1. Strengthening leadership and partnership
2. Tailoring our work to local themes
3. Driving continuous practice improvement
4. Responding to serious child safeguarding cases
5. Listening to the voice of the child.

The following sections of this report outline our achievements in the past year as well as our key priorities for the coming months.

Changes to published arrangements

After a year of embedding the new safeguarding arrangements, we have made some changes to better capture how we are working, in addition to minor formatting improvements. Specifically, the arrangements have been updated in September 2020 as follows (these changes have already been implemented in practice):

- Barnet Clinical Commissioning Group has now merged to become North Central London Clinical Commissioning Group and the health arrangements have been updated accordingly.

- More detail has been added about the role of the subgroups, local Child Safeguarding Practice Reviews and the multi-agency training offer.
- Following Ofsted assessing Barnet as Good, the Barnet Improvement Board has been disbanded and therefore removed from the arrangements.
- The annual budget and contributions have been updated for 2020/21.

Our strategic priorities and achievements

1. Strengthening leadership and partnership

This has been a transitional year, with our focus being on embedding the new multi-agency arrangements and providing strategic leadership and cross-Partnership collaboration in response to the ongoing Covid-19 crisis.

We have managed a smooth transition to the new Partnership arrangements and we have put in place robust governance, clearly defining the role of each of our boards. Our new board structure and subgroups have allowed us to be more focused in meetings, having strategic discussions at the right level. Our Leadership Forum with the three statutory partners is helping to drive an increasingly shared approach to leadership.

We have engaged a wide range of partners in our activities, including frontline practitioners, education and the voluntary, community and faith sector (VCFS). This has helped to build a shared understanding across the local system and improve practice in targeted areas.

We have also created a new VCFS Strategy which we are taking forward, using the subgroup to support organisations with safeguarding and increase engagement with BSCP, particularly from small organisations.

We are pleased to welcome Red Quadrant to visit BSCP as independent scrutineers in November and look forward to hearing their recommendations for our development.

Priorities for 2020/21:

- As we continue to embed the new arrangements, we will work to make sure that our approach to leadership, financial contributions and engagement is shared and equal
- We want to strengthen our links to other key local forums (eg the Safeguarding Adults Board and Health and Wellbeing Board) as well as neighbouring areas so we can tackle shared priorities more effectively.

2. Tailoring our work to local themes

Our focus this year has been on Covid-19, using our strategic forums to discuss and coordinate responses to the safeguarding challenges Covid-19 has created. New multi-agency training sessions (eg virtual working and safeguarding) have helped practitioners to adapt and we have shared resources with the VCFS to help them create new safeguarding policies.

We have created a new outcomes-focused multi-agency performance dashboard which enables us to scrutinise service demand across the local area and respond strategically. We will continue to build on this to measure the impact of our work.

For example, the dip in referrals to services over the Summer led to Partnership-wide conversations about managing systems capacity should there be a surge in the Autumn. Covid-19 datasets have highlighted mental health, neglect and domestic abuse as rising areas of need and we have targeted multi-agency training and audits towards these areas.

Earlier in the year we carried out targeted work on Female Genital Mutilation (FGM) and harmful practices, engaging practitioners through events and training to raise awareness and improve the way we work together on cases. In response to partner concerns, we also held events on youth violence and healthy relationships to improve practitioner understanding about the issues and the support services available locally.

Our October youth violence Professional and Young People Forum was one such event bringing together practitioners, volunteers and young people in Barnet to discuss and share learning about knife crime and violence. This was a popular event with over 70 attendees and sessions from Growing Against Violence, the Youth Offending Team, a demonstration from St John's Ambulance and testimonials from survivors. All attendees agreed the event was useful and relevant to their role.

Building on our harmful practices consultation last year, we have continued to work with the National FGM Centre to deliver our strategy, with a focus on raising community awareness and improving professionals' ability to respond effectively to disclosures or concerns. This has included training sessions about child abuse linked to faith and belief, the creation of a new FGM pathway and protocol to improve multi-agency responses, and changes to our data recording system to improve our ability to monitor harmful practices in the area.

We also hosted a harmful practices Professional and Young People's Forum in February, with sessions from the National FGM centre and Barnet MASH as well as stories from survivors and information stands with local voluntary organisations. This event also attracted over 70 attendees, and participants agreed it had improved their understanding about harmful practices and taught them where to go for more information. We are now rolling out an e-learning tool and training school ambassadors to embed and sustain the learning.

There have been several successful operations which involved extensive multi-agency working in response to safeguarding concerns. These operations were designed to disrupt activities such as child sexual/criminal exploitation and modern slavery. For example, Operation Make Safe involved test purchasing hotel rooms to investigate growing concerns about hotel rooms being used for child sexual exploitation and hotels were engaged with to raise staff awareness about exploitation. The full list of disruption and engagement operations in relation to safeguarding issues is given in the Vulnerable Adolescents [annual report](#).

Priorities for 2020/21:

- We will continue to monitor and respond to the safeguarding challenges posed by Covid-19, particularly concerns around mental health, online safety and hidden harm
- We will work with the Safeguarding Adults Board to review local practice and policies for transitional safeguarding and drive improvements in this area.

3. Driving continuous practice improvement

We have driven improvements to frontline practice through our multi-agency training offer. From April 2019-April 2020 we offered 42 different multi-agency training courses which were attended by over 500 professionals. As well as child protection training, designated safeguarding lead training and courses designed to improve understanding of multi-agency services and thresholds, we offered specialist courses including the voice of the child, neglect, adolescent mental health, drug and alcohol awareness and young carer awareness. In response to Covid-19 we have added new virtual sessions on bereavement and safeguarding in virtual working.

Training received positive feedback and was well-attended across the partnership with particularly strong representation from education, health and the voluntary sector, as well as childcare providers.

We have reviewed frontline practice through our multi-agency audit programme, which examines cross-agency working in specific areas of practice, sharing learning across the Partnership and promoting practice improvements. This year we undertook multi-agency audits on child sexual abuse and vulnerable adolescents, using a multi-agency team to review cases and agree feedback.

The child sexual abuse audit found that responses to risk were proportionate and timely and information sharing was good. It identified the need for further awareness raising through multi-agency training, which was carried out. The vulnerable adolescents audit found that our multi-agency forums were valued by partners and the voice of the child was used to improve understanding of risk. Improvements such as increasing oversight/escalation of cases and improving reintegration of excluded young people back into mainstream education are being taken forward by the Vulnerable Adolescent Community Partnership and shared with practitioners through seven minute briefings.

We undertook our annual Section 11 safeguarding self-assessment audit process in the Autumn, receiving 16 responses from partner agencies, which was a marked improvement from recent years. All responses received individual feedback about how to improve safeguarding in their organisation – common themes were that the training offer needs to be better publicised and a wider range of partners encouraged to attend, and that partners need more support embedding listening to the voice of the child across their organisation. We hosted a learning event to share good practice which was well-attended by partners, and particularly focused on listening to the voice of the child. We have also offered multi-agency voice of the child training to build partners' expertise in this area.

Our voluntary, community and faith sector (VCFS) Safeguarding Checklist, a similar self-assessment about safeguarding practice and policies, received 18 responses. Organisations were most confident that their staff had received safeguarding training and supervision/support is provided, and asked for more assistance with creating of culture of listening to children and putting in place effective Information Sharing Agreements. The VCFS group will be taking this forward and providing more support to the sector.

Our Performance and Quality Assurance Panel oversees all this activity and leads on the scrutiny of safeguarding practice and driving improvements. This year the Panel has reviewed a wide range of reports about core partnership services, offering constructive challenge to improve standards and shape future direction, including facilitating join-up with other multi-agency activities.

Priorities for 2020/21:

- We plan to develop our approach to Section 11 audits and VCFS Safeguarding Checklists to be a more meaningful and impactful exercise for organisations
 - Following from our multi-agency training consultation, we are taking forward feedback to broaden participation in training activities and co-deliver/open out more single-agency training.
4. Responding to serious child safeguarding cases

We have established an independently-chaired Learning and Thematic Review Group which has conducted six rapid reviews this year, two of which led to Child Safeguarding Practice

Reviews (currently underway) and one to a local learning exercise. We have reviewed and publicised our process for rapid review referrals and decision-making in line with best practice.

We conducted a single-agency health review into Child G, which led to embedding the Unborn Protocol across agencies and increasing awareness about increase in head circumference as a cause for concern. Work was undertaken with health professionals to increase professional curiosity about familial risk.

As well as undertaking Child Safeguarding Practice Reviews, the Group uses other mechanisms to explore learning and drive improvements. In response to specific cases, this year the Group has considered local learning and actions around vulnerable adolescents, male circumcision practices and diplomatic immunity, raising issues to a national/London level as appropriate.

Our local learning exercise around vulnerable adolescents has shared learning with frontline practitioners and informed the new Vulnerable Adolescent Strategy, specifically with recommendations about the mental health response to incidents of serious youth violence and the transition of young people into adult services.

We have also responded to a case involving an unsafe male circumcision practice (orogenital suction, or metzitzah b'peh) leading to serious health complications in an infant, and we are working to increase community awareness about the risks involved in this practice and to improve the child protection response.

Learning and Thematic Review Group has also discussed national reviews and learning from other local areas, offering constructive challenge to Barnet partners and monitoring implementation of any actions arising.

Priorities for 2020/21:

- We are putting in place a robust process to monitor implementation of the recommendations from the current Child Safeguarding Practice Reviews and to measure the impact for children
- Through the Learning and Thematic Review Group we will continue to proactively draw on national learning and other local reviews to improve safeguarding in Barnet.

5. Listening to the voice of the child

We use a range of mechanisms to listen to children and young people and to use their views to shape our services and priorities. We have also provided support to our partners to improve their voice of the child work, including training and Section 11 learning events.

We have involved young people through our Professional and Young People Forums, which young people attend to learn more about services in Barnet and share their thoughts about particular issues. Young people have been powerful advocates at these events, sharing their experiences around Female Genital Mutilation, knife crime and serious youth violence to inform practitioners' work with other young people.

We have consulted with young people in our thematic work, particularly on harmful practices where we ran focus groups with Barnet residents to better understand how prevalent Female Genital Mutilation is in Barnet and what people's experiences are.

Our Youth Perception Survey, Children in Care and Care Leavers surveys are all key tools to help us understand what children and young people think in Barnet. Specifically the Youth Perception Survey showed that:

Our youth perception, children in care and care leavers surveys have told us more about what young people think. The Performance and Quality Assurance Panel have reviewed these surveys, using them to set priorities and inform wider discussions.

- The majority of young people feel Barnet is a family friendly place to live and are satisfied with local services
- Young people's top concerns are crime, lack of jobs and littering in the street
- Top personal safety concerns are knife crime, gangs and people taking drugs in public places.
- Young people feel least safe in their local area at night, followed by in local parks and open spaces
- Compared to 2017, young people feel significantly more listened to and informed about local services.

All these concerns are being listened to across the Partnership and used to shape our priorities, for example the youth violence Professional and Young People Forum and the new Vulnerable Adolescent strategy.

Priorities for 2020/21:

- We will keep the voice of the child front and centre at our discussions in board meetings, and continue asking ourselves how our work will impact children
- We will develop our approach to multi-agency service user experience, bringing together existing feedback from partner organisations to lead multi-agency action.

Independent scrutineer findings

To provide independence and external oversight to the Barnet Safeguarding Children Partnership (BSCP) arrangements, the Partnership arrangements set out the requirement to have an annual review of the Partnership undertaken by independent scrutineers. BSCP commissioned annual independent scrutiny to take place in the form of a visit from a team of three scrutineers with a background in each of the statutory partners' disciplines from Red Quadrant. The use of Red Quadrant and the scrutiny team approach is an innovative step to examine and scrutinise the new partnership arrangements.

The independent scrutineers' terms of reference are those set out in Working Together 2018: to evaluate the extent to which the arrangements are delivering against their purpose, which is to support and enable local organisations and agencies to work together to safeguard children and promote their welfare. This also covers to what extent the safeguarding partners, with other local organisations and agencies, have developed processes to effectively manage and fulfil these responsibilities. The scrutineers were also asked to comment on the extent to which the lead representative from each of the three safeguarding partners plays an active role and whether all three safeguarding partners have equal and joint responsibility for local safeguarding arrangements. Further to this the goals set out for the independent scrutineers were to comprehensively review the activities of the BSCP, to ensure statutory duties are being met and to identify areas for further development.

The Red Quadrant team are able to confirm with confidence and assurance, that the multi-agency safeguarding arrangements for Barnet Safeguarding Children Partnership are compliant with Working Together 2018. The arrangements ensure that children in Barnet are safeguarded and their welfare promoted. This annual report 2019-2020 was also scrutinised and we can confirm that it is compliant with the requirements of Working Together 2018.

There appears to have been a smooth transition to the new arrangements in the last year, embedding these and engaging partners through the new structure, putting in place robust governance and foundations. The review found that the new arrangements are not just a re-badge of the previous safeguarding children board. There is a well-thought out new structure that has been designed to ensure that safeguarding is prioritised, discussed, and acted on in the right groups to provide appropriate response.

All three of the statutory partners are totally engaged in a shared vision and workplan including providing support and commitment throughout all the groups and subgroups. Subgroups were well-attended with the right representation at the right level. There is an active group focusing on involvement and engagement with the voluntary sector and faith groups, which was seen as good practice. There is good sharing of information at the strategic and operational level and in links with other partners. The threshold document is embedded and well understood by agencies across the partnership.

There is an individual willingness to work to effective inter-agency communication – against the challenges of Covid-19, diminishing resources and ever-changing landscapes across the Partnership and this has continued and improved during the lockdown period. The BSCP has a clear and impressive ambition for the children and young people of Barnet and priorities are informed by learning from local and national case reviews and emerging needs in the communities. Children and young people are given the opportunity to have their voices heard and their views are acted upon.

There is an independent chair for the Learning and Thematic Review Group which enables scrutiny of the most serious child safeguarding cases. The Group carries out all of its statutory responsibilities and has made good progress in implementing findings from reviews during the year. Performance monitoring is good and the Partnership have identified areas for improvement to make this stronger and more robust, with additional data and audit activity. Multi agency training was viewed as a strength by partners – it was reported to be responsive and of good quality.

The review recognised that there were some areas for consideration to further strengthen these arrangements, ones that had already been recognised and identified by the BSCP including sustainability of budget contributions, working across other partnerships and borough boundaries, and greater engagement of service users. The Partnership will be able to build on a history of strong collaborative arrangements at a strategic level, but it is acknowledged that there is more to do to ensure that this is embedded throughout all agencies with safeguarding responsibilities and at every level of organisations through to frontline staff.

Updates from our partners

Barnet Education and Learning Service

Overview

Barnet education services were delivered in partnership with Cambridge Education until 31 August 2020, and following that by Barnet Education and Learning Service (BELS). BELS works with schools to enable them to fulfil their safeguarding duties and to ensure that all guidance and legislation is understood and followed. This includes the requirements of Ofsted in order to judge that our schools are effective for safeguarding when inspected.

A continued close liaison and partnership with Family Services, including the Heads of Service of MASH (Multi-Agency Safeguarding Hub) and Duty, Assessment and Planning, the Early Help Team and the Local Authority Designated Officer, has facilitated the School Improvement

Team being able to give our schools the best support and challenge to ensure that there is the highest quality safeguarding provision in schools.

The School Exclusion and Safeguarding Lead works closely with all schools (local authority maintained, academies, free schools and independent schools) to offer advice and support, and updates the Education and Skills Safeguarding Action Plan. A School Safeguarding Audit is produced every year for schools and is seen as a useful tool in ensuring schools have the necessary policies, processes and systems in order to keep their children safe.

The Home Office awarded additional funding to Barnet to appoint a Prevent Education Officer to support schools with their Prevent Duty. The post holder, who took up post in September 2017, is employed by Community Safety but sits in the School Improvement Team. He has been able to offer advice, support and training to schools as well as liaising closely with the Prevent Coordinator on referrals. Funding for his post has been extended to 2021.

Achievements 2019/20

- Every Barnet state school inspected by Ofsted this year has had safeguarding judged as “effective”.
- Observed practice and engagement with the MASH Team, and greater depth of understanding built between Family Services and schools of processes and expectations of MASH referrals – including by distributing an anonymised model referral to all schools.
- Education and Skills staff and schools’ increased involvement in 0-19 Hubs.
- Resilience in Schools programme – increased number of schools now taking part in this programme being driven by BELS and Public Health.
- All Headteacher Network meetings, Office Support Forums and Governor Briefing have safeguarding on the agenda. An update on the UNICEF programme was shared with all head teachers, deputy head teachers and assistant head teachers.
- Escalation and resolution processes updated and circulated to schools.
- Safeguarding Briefings created in response to Covid-19, focusing on child criminal exploitation, mental health, MASH and Early Help referrals and sharing good practice. Breakfast Briefings well attended including representation from the independent sector.
- Regular safeguarding advice and guidance given to schools through Covid-19 period, including circulating new templates for safeguarding policies to meet Covid-19 requirements.
- Training and support relating to Covid-19, Department for Education guidance and new working arrangements to support vulnerable children and young people offered by BELS. This included training and support delivered by the Early Years Lead, Education Psychology Service and Inclusion Advisory Team.
- Supported Family Services with increasing attendance for vulnerable pupils during the partial closure of schools.
- Education psychology survey of children and young people, asking their views on returning to school. The findings were distributed to wider education services.
- Closer working between Virtual School and relevant services within Family Services to prioritise school placements and educational provision for looked-after children.
- Third wave of child protection and safeguarding training for Education and Skills staff and special educational needs transport rolled out this year.

- School Safeguarding Audit Tool seen by schools as an invaluable aid to effective safeguarding arrangements and embedded in workstreams. Feedback and safeguarding visits to schools on request or if concerns raised.
- Close liaison with the Police Safer Schools Team regarding incidents in or around schools.
- Elective home education post enhanced and reallocated to Education Welfare to further support partnership working.
- Strong representation on committees and sub-committees of the BSCP.

Upcoming priorities

- Recruit an Advisory Teacher for elective home education.
- Support schools to achieve full attendance.
- Work in partnership with agencies to support vulnerable families.
- Continue to provide information to schools on the Barnet context and implementing guidance and best practice.
- Continue to work towards all schools in Barnet being 'good' or 'outstanding' through rigorous monitoring and challenge.
- To work with all partners to improve the attendance of looked-after children.

Barnet, Enfield and Haringey Mental Health NHS Trust

Overview

Barnet, Enfield and Haringey Mental Health NHS Trust (BEH MHT) provides mental health services to communities across the three boroughs and has recently become part of the North Central London Strategic Transformation Partnership, working in close collaboration with Camden and Islington Mental Health Trust.

The safeguarding team comprises the Head of Safeguarding, data administrator, Safeguarding Adult Lead and Safeguarding Children Lead. The team have undergone a period of transition with the new team now fully embedded within the Trust. The role of safeguarding champions is well established in teams across the Trust to support safeguarding at an operational level.

Through North Central London Clinical Commissioning Group BEH MHT share legal responsibility with police and social care in safeguarding children and adult service users, and working to ensure that their families and staff are effectively protected. We respond appropriately to safeguarding concerns by sharing information in a timely manner with relevant agencies.

We have a focus on Brilliant Basics, getting the basics done well to drive improvement across all areas of the Trust.

Achievements 2019/20

- Delivering a cascaded model of safeguarding supervision via safeguarding champions. In all clinical appointments, particularly initial assessments, best practice is followed and children and young people have an opportunity to speak with clinicians on their own. Recent development of a 24/7 dedicated crisis line with access to qualified clinicians between 9am and midnight enables young people to call us directly.
- Business continuity plans across all divisions have a dedicated section for safeguarding children. A bespoke safeguarding session was delivered for the

clinicians working in the North Central London crisis pathway and the crisis hub. The Safeguarding Children Lead and lead nurse for Child and Adolescent Mental Health Service (CAMHS) provided consultation in the development of the triage paperwork.

- The continued development of our dashboard and safeguarding database to ensure oversight and governance of the Trust's safeguarding activity. This has enabled the identification of hotspots allowing for a targeted and supportive response from the safeguarding team, for example the quality review completed at the Beacon with follow-up reviews planned.
- Development and embedding of sexual safety standards, with sexual safety charters displayed in the ward areas.
- Providing in-reach to the local authority multi-agency planning group, vulnerable adolescents group and youth offending teams. We also support local authority clinicians working with vulnerable families with supervision.
- RAG rating introduced in case records to effectively prioritise children who needed to be seen face to face during the pandemic.
- The development of an integrated safeguarding level 3 in an elearning format in collaboration with My Care Academy for ease of accessibility for staff. After this staff attend a Safeguarding Surgery Workshop held by the safeguarding team.
- An away day for safeguarding champions with a focus on supervision, enabling the champions to further support staff operationally.
- Dissemination of learning from local reviews Trust-wide via central communications in seven-minute briefings. Some of the changes that have occurred as a result include specific targeted audits (self-harm deep dive, section 17 checklist) and development of a protocol between education and CAMHS.
- Creation of a dedicated page for seven-minute briefings so staff have access to all learning in a user-friendly format.
- Commitment to co-production, including through our service user involvement and engagement strategy. We actively seek the views of children, young people and carers in our service design, research and quality reviews, using a variety of methods to capture their views. This includes a weekly forum for young people at our Tier 4 in-patient unit.
- BEH MHT Safeguarding Children Lead and Head of Safeguarding have consistently attended Safeguarding Forum meetings and NHSE meetings where central information has been disseminated to staff during the height of Covid-19.
- Consistent and continued participation in multi-agency audits as determined by social care.
- Continued work with partner agencies in the newly formed Safeguarding Children Partnerships.

Upcoming priorities

As a result of Covid-19 and the measures taken to protect the country, BEH MHT had to respond quickly and efficiently to use technology to meet the needs of patient. This meant that children were not being seen face to face for a period of time, but were seen virtually.

Concerns were raised nationally regarding hidden harm and the potential abuse children and young people were subject to during lockdown. This manifested in a noticeable reduction in safeguarding activity pertaining to children in BEH MHT. To address this concern, BEH MHT will engage in a safeguarding children campaign, bringing to the forefront the 'Think family' approach – this is planned for November 2020.

The workplan is currently underway with new priorities being added to ensure children, adult service users, staff, and families are safe.

Central London Community Health Trust

Overview

Central London Community Health NHS Trust (CLCH) provides community services across 11 London Boroughs, alongside the delivery of sexual health and respiratory services across Hertfordshire and since October 2019, adult community services in West Hertfordshire.

CLCH is committed to working in partnership with all stakeholders to ensure children, young people and adults accessing CLCH services are seen, heard, supported and safe. In the face of significant NHS change, austerity and the unprecedented challenge of COVID-19 we have ensured our services are responsive to the needs of our communities and upholds the rights, choices and safety of all our service users. We have robust recruitment processes in place that are compliant with the Modern Slavery Act 2015.

The safeguarding team in Barnet includes a named nurse for safeguarding children, supported by safeguarding children advisors.

Achievements 2019/20

In response Covid-19 we reviewed our safeguarding processes and developed a risk assessment to support our 0-19 teams in identifying and prioritising need and vulnerability. Our staff use virtual technology to engage with children and families, in addition to completing face to face contacts and a 'duty' line that runs seven days a week to offer advice and support to parents, carers and professionals. The safeguarding service also runs a single point of contact to ensure our staff have access to timely advice and support. We changed our model of safeguarding supervision in Covid-19 to ensure practitioners had access to more frequent and ad hoc safeguarding supervision, which was well received by practitioners.

CLCH training compliance remains above 90% for our 0-19 practitioners and we have delivered virtual feedback sessions to practitioners regarding the graded care profile and research findings from the Triennial Review of serious case reviews.

CLCH has engaged with case conferences, strategy meetings, core group meetings and safeguarding forums. We have shared information to support multi-agency risk assessment and decision making to safeguard and protect children and young people and the statutory review of child deaths.

We have engaged in the work of the safeguarding partnership and the delivery of board priorities.

Family Services, London Borough of Barnet

Overview

Our commitment to Barnet's vulnerable children is to deliver services that give children and young people the platform to succeed and thrive. We work closely together with focus and drive to deliver timely and effective services, achieving good outcomes for children and young people in Barnet.

Our underlying philosophy is based on the concept of resilience. We want resilient children, families and staff. This has been extremely important this year, where we have faced an unprecedented set of challenges due to the Covid-19 pandemic.

We have three core strategic objectives that cut across our plans for children, young people and families and underpin the systemic and cultural change needed to drive improvement within the borough:

- Empowering and equipping our workforce to understand the importance and meaning of purposeful social work assessments and interventions with families.
- Ensuring our involvement with the most vulnerable children in the borough positively impacts on their outcomes.
- Providing effective practice leadership and management throughout the system to ensure progress is made for children within timescales that are appropriate and proportionate to their needs and that practitioners are well supported, curious and child focussed.

The Ofsted inspection took place 7-24 May 2019, and inspectors awarded a 'Good' rating across all judgment areas: the impact of leaders on social work practice with children and families, the experiences and progress of children who need help and protection, and the experiences and progress of children in care and care leavers. This has been the foundation that we have built on during this year.

Responding to Covid-19

Covid-19 and the imposed lockdown, while necessary to protect health, has had widespread individual, social and economic impacts and considerable negative effects on health and wellbeing.

Children are at increased risk of being exposed to these negative impacts. Nationally and locally there is an increased demand on mental health and wellbeing services. We have seen a 25% increase of anxiety-related presentations due to Covid-19 in our Barnet Integrated Clinical Service (BICS) and our KOOTH online counselling service for young people.

Families are facing increasing pressures due to a strain on finances, the stress of isolation and managing childcare demands alongside work commitments. In Barnet, the number of work-related benefits being claimed in July 2020 tripled from claims made in February 2020. Young people are at significant risk of economic hardship with 18-24-year olds in Barnet claiming benefits up from 2.5% in July 2019, to 9.5% in July 2020; they are also more likely to be furloughed. There has been a reduction in young people in education, employment and training.

Children have missed a significant part of their education which will impact on their social and emotional development as well as educational outcomes. Furthermore, for some children attending school is a protective factor and forms part of their support plan. After an initial reduction of contacts into the Multi Agency Safeguarding Hub (MASH) we are now seeing an increase, with more contacts in the first two weeks of August compared to the same point last year. Now schools have fully reopened for all children we have observed contacts in line with previous years' activity. We remain vigilant and prepared should there be an increase in demand, which has been the experience of neighbouring boroughs.

Children remain at the centre of all we do. All of our services have remained operational, albeit primarily through virtual means. Throughout the pandemic we have continued to see children, making use of technology when face to face contact has not been possible. This will continue into the future with a blended offer of face to face and virtual support and interventions.

Supporting children to return to school safely and catch up on lost learning

For full return in September we have supported early years providers and schools by developing risk assessment templates which were collated and passed to Health and Safety and Public Health teams. All schools opened for all pupils in September. We continue to work closely with schools to monitor the attendance of children on plans and are confident that the vast majority are in school.

Reassuring parents is critical to ensuring good school attendance. There is a risk that parents will choose not to send their children to school due to concerns about safety. This can include concerns about travelling on public transport. The change in policy on home to school transport due later this year will also have an impact. While our focus is on the transition back to school, we have also expanded our elective home education capacity to manage the increase in children being home educated (up approximately 8%).

Our Back to School campaign has supporting the transition, both in June and ahead of the return to schools in September. The campaign signposts children, young people, parents, carers, teachers and other practitioners to a wealth of services, resources and articles aimed at supporting a smooth transition back to school.

As far as possible, our focus throughout the pandemic has been on children continuing to learn. As children transition into school, we will address any concerns of lost learning. We have participated in a six-borough project on lost learning which is being used by schools to look at programmes in the Autumn term.

Our Virtual School has been operational throughout the pandemic, adapting to new ways of working. At the start of the pandemic, tuition for all children was offered for two hours a week for four weeks to bridge the gap as schools got their online learning up and running and some children returned to school.

For children with Special Educational Needs we have maintained a range of services. In a recent visit by the Department for Education, NHS England and the Special Educational Needs and Disabilities Advisor, it was concluded that “the Barnet’s response to Covid-19 has been strong in comparison to many other areas. I am unaware of any significant initiatives taken elsewhere that have not been taken in Barnet”.

Keeping safeguarding children as our highest priority

During the Covid-19 period our data shows there has been a reduction in the number of contacts by around a quarter, with 7916 contacts in the past six months, compared to 9283 in 2019. We are now seeing contacts at the expected levels and are monitoring closely to respond if there is an increase in demand into the system. Timeliness of decision making has remained at 99% since April demonstrating the MASH is managing the working arrangements imposed by the Covid-19 pandemic very well.

Patterns of agency contacts continue to fluctuate with the biggest swings in data being recorded against police, education and health services; there has been a 14% increase in police contacts. Education contacts have halved compared to last year, whereas health has seen 27% increase since last year. The MASH Steering Group will be analysing a breakdown of this information to better understand it. There are noted decreases against the level of contacts from all other agencies following a sharp rise in June (backlog clearance following lift of lockdown restrictions), and the July data is lower than the rolling average at this point in the year.

The Performance Matters report shows the volume of referrals (234) is 20% lower than at the same point last year (294) and 6% lower than June (249). However, the referral conversion

rate for July is 16% (234 contacts progressed to statutory social work assessment) this is closely in line with the yearly average of 17%. It is also lower than England and London average, which is positive. Low caseloads mean that there is capacity in the system if there is a spike in referrals when schools go back.

The number of children subject to a Child Protection Plan (162) is 4.7% lower than at the same point last year (170) and 5% lower than June 2020 (171). We have been conducting virtual child protection conferences and have had some good feedback on these. Parents find them less intimidating, and more professionals are attending, including those who would often not be able to due to other commitments, such as psychiatrists and probation services.

Health attendance at strategy discussions has reduced, and we will work with the partnership to improve this. NHS staff have been redeployed to other services, however MASH still have health staff so there is a need to understand why attendance has fallen.

Proportionately more boys are on child in need plans, and more girls on child protection plans. There has been a reduction in child sexual exploitation, which last year was the reason for more girls on child protection plans, so we are revisiting this to understand the impact of gender on our approach to managing risk. We will also be looking at ethnicity data to try to understand whether families are receiving early help interventions at the right time due to some disproportionality showing in the data.

234 Early Help Assessments (EHAs) were opened in July which is a 29% increase on opened EHAs at the same point last year (166), and a 33% increase from June (156). 208 EHAs were closed in July which is a 12% increase on the same point last year (183) and 3% higher than the rolling average (201), resulting in a net difference of 26 more cases. The multi-agency Early Help Panels have continued to operate remotely with good attendance from all key agencies.

In partnership with key local providers, schools and the voluntary and community sector, a summer programme of activities was delivered building on the virtual delivery since the start of lockdown. Early Help staff have delivered online programmes of activity with interactive, live and pre-recorded sessions in place. Staff are virtually facilitating online sessions via Zoom for young people aged 7-19 years, and up to 25-years-old for young people with special educational needs. Pre-recorded sessions take place throughout the week via YouTube. Early Help buildings and settings are prepared to re-open; risk assessments were undertaken during June and in accordance with government guidance issued on 1st July (revised on 10/07/20).

Early Help practitioners have maintained weekly contact with families on the NHS shielded list and ensured weekly food deliveries, prescription collection and any additional help is identified and provided; this continued until 31/07/20 when shielding was no longer required. Group work programmes with parents including domestic abuse and parenting programmes remain a challenge to deliver as limitations remain in place regarding social distancing and support bubbles.

Supporting corporate parenting

Numbers of children in care remain stable. Some unaccompanied asylum-seeking children came into care in the last month but during the lockdown the numbers of children coming into care were very low.

Placements stability has been good in the last six months. In the last month there have been some moves for very specific reasons, but largely in the last six months foster carers and residential homes have held the children and provided a lot of stability. Relationships in

placements have been very positive. There was a group of children persistently going 'missing' because they wanted to go home, and risk assessments were completed and some of these children did go home and have remained in the care of family members while being closely monitored.

The pandemic has had an impact on the availability of permanent housing for our care leavers. We are monitoring this closely with housing colleagues to ensure that no care leavers who needs to transition into permanent housing are prevented from doing so.

Improving children and young people's mental health and wellbeing

The impact on children's mental health and wellbeing has been seen nationally and locally. Our local survey highlighted this as a key area of concern; 40% of children surveyed considered that the effect of the crisis is harming their mental health. There has been an increase in anxiety-related presentations to our Barnet Integrated Clinical Service (BICS) and to KOOOTH (our commissioned online counselling service), which has reported a 25% increase in demand. BICS has set up a helpline and are delivering workshops and groups as part of an extension to their offer which will continue with the additional transformation investment.

Additional Child and Adolescent Mental Health Services transformation money has been invested into the Mental Health in Schools teams to provide additional support. Investment has been made into parenting assessments and £50,000 of government funding for return to school has been invested into a schools campaign.

Over 80% of childcare settings are now open and the most recent Department for Education submission showed 3,398 children are attending Early Years settings, 636 of these were children of key workers and 184 are vulnerable children. Only six settings (3%) are planning on remaining closed until September. London Borough of Barnet nurseries at Newstead and Greentops have provided childcare services throughout the lockdown period. The Early Years team have been working with the Early Years standards team to support with risk assessments for providers. Network meetings have been held with all settings.

Six children's centres have remained open for midwives to deliver face to face services with the most vulnerable families. Children's centre staff have had regular phone contact with families registered and have contacted all families on the new birth data list since lockdown. Children's centres have organised virtual sessions such as rhyme times, cooking and story time. These, together with partner services, are shared through Facebook pages. A virtual timetable was delivered during the summer, with some small face to face groups for the most vulnerable families taking place in August. This borough-wide programme offers a blend of interactive online, sessions, pre-recorded on-line materials, telephone support, as well as targeted face to face sessions. The face to face sessions include buggy walks for the most isolated parents with young children, and school-readiness workshops.

Children's centres have been working in partnership with Young Barnet Foundation, libraries and health to deliver activity packs to the most vulnerable through foodbanks, Home Start and Burnt Oak refugee service and have delivered over 750 packs.

Enhancing life chances

In July 2020 the number of working aged adults claiming work related benefits was 18,105 which has tripled since February 2020 (6,455). Young people are at significant risk of economic hardship with 18-24-year olds claiming benefits up from 2.5% in July 2019 to 9.5% in July 2020 and 17-year olds are more likely to be furloughed. Our care leavers in education, employment or training have decreased by almost 10% compared to last year. This will have

wide-ranging impacts on many outcomes including skills to enter the job market, access to good quality housing and health and wellbeing. These issues will be addressed through a refreshed Life Chances Strategy. A survey was completed to inform the strategy, with 737 young people responding. Key headlines are:

- The majority of young people consider the effect of the crisis to be harming their long-term education (53%), followed by doing much less physical activity (52%) and their mental health and well-being being affected (40%).
- Young people say they were most worried about their education and exams (58%) during lockdown, followed by staying safe from the coronavirus (34%) and their mental health and well-being (33%).
- The majority of young people think more support should be provided for dealing with stress and isolation (53%), followed by activities and exercises for children while at home (45%) and close and regular contact with teachers (44%).

Governance and accountability arrangements

We developed our recovery plan in response to the Covid-19 pandemic. The Children, Education and Safeguarding Committee is responsible for all matters relating to children. It receives regular reports on safeguarding for oversight, scrutiny and decision-making. The forward plan for member development and induction programme is regularly reviewed for effectiveness.

Senior representatives from partner organisations make up the Children's Partnership Board which keeps strategic oversight of the Barnet Children and Young People's Partnership Plan. Each organisation has agreed to be responsible for implementing this plan which will be monitored by the Board. The Children's Partnership Board reports into the Children, Education and Safeguarding Committee.

A clear written line of accountability for safeguarding is published in the Continuum of Help and Support which supports effective understanding and increasingly consistent application of key thresholds across the partnership.

Safeguarding is also included in the Corporate Plan, Joint Health and Wellbeing Strategy and Children and Young People's Plan. Strategic and operational oversight of safeguarding in policies and procedures is evident in the annual Ofsted self-evaluation, our range of policies (Tri-X) and Children, Education and Safeguarding Committee reports.

Divisional Plans were developed in October 2019 based on actions identified through the Children Young People's Plan, Ofsted recommendations for improvement in the May 2019 inspection report, and the self-evaluation. These plans are monitored via the Family Services Senior Management Team and the Children and Young People's Partnership Board. These plans are currently on hold due to the changes in service delivery as a result of the Covid-19 pandemic and subsequent government actions. A Covid-19 Recovery Plan and Policy was developed and implemented by senior leaders to ensure continuity of statutory safeguarding within new legal frameworks introduced during the pandemic.

Monitoring and evaluation/quality assurance activity

We have maintained a focus on practice during the improvement journey. Practice Development Workers are embedded across the service supporting individual, team and organisational learning. The integration of quality assurance and practice development is assured by linking each social work team with a Practice Development Worker, a Quality Assurance Officer, an Independent Reviewing Officer and a Child Protection Chair. This

enables our appreciative enquiry audit approach, building on self-identified strengths and strengthening capacity to reflect, share best practice and innovation and to build the future around what works for children and their families.

The directors hold regular stocktake meetings to monitor progress in the quality of practice and the most recent was held in early August. The critical issues that were identified are:

- The need to implement plans in a timely fashion when some services have not been operational.
- Maintain good practice during the coming months when we expect to see a surge in demand into the service once children are fully back at school.
- Increase the input from partners into children's plans so that they reflect the multi-agency and joint approach required to provide effective help and protection.

There is a monthly review of performance with the Lead Member and Chief Executive.

Upcoming priorities

We will deliver our recovery plans ensuring effective child-centred provision during the ongoing pandemic with a focus on:

- Supporting children to return to school safely and catch up on lost learning
- Keeping safeguarding children as our highest priority
- Supporting corporate parenting
- Improving children and young people's mental health and wellbeing
- Enhancing life chances.

We will continue to improve our core social work practice utilising our performance and quality assurance framework and priorities identified in our self-evaluation. We will work to improve multi-agency collaboration in children's planning to ensure timely interventions for children and young people.

London Community Rehabilitation Company

Achievements

- The London Community Rehabilitation Company (CRC) Learning and Development Team have delivered further Safeguarding Assessment Training. Learning and Development plan to include the teaching and development of assessment and planning skills for both all new staff and ongoing staff development. Feedback and review of the training has supported the London CRC to help evaluate and develop this area of work.
- The CRC Performance Management Information for Safeguarding has been updated and will support the operational management of safeguarding risks and will support us towards the assurance of and the quality of our safeguarding practice. This helps to manage our resources and prioritise the right service users within the communities particularly if they are very vulnerable with a high level of safeguarding concerns.
- CRC are now able to undertake regular quality audits on a monthly and quarterly basis, and hope to develop multi-agency audits going forward.
- Omnia, an integrated case management and risk and needs assessment tool, has been implemented. This enables:
 - Action planning objectives to be developed which are directly linked to the service user's risk and needs

- A strengths-based approach to risk assessment, which leads to risk management and action plans that support desistance
- An ongoing review of the risk and needs and of the delivery of the action plan.
- Development of London CRC Public Protection Boards at a local and pan-London level that have a focus on various Safeguarding themes. This allows a two-prong approach whereby frontline issues can be escalated and important strategic messages and processes cascaded and shared.

Upcoming priorities

Our priorities are staff safety and re-opening offices which can adhere to social distancing measures. We will continue to prioritise the work of our complex, higher risk cases through face to face supervision and partnership working, and reintroduce Community Payback placements and the increased delivery of interventions whether that be over the phone or another medium or in small group settings. All our cases where there is an identified safeguarding concern currently fall have been seen consistently during the Covid-19 pandemic and will remain priority cases in our recovery.

There are upcoming transforms and organisational restructures due to the announcement of the re-nationalisation of the offender management section of probation. This is scheduled to be implemented in June 2021. This may have some negative impact but the North London CRC Manager and the National Probation Service Managers have a good relationship and continue to work very closely together to manage this.

Metropolitan Police Service

Overview

When the Metropolitan Police Service (MPS)'s safeguarding arrangements were inspected by Her Majesty's Inspector of Constabulary in 2016, a number of areas for development were identified. A post-inspection review was carried out towards the end of 2018 and the Partnership sought updates on progress throughout 2019.

Major changes took place to strengthen strategic oversight and this included a complete restructure of the MPS into the new Basic Command Units. For Barnet this meant local police services were joined with Brent and Harrow. We have maintained an active interest in identifying benefits and challenges that impact on local children and young people in Barnet.

Achievements 2019/20

- The MPS introduced a new Safeguarding Framework which clarifies roles and responsibilities and outlines its approach to partnership arrangements.
- A new internal dedicated inspection team was set up to inform senior officers of performance.

In response to requirements from safeguarding partnership across London the MPS have developed a Safeguarding Dashboard. This provides them and partnerships with performance data in relation to a wide range of safeguarding issues, such as child protection investigations, children who go missing, child exploitation, knife crime and children in custody.

The Dashboard is recognised as a good step forward by the Quality Assurance subgroup and requests have been made by Barnet to receive pan-London and local data broken down and interpreted for our own area, so that we can examine local performance and activity more effectively. This will strengthen the Partnership's oversight of local performance.

Upcoming priorities

- Translate audits identifying where performance is in need of improvement to timely changes.
- Further improve our response to online offences and the management of sexual offenders.

North Central London Clinical Commissioning Group

Overview

On 1 April 2020 NHS Barnet Clinical Commissioning Group (CCG) became part of the wider North Central London (NCL) CCG, which comprises Barnet, Enfield, Haringey, Islington and Camden.

NCL CCG is a commissioning organisation responsible for the commissioning of health services across the five-borough footprint.

Achievements 2019/20

The unification of the commissioning arrangements across the five boroughs has already within the short period of the inception of NCL CCG strengthened safeguarding across pathways in health which often cross borough boundaries.

There is now a team of five Designated Nurses across the five boroughs, who provide support and cover arrangements within the wider CCG.

We however acknowledge that each borough has its own Safeguarding Partnership arrangements that continue to focus on borough-defined priorities.

During the Covid-19 lockdown, the NCL CCG has continued to work in partnership with our local borough authorities, police, education and commissioned health providers to ensure that children and young people remain protected within what has been a rapidly changing situation. The Safeguarding team are now in the process of reviewing the approach for the next phase of safeguarding in Covid-19.

The actions for safeguarding children in response to Covid 19 included:

- Exempting safeguarding designated professionals from redeployment to enable them to focus on supporting provider organisations and identifying risks.
- Provider safeguarding business continuity plans regarding the response to Covid-19 were scrutinised and the Barnet Director of Children's Services was kept aware of any significant risks that might arise.
- Strengthening our communications mechanism with our GP Safeguarding Practice Leads.
- Additional support for General Practice across Barnet was offered with Teams training sessions in which over 300 GPs participated and representatives from the adult and children's MASH were present.
- The NCL CCG also increased health safeguarding forum dates during the lockdown period and was supported by both the adult and children's MASH and domestic abuse agency.
- An NCL CCG safeguarding adult and children's designated leads workstream was developed to address safeguarding issues posed by Covid-19. This included

development of a strategic risk register which identified issues pertaining to hidden harm and other current concerns.

- In Barnet the list of vulnerable unborns was sent out to maternity and public health nursing services so that they could identify the most vulnerable children on their caseloads.

The Designated Doctor Safeguarding Children and Designated Nurse Safeguarding Children in Barnet are members of the BSCP Learning and Thematic Review Group and are responsible for coordinating health agency responses to cases reviewed within the group.

Work done by the designate leads in conjunction with their Named GP colleague include bringing together health component reports for the Partnership and ensuring that actions are embedded across health agencies.

This is in addition to a GP conference held in Nov 2019 at which expert speakers delivered presentations on child exploitation online, factitious illness and perplexing presentations. The Local Authority Head of Safeguarding, Quality Assurance and Workforce Development and Designated Doctor Safeguarding also presented learning from case reviews in the form of a seven-minute briefing.

The CCG have also supported the appointment of a Learning and Thematic Review Group chair and Partnership Manager for BSCP.

Upcoming priorities

The focus for 2020/21 is to ensure that appropriate health provision from a safeguarding perspective is in place for when children return to school in November. We are also planning for anticipated surges in mental health needs.

Royal Free London NHS Foundation Trust

Overview

The Royal Free London (RFL) NHS Foundation Trust provides services to children, young people and their families across Barnet hospital, Chase Farm hospital, the Royal Free hospital and Edgware community hospital. The Trust is committed to ensuring that it delivers services that are well led and which meet the requirement to keep children and young people, including the unborn, safe from harm. The Trust is a key member of BSCP and works together with all partners to improve the safety of children and young people in Barnet.

Achievements 2019/20

- We have implemented the changes required to discharge our responsibilities when responding to a child death to make sure that families are supported and lessons learned.
- We continued to implement the better births programme to provide women with continuity of carer throughout their pregnancy. Through this project we were able to appoint two midwives to support the safeguarding needs of the most vulnerable women and their babies. Feedback from mothers who have continuity of midwife is very positive.
- We worked jointly with Barnet children's services at the start of lockdown to make sure that robust birth plans were in place for all women and babies who were vulnerable.
- Following learning from local case reviews that we contributed to, we rolled out ICON, a coping with crying programme to support new parents and to reduce the prevalence of abusive head trauma in babies and small children. Initially we embedded it on the

neonatal unit at Barnet hospital. Following direction from NHS England who were concerned about increased parental stress during lockdown we provided all new parents with information about ICON. Midwives would then talk to both parents about how to manage crying during a face to face visit on day five after delivery. We have now introduced ICON as part of antenatal education.

- Responding to the Royal College of Midwives research and our own local survey we held a number of awareness raising sessions aimed at supporting staff who experience domestic abuse, promoting the service of hospital-based domestic abuse advisors, the support in place from managers and the domestic abuse policy. The number of staff seeking support has increased.
- We have commissioned safeguarding supervision skills training so that we have more staff able to deliver safeguarding supervision.
- We continually review our safeguarding training throughout the year, and as a result of the Covid-19 pandemic we have developed more training that we can deliver virtually or blend with elearning.

Upcoming priorities

As health services for children across North Central London are reconfigured in planning for pressures over the Winter period, we will make sure that our safeguarding processes are robust and adaptive and that we can liaise with other hospitals when children may be redirected.

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**Independent Review of Barnet Safeguarding
Children Partnership
November 2020**

Authors: Nicky Pace, Russell Wate, Jo Norman - RedQuadrant

Context

The Children and Social Work Act 2017 and Working Together 2018 dissolved the requirement for Local Safeguarding Children's Boards (LSCB) and required three key partners - the Police, Health (CCG) and the Local Authority - to set up Multi-Agency Safeguarding Arrangements in their area.

The three statutory partners for Barnet, determined under the Children and Social Work Act 2017, comprise the London Borough of Barnet, the North Central London Clinical Commissioning Group, and the North West Basic Command Unit of the Metropolitan Police. The new arrangements are referred to as Barnet Local Safeguarding Children Partnership (BSCP). Barnet's new arrangements as the local Partnership came into effect in September 2019.

The agreement for the BSCP is to have a rotating Chair from the three statutory partners, initially with the Local Authority Chief Executive taking on the role and passing over to the police lead after the first year. In order to provide independence and external oversight to the BSCP arrangements, the Partnership plan sets out the requirement to have an annual review undertaken by independent scrutineers.

Specification of the Review

This is outlined below and is taken from the original brief for the review.

The role of the independent scrutineers is to provide assurance in judging the effectiveness of multi-agency arrangements to safeguard and promote the welfare of all children in a local area, including arrangements to identify and review serious child safeguarding cases.

The scrutiny must be objective, act as a constructive critical friend and promote reflection to drive continuous improvement.

The independent scrutineers will consider how effectively the arrangements are working for children and families as well as for practitioners, and how well the safeguarding partners are providing strong leadership.

The scrutineers will devise their own methodology, however, it is expected that this will include:

- Scrutiny visits to Barnet annually or bi-annually (twice a year) in March and/or September. It is expected that these visits will involve a two-day visit to meet with leaders, staff, children and young people.
- This will need to be a multi-disciplinary team, with expertise in social care, health and police.
- A written report at the end of each of these visits setting out: areas of strength, areas for development and recommendations.

- A review of the Barnet Safeguarding Children Partnership's (BSCP) annual report before it is published.

The scrutineers are required to evaluate against the requirements set out in Working Together, in the three areas of purpose, processes and leadership.

I. Purpose

The extent to which the arrangements are delivering against their purpose, which is to support and enable local organisations and agencies to work together in a system where:

- children are safeguarded and their welfare promoted
- partner organisations and agencies collaborate, share and co-own the vision for how to achieve improved outcomes for vulnerable children
- organisations and agencies challenge appropriately and hold one another to account effectively
- there is early identification and analysis of new safeguarding issues and emerging threats
- learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice
- information is shared effectively to facilitate more accurate and timely decision making for children and families.

II. Process

This will cover to what extent the safeguarding partners, with other local organisations and agencies, have developed processes that:

- facilitate and drive action beyond usual institutional and agency constraints, and boundaries
- ensure the effective protection of children is founded on practitioners developing lasting and trusting relationships with children and their families.

This will also consider the extent to which the arrangements link to other strategic partnership work happening locally to support children and families. This will include other public boards, including Health and Wellbeing Boards, Safeguarding Adults Boards, Channel Panels, Improvement Boards and Community Safety Partnerships.

III. Leadership

This will cover to what extent the lead representative from each of the three safeguarding partners plays an active role, as well as the extent to which all three safeguarding partners have equal and joint responsibility for local safeguarding arrangements.

Process/methodology of review

The review methodology was developed and undertaken as a tool for understanding strengths and areas for improvement in the way the Barnet Safeguarding Children Partnership (BSCP) works together to safeguard and promote the welfare of children in their area. RedQuadrant undertook the review. RedQuadrant provided three Independent scrutineers with experience and backgrounds within children's services, police and health and who have also worked in multi-agency safeguarding partnership settings. To undertake the review, a comprehensive list of documents and policies from the Partnership was provided. The team of independent scrutineers met with a range of partners and practitioners, individually and in focus groups, to ascertain a range of views from partner agencies on the impact of the new Partnership arrangements (see appendix 1).

The focus of the review and questioning in the meetings was based on some key areas, considering whether:

- The three core partner leads are actively involved in strategic planning and implementation
- The wider safeguarding partners (including relevant agencies) are actively involved in safeguarding children
- Children, young people, and families are aware of and involved with plans for safeguarding children
- Appropriate quality assurance procedures are in place for data collection, audit and information sharing
- There is a process for identifying and investigating learning from local and national case reviews
- There is an active program of multi-agency safeguarding children training.

Taken from Six Steps for Independent Scrutiny: Safeguarding children arrangements. Institute of Applied Social Research, University of Bedfordshire, Pearce, J (2019)

We would particularly like to thank the BSCP Business Unit for the organisation of the review, supplying the documents requested and setting up the meetings with key individuals. We would also like to thank all the staff who have taken part, for their thoughtful and frank evaluation of the current Partnership, ideas, and suggestions for improvements.

Purpose

Implementation/agency engagement

This first year of the new arrangements has been experienced as a measured transition from the Barnet Safeguarding Children Board to the partnership arrangements. Participants in the review have been very positive about the new arrangements, identifying on reflection

that the Safeguarding Board was unwieldy and oversubscribed with a sense for some that attendance was without purpose or the necessary authority to take forward actions.

The Partnership is demonstrating an intention to share the responsibility and improve all services to children and families through a multi-agency approach in compliance with statute. In the first year, there has been the added challenge of the Covid-19 pandemic, with all the subsequent safeguarding concerns emerging from this.

Those members of the Partnership who contributed to this scrutiny report shared their experiences of the Covid-19 situation. They commented positively that multi-agency working had improved as people have worked together to manage the challenges to safeguarding children brought on by the pandemic. Review participants also commented on the progress made in multi-agency working through the improvement plan prior to Barnet's 2019 Ofsted inspection (which judged Barnet as good). The membership of the Leadership Forum and the subgroups is balanced across the partner agencies with equal commitment and contribution to the safeguarding and welfare of children and young people within Barnet. As the transition is still recent, there remains a sense within some parts of provider services that the Local Authority remains the lead organisation.

The change in board manager was also identified as an improvement in partnership activity, which happened at the beginning of the first lockdown period.

The consensus in the review of the current safeguarding partnership is an improvement on the safeguarding board model. Particularly important is having the Leadership Forum membership from a core group of key senior and strategic leaders from police, local authority and health who have a shared vision for safeguarding, are accepting of challenge and committed to improving the lives of all children in Barnet. This Forum has strong leadership and is more balanced in agency response, providing more challenge and open discussion, with equality and balance in the sharing of safeguarding responsibilities.

The Leadership Forum has oversight and some shared membership of three subgroups which conduct the responsibilities of the former safeguarding board with specific areas of focus, identified in the terms of reference for the groups. Through the implementation of the BSCP arrangements, there is a significant number of members from all partner agencies who have been involved in Barnet multi-agency work for a number of years. This experience has provided a Borough memory to the work, which offers the opportunity to compare the effectiveness of different approaches.

Provider management involvement in the subgroups facilitates the information link to the delivery of the services and provides the opportunity to work directly with children and young people and hear their voices. This is supported through member links with the Children and Young People's Plan, which cites a renewed commitment to successful outcomes for children, young people and families, and Professional and Young People Forums which are reported to be well attended by all agencies.

The sharing of information and working together message could be strengthened through increased shared training and by frontline staff to having more of a voice on the Partnership.

Quality assurance/data and audit

How does the Partnership know how effectively the partners are working together to safeguard children, and how do you measure the impact of the Partnership? Alongside the annual independent scrutiny visit and independent chair of the Learning and Thematic Review Group, there needs to be effective, respectful challenge from partners of each other's performance. There also need to be mechanisms and processes in place so that the three key partners have the necessary evidence to inform this challenge.

The Performance Quality and Assurance panel, its Chair and leadership are the engine room for the Partnership and contribute greatly to the work of safeguarding children in Barnet. There is a wide membership of agencies attending this group. It has a crucial assurance function, reviewing multi-agency performance data and a range of annual reports including from the MASH, LADO, Vulnerable Adolescents Community Partnership, 0-19 Strategic Partnership and Education. This group also takes an active role in monitoring and advising many of the BSCP activities, including multi-agency audits, the training programme, Section 11 audits, Professional and Young People Forums and thematic deep dives. It also receives regular reports from the Voluntary, Community and Faith Sector subgroup. The Performance and Quality Assurance (PQA) panel meets quarterly, and could consider whether this is sufficient for this considerable workload.

The group recognise that they need to do more to measure the impact and outcomes of multi-agency work, both for practitioners and children and young people in Barnet. The groundwork for this has been laid, with the new multi-agency performance dashboard, but this work needs to be further developed, including bringing together multi-agency service user feedback. The Partnership needs to be clear on its priority areas and set clear delivery targets that can be measured. There are safeguarding proxy measures/performance indicators that could be supplied by agencies, which allows the Partnership to both challenge practice but can also provide assurance. The BSCP needs to be clear what partnership data it requires and for what purpose so that partners can provide it, although there are difficulties breaking down some data into Barnet-specific data from police and health. Data also needs to be accompanied by analysis, otherwise how do you know how effectively the Partnership is working, and/or where there is improvement or deterioration?

The multi-agency audits and deep dives are good and evidence effective quality assurance arrangements. The multi-agency audits are led and driven by the Quality Assurance and Workforce Development team in Family Services. They have developed 7-minute briefings to cascade learning from these activities, which are a great way of briefly disseminating learning. However, it was disappointing that from the small group of professionals spoken to as part of the review, most did not know about these.

There should also be an agreed audit schedule which should regularly include re-audits of priority areas or to evidence improvements if the audit has found areas of concern. To further strengthen these arrangements, consideration could be given to PQA receiving single agency audits from partner agencies, which have been undertaken on safeguarding areas of work. It is also worth considering developing different types of audit mechanisms, quality conversations or using questionnaires of frontline staff using Survey Monkey or similar, for example to ascertain their knowledge and confidence in using newly implemented policy or strategies. Finally, the Partnership could consider a more interactive process for the Section 11/175 audits, which could be run alternating with the current strategic process. This process would allow greater insight into frontline staff's understanding of their safeguarding responsibilities and whether these are understood; it could also provide challenge to the partners' strategic/operational understanding.

Where possible children and young people and their families should be involved in multi-agency audits to ensure that there is feedback from service users. Audits should also involve frontline practitioners to improve their learning.

Threshold document/information sharing

The threshold document was well embedded and understood amongst partner agencies. It was recognised that a great deal of work was undertaken by Family Services to promote this and to ensure agencies and schools were aware of the process to refer children into the MASH. Agencies cited examples of being able to challenge and escalate issues within MASH if they had concerns about cases or application of threshold. The MASH Steering Group, which is accountable to PQA, collects useful data on the effectiveness of the multi-agency front door arrangements. Partners raised that they did not always know the outcome of their referrals and receive communication of any action being undertaken.

There is an updated information sharing agreement which is signed by partners and includes the MASH, Early Help and Multi-Agency Child Exploitation Panel, as well as information sharing for BSCP activities.

Child Safeguarding Practice Reviews

Working Together, 2018 states: 'Locally, safeguarding partners must make arrangements to identify and review serious child safeguarding cases which, in their view, raise issues of importance in relation to their area. They must commission and oversee the review of those cases, where they consider it appropriate for a review to be undertaken.'

To deal with the requirements of this section of Working Together and as part of their safeguarding arrangements, Barnet Safeguarding Children Partnership has established a Learning and Thematic Review Group (LTRG). The response to serious child safeguarding cases is one of the Partnership's cross-cutting themes.

LTRG meets bi-monthly and the membership, including the three statutory partners, is quite broad from across the Partnership. A review of the recent (last three) minutes of the meetings shows good attendance by a number of different agencies with the right people being mostly present. The minutes demonstrate good discussion. However, one meeting did not appear to be quorate in relation to all three statutory partners being present. The group have established sound terms of reference; within this, there is the facility to invite other agencies and experts as and when the group requires.

There are also Child Safeguarding Practice Review (CSPR) panels that take place as required, as do the Rapid Review process and meetings.

LTRG has an independent chair who is experienced and able. This is a good appointment by the Partnership. It helps bring in scrutiny of the most serious child safeguarding cases. LTRG carries out all of its statutory responsibilities and has made good iterations to its progress during the year. Work has included reviewing the process for rapid review referrals and decision-making both in line with the best practice outlined by the National Panel, but also by viewing what others are doing around the country.

LTRG has conducted six rapid reviews in the year. Two of these have led to Child Safeguarding Practice Reviews being commenced, and they have appointed an independent author to undertake both. These reviews are in progress, so the completed, or almost completed, reviews were not able to be viewed. One of the rapid reviews has become a local learning exercise.

A learning exercise around vulnerable adolescents has shared learning with frontline practitioners through an excellent 7-minute briefing and informed the new Vulnerable Adolescent Strategy. The Vulnerable Adolescent Strategy has been viewed and is a very comprehensive document. The activity that takes in place in relation to safeguarding adolescents across the Borough is also commendable. The draft workplan, if agreed, will continue developments and make the difference to implementing the strategy successfully.

There has also been a 7-minute briefing in relation to child sexual abuse which is an informative document. Additionally, LTRG has considered safeguarding issues around elective home education, male circumcision practices and diplomatic immunity.

LTRG is in the process of developing its mechanisms to ensure that the learning and the recommendations from SCRs and case practice reviews are fully implemented and embedded into practice.

Multi-agency training/engagement

Multi-agency training was viewed as a strength by partners – it was reported to be responsive and of good quality. There is a broad annual programme of training which multi-agency partners can access for free, including the voluntary, community and faith sector. It is designed to build capacity and develop skills across the Barnet workforce, ensure a basic

level of safeguarding training is achieved and to encourage a shared understanding of multi-agency working across partner agencies. This training is organised by the Workforce Development team within Family Services, who both directly deliver training and commission specific training. A small contribution towards this is made from the BSCP budget.

In response to Covid-19, more virtual training has been developed on relevant topics such as bereavement, mental health, online safety and safeguarding in virtual working, which shows a good ability to flex when necessary to changing training needs. It is understood that in October there was a scoping session with partners to review what they find most useful from the training offer and what they would like in the future. This has resulted in increased targeted communication in order to raise awareness about the training offer (particularly with smaller voluntary organisations), working with more partners to co-deliver training, and opening organisations' existing training offers out to the Partnership to develop skills across the system. Agencies and staff spoke highly of the training offered. However, there was not consistent take-up by all agencies, including some providers in health and police. The multi-agency training offer was seen as a positive opportunity for most services and take-up is generally good, but in some frontline health provision, the focus has been on staff attending in-service safeguarding training at levels 1 -3 and whether there is still capacity to attend any other training. There were mixed thoughts from the provider focus group regarding the value of the multi-agency training for frontline staff.

There is scope for development in terms of better evidencing impact and evaluating multi-agency training.

Engagement – hearing the voice of children and young people is a real strength in Barnet, as is their logo 'All about me' reminding staff about the centrality of the child. BSCP has a wide range of mechanisms for listening to children and young people including the Professional and Young People Forums (PYPF), which bring together young people and practitioners to discuss and share learning on a specific theme. The healthy relationship forum looked an excellent morning with 60-70 present. The Youth Zone venue seems an excellent facility for hosting this. The use of surveys to get views of young people is also very good, including the Youth Perception Survey, which asks young people in Barnet about their experiences of living in the Borough, opinions of services and what their biggest concerns are. There is also the Children in Care and Care Leavers Survey and voice of the child team who work with the youth ambassadors to consult on particular topics. This feedback gives the BSCP a clear view of the safeguarding priorities for children and young people in Barnet. However, we did not receive evidence about how children were informed about actions which had been taken to address their concerns, along the lines of 'You said, we did.' It could be worth considering further ways for the Partnership to hear the voice of service users, i.e. families and those more vulnerable children.

The Partnership would also benefit from wider community engagement to promote safeguarding, for example around safer sleeping for babies, domestic abuse or neglect campaigns, or other areas of priority for the Partnership. These could be undertaken by engagement with other agencies, i.e. public health (after Covid-19), NSPCC or CSP. It would also be great to promote the Partnership by regular newsletters to raise awareness and use as another vehicle for dissemination of learning.

Process

Subgroups

The subgroups are linked through membership; the members of the Leadership Forum also sit on the PQA panel and LTRG which itself supports the integration of information within the groups collectively referred to as the BSCP. Key members of BSCP are also present on provider service groups, including MASH.

The three main subgroups are:

- Performance and Quality Assurance Panel (PQA)
- Learning and Thematic Review Group (LTRG)
- Voluntary, Community and Faith Sector Group (VCFS)

The groups work well together, and professionals recognise the value of transparent sharing of information, identifying strengths and weaknesses of their services to support and challenge each other openly and honestly to improve on safeguarding provision.

The priorities as contained in the annual report remain on track despite the added concerns and management of Covid-19, such as children's mental health and associated issues for vulnerable families. There has been increased effort to maintain effective safeguarding activity across the Partnership, which has been considered in the groups.

The VCFS Group links with BSCP and supports the work by engaging in multi-agency audits, deep dives and Professional and Young People Forums (PYPF) and regularly reporting to the Performance and Quality Assurance panel. The audits are by way of a checklist that assures the services are compliant with safeguarding requirements. One member of the Leadership Forum (the Assistant Director: Education, Strategy and Partnerships) sits on the VCFS Group. Challenges for this group are to have the right membership to represent all the services that may be providing for families and all diverse groups having the opportunity for representation and to share in the discussions.

The PQA group leads on the scrutiny and assurance function of the Partnership, as well as monitoring and providing strategic oversight to BSCP activities. The fixed membership has an 'opt-in' membership to inform specific issues as they arise. The group monitors the current data dashboard and provides for a multi-agency analysis of the data within the quarterly meetings.

The Voice of the Child is key to all the work of the Partnership and, through the PQA, is actively sought by surveys. Findings are fed into the Life Chances Strategy, the Corporate Plan and Children and Young People Plan to ensure all activity is child focused. This was viewed as positive work, although the small percentage of young people who did not feel safe and had a negative response needs to be considered and sought. The increase in children being excluded in recent months is a concern, alongside the drop in children feeling unsupported in schools.

LTRG is independently chaired, which offers the capacity for objective learning amongst the agencies with membership from the three member agencies and legal representation to advise. In the August meeting, the terms of reference were updated. This was necessary to account for the role of the LTRG in leading Rapid Reviews and local Child Safeguarding Practice Reviews (CSPRs), as well as responding to National Reviews and other learning opportunities, and to account for the changes in the CDOP processes which is now transitioning to five borough arrangements. The mechanism of this group ensures that learning is integrated into training in all the services and to youth fora via the multi-agency training and specific Young People events and seven-minute briefings. These are well attended, but not it can be difficult for frontline practitioners to make time for all the training and development events offered.

The Partnership will also identify deep dive task and finish groups as required, although at the time of this report there had been no requirements for this work identified.

BSCP demonstrates a commitment to having the right representatives on the Leadership Forum and subgroups to link strategic planning to the provision of services and ensuring effective communication between these groups and to the child and family. Subgroups were well attended with the right representation at the right level. Roll out of this offer could be strengthened by considering how the work is publicised to frontline practitioners who may not be accessing the multi-agency training.

Wider partnership including schools

There was a strong sense of partnerships between agencies, good co-operation and working relationships at strategic and operational level noted throughout the review. Agencies spoke highly of the support and information available through the BSCP Business team and the use that practitioners made of the BSCP website, which was felt to have accessible and relevant information.

The VCFS Group (Voluntary, Community and Faith Sector), has a membership of larger community groups from Barnet and umbrella organisations which represent the VCF sector. It aims to bring the voice and knowledge of VCF organisations to the Partnership, as well as to improve safeguarding practice across the sector and increase engagement with Partnership activities and training. We understood it has recently been reinvigorated in Barnet with a new strategy and terms of reference. We considered that this is an excellent

initiative and strength for Partnership working. This group demonstrates the recognition that many services are provided by 'other than statutory bodies' and the inclusion of this vital link will provide assurance that all provision to families and children is accounted for and part of quality assurance. We particularly like their safeguarding checklist. The voluntary sector representatives within the focus group were concerned about their capacity to deliver on safeguarding priorities and areas such as responding to the safeguarding checklists.

Schools are represented in the Partnership via Barnet Education and Learning Service (BELS). Schools spoken to as part of the review spoke highly of the support and advice they receive from the Safeguarding lead in the BELS. Schools also spoke about recent better communication through Covid-19 with lists of vulnerable children open to Family Services being shared with them. They also said the LADO service was responsive, helpful and efficient. In order to promote safeguarding, there were termly safeguarding newsletters, breakfast DSL meetings/drop-in sessions; there were termly Directors briefings for all Headteachers, chairs and vice-chairs of Governors, with safeguarding being a standing agenda item for these briefings. The service also provided support prior and following an Ofsted visit and an audit tool for measuring safeguarding compliance in school. The Safeguarding Lead is involved in a number of the BSCP subgroups and was able to give an excellent example of multi-agency working around contextualised safeguarding. Four schools in the Friern Barnet area, including an independent school, raised concerns about young people being targeted when leaving school. A piece of work combining TfL, local businesses, police, YOS and other partner agencies made significant changes to address these issues and safeguard these children. There was some evidence of schools involved in multi-agency audits, but this could be strengthened.

We note that probation services and Cafcass no longer sit on the BSCP boards although they are invited to training and other Partnership events. A Cafcass representative has been invited to join PQA from 2021.

There is no formal structure for involving and ensuring that frontline practitioners/schools know and understand the work of the Partnership and can offer a feedback loop between the strategic and operational levels. There has been considerable positive work undertaken during the Covid-19 pandemic which has put all services under significant pressure; the strength of the Partnership and working together has supported these new ways of working and the coordinated responses to children and families in Barnet. The virtual nature of meetings and training has shown greater participation and engagement.

Working with local boards

During the development period, before the three statutory partners agreed on the new arrangements, a discussion did take place on whether to link in with nearby Borough Safeguarding Children Boards. The Police BCU, for example, covers three London Boroughs. The CCG now covers 5 London Boroughs. The areas are not co-terminus. It was felt quite

strongly though that the Partnership wanted to focus on the children and families in Barnet and to do that successfully a Barnet specific safeguarding partnership was needed.

The Partnership links with the Barnet Safeguarding Adult Board are strengthening, with some clear joint thematic workstreams such as transitional safeguarding.

A key local board that the BSCP work with is the Children's Partnership Board which is made up of senior representatives from partner organisations. They have oversight of an excellent Children and Young People's Plan 2019-2023 which establishes the vision, key priorities and outcomes for children and young people in Barnet, providing a strategic framework for partnership activity in the Borough. This Plan has a vision where outcomes and priorities focus on how partners can support families to be resilient and strengthen communities. The Plan's outcomes and priorities have been informed by work as a UNICEF UK child-rights partner.

This Children's Partnership Board reports into the Barnet Local Authority Children, Education and Safeguarding Committee for oversight, scrutiny and decision making.

The work of the Children's Partnership Board is crucial for all work with children, and safeguarding is just one strand of this. There are separate terms of reference for the BSCP and the Barnet Children's Partnership Board; the work of the Children's Partnership Board is crucial for the BSCP work plan as a number of outcomes are achieved through the work of BSCP.

However, there is some confusion, at an operational level, as to the distinction between the Children's Partnership Board and Barnet Safeguarding Children Partnership. This confusion must be the same for non-professionals who live and work in Barnet. It may be felt that it does not matter as long as the work is being done to safeguard children through either Board. However, it is important that BSCP is not just thought of as a part of the Barnet Children's Partnership Board, as it is a statutory function in its own right, so better communication may be necessary to clarify this.

Working Together, 2018 states: 'To be effective, these arrangements should link to other strategic partnership work happening locally to support children and families. This will include other public boards including Health and Wellbeing Boards, Adult Safeguarding Boards, Channel Panels, Improvement Boards, Community Safety Partnerships, the Local Family Justice Board and MAPPAs.'

BSCP does have links with all these boards' activities mostly through operational activity and, in particular, through information sharing. The chair of the PQA is linked to a number of these boards and provides the 'golden thread' back into the BSCP. It may, however, be worth considering setting out in a document who and how the BSCP is linking with all these other individual partnership boards and them with the BSCP.

The board manager and partners should also be alert to activities undertaken by other local boroughs/partnerships, and any pan London work that they can be a part of that supports safeguarding children in Barnet.

Leadership

Strategic planning/priority areas

The purpose of the BSCP arrangements is to support and enable local organisations and agencies to work together in a system where:

- Children are safeguarded and their welfare promoted;
- Partner organisations and agencies collaborate, share and co-own the vision for how to achieve improved outcomes for vulnerable children;
- Organisations and agencies challenge appropriately and hold one another to account effectively;
- There is early identification and analysis of new safeguarding issues and emerging threats;
- Learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice;
- Information is shared effectively to facilitate more accurate and timely decision making for children and families,

The Barnet Safeguarding Children Partnership (BSCP) Business Plan 2020/2021 vision for children and young people in Barnet is the concept of Resilient Families and Resilient Children. Their ambition is to drive forward a strong partnership that enables children and families to thrive and achieve.

The business plan has six core cross-cutting strands, which the BSCP boards and team collaborate to deliver:

- Strengthening leadership and partnership
- Tailoring our work to local themes
- Driving continuous practice improvement
- Responding to serious child safeguarding cases
- Listening to the voice of the child
- Evidencing the impact of the BSCP

The BSCP is overseen by a small Leadership Forum with membership from the three statutory partners and a rotating chair. It oversees the annual report and business plan. It receives quarterly updates from the Performance and Quality Assurance Panel and Learning and Thematic Review Group, as well as scrutinising and actioning system-wide reports. The Leadership Forum’s use of a transparent Forward Planner is excellent.

Working Together, 2018 states that: *In situations that require a clear, single point of leadership, all three safeguarding partners should decide who would take the lead on issues*

that arise. It was not clear during the scrutiny visit who would take the lead in this situation. Barnet is rotating the chair of the Leadership Forum (LF); it is currently the Police member on the forum, but this is different from the lead for safeguarding on behalf of the Partnership. An option could be to declare that when the chair of the LF, they are this single point of leadership and the roles combined. This role as and when needed, should be supported by the safeguarding partnership board manager.

Budget

'The safeguarding partners should agree the level of funding secured from each partner, which should be equitable and proportionate, and with each relevant agency, to support the local arrangements to safeguard and promote the welfare of children in their area. The funding should be transparent to children and families in the area and sufficient to cover all elements of the arrangements.' (Working Together 2018)

The Leadership Group have set a monetary budget of £166,050, which covers all outgoings, including the employment of the partnership manager, support member of staff and a six-month 0.5 FTE graduate placement. The budget also covers this independent scrutiny and the Independent Chair of the LTRG. The carrying out of CSPRs is assisted by a £30,000 carry over from previous years.

Prior to the new arrangements being put in place a piece of work was undertaken pan-London to look at partnership contributions. This work indicated that the budget for the BSCP was the second-lowest amongst London Boroughs, despite Barnet having one of the largest populations.

The budget allocates £23,000 for training which is overseen and managed by the LA. We endorse the statement shared with us by Barnet's Executive Director for Children's Services that *'This is extremely good value for money'*.

There may be ways to increase the budget by charging attendance for non-budget contributors or non-relevant agencies and for non-attendance. It could also assist if agencies provided support in-kind to undertake training, we also suggest looking at ways of perhaps sharing online training with other boroughs.

The income is exactly the same as the outgoings of £166,050. A number of agencies contribute, although the highest percentage is supplied by the LA which contributes 56% of the budget. The CCG and other health providers contribute 39.5% of the budget. The Police contribute 3%, and therefore their contribution to the budget is not equitable and proportionate. There is no contingency for CSPRs. The Partnership needs to consider the sustainability of the current arrangements. What would happen if the LA reduces its commitment in resources including funding or support in kind or if key individuals move on who are crucial for leading, driving and coordinating the partnership response?

Scrutiny

Independent scrutiny is covered very briefly in the Working Together 2018 guidance. The BSCP has arranged for annual independent scrutiny to take place in the form of this visit from Red Quadrant. BSCP externally commissioning scrutiny from a multi-disciplinary review team is an innovative step that has not yet been widely adopted.

The goals set out for the independent scrutiny were to comprehensively review the activities of BSCP, to ensure statutory duties are being met and to identify areas for further development going forward. This report outlines that this has taken place.

The Learning and Thematic Review Group has an independent chair who provides scrutiny and constructive challenge both on individual cases and responding to national reviews/learning, as well as holding partners to account on the implementation of the LTRG action plan.

We are unsure that the LTRG chair and an annual visit is sufficient to provide a level of ongoing scrutiny for the BSCP. In the current arrangements, it is not clear who holds the safeguarding partners to account, including the Lead member for the local authority. Scrutiny arrangements could be enhanced by making use of regular touch base visits and/or commissioning scrutiny to assist with a deep dive or other thematic work throughout a yearly business cycle.

Conclusion

We can confirm with confidence and assurance, that the Multi-agency Safeguarding Arrangements for Barnet Safeguarding Children Partnership are compliant with Working Together, 2018. The arrangements ensure that children in Barnet are safeguarded and their welfare promoted. There appears to have been a smooth transition to the new arrangements in the last year, embedding these and engaging partners through the new structure, putting in place robust governance and foundations. The review found that the new arrangements are not just a re-badge of the previous safeguarding children board. There is a well thought out new structure that has been designed to ensure that safeguarding is prioritised, discussed, and acted on in the right groups to provide the appropriate response. Subgroups were well attended with the right representation at the right level. All three of the statutory partners are committed to the shared vision and workplan, including providing support and commitment throughout all the groups and subgroups. There is good sharing of information at the strategic level and in links with other partners.

There is an individual willingness to work to effective inter-agency communication – despite the challenges of Covid-19, diminishing resources and ever-changing landscapes across the Partnership - and this has continued and improved during the lockdown period. The BSCP has a clear and impressive ambition for the children, and young people of Barnet and priorities are informed by learning from local and national case reviews and emerging needs

in the communities. Children and young people are given the opportunity to have their voices heard, and their views are acted upon.

The Partnership will be able to build on a history of robust collaborative arrangements at a strategic level, but it is acknowledged that there is more to do to ensure that this is embedded throughout all agencies with safeguarding responsibilities and at every level of organisations.

Recommendations

A number of suggestions to strengthen and improve the partnership arrangements are made as part of the body of the report, for consideration by the partnership. The following recommendations are areas that the review team considered needed to be developed by BSCP during the next year.

1. Leadership Forum to consider the arrangements for the leadership of the overall Partnership and review the arrangements for scrutiny/challenge and whether these are sufficient.
2. Make partner contribution equitable and proportionate specifically from the police, including consideration of in-kind contributions.
3. Clarify governance arrangements with other partnership groups and strengthen joint and cross-borough working on shared priorities.
4. Review and improve mechanisms for measuring the impact on frontline practice and outcomes for children and young people from learning from case reviews, audit and multi-agency training.
5. Develop two-way communication with frontline practitioners to hear their feedback and engage them in the work of BSCP.

Appendix

Documents

1. Leadership Forum terms of reference
2. Multi-agency safeguarding arrangements
 - Performance and Quality Assurance Panel terms of reference
 - Leadership Forum and Performance and Quality Assurance Panel Forward Plan
 - Learning and Thematic Review Group terms of reference and referral pathway
 - Voluntary, Community and Faith Sector terms of reference
 - Voluntary, Community and Faith Sector strategy and action plan
 - Information Sharing Agreement
3. Minutes of previous meetings (papers discussed can be provided on request):
 - Leadership Forum 2019/20: March 2020, June 2020, September 2020
 - Performance and Quality Assurance Panel: April 2020, July 2020, October 2020
 - Learning and Thematic Review Group: June 2020, August 2020, October 2020
 - Voluntary, Community and Faith Sector Group 2019/20: June 2020, September 2020
4. Annual reports and business plans:
 - Annual report 2018/19
 - Draft annual report 2019/20
 - Business plan
 - Business plan tracker and action log
5. Case reviews and action plans
 - Child G single-agency review and action plan
 - Child G review materials: bruising and non-accidental injury protocol and pathway
 - SCR E action plan
 - SCR F action plan
6. Multi-agency performance data
 - Multi-agency data dashboard July 2020
 - Multi-agency data dashboard October 2020
7. Multi-agency audit
 - Child sexual abuse multi-agency audit
 - Child sexual abuse seven-minute briefing
 - Vulnerable adolescent's multi-agency audit
 - Vulnerable adolescents seven-minute briefing
8. Section 11 and Section 175 audits
 - Section 11 audit report

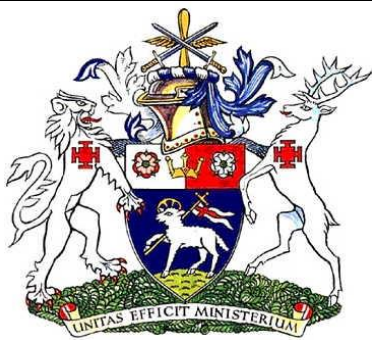
- Section 11 audit tool
 - Section 175 audit report
 - VCFS Safeguarding Checklist report
9. Thematic work
- Harmful practices deep dive update
 - Covid-19 response report Vulnerable adolescents report to LTRG
10. Listening to the voice of the child
- Professional and Young People Forums
 - Young People's Perception Survey
 - Children in Care and Care Leavers Survey
11. Multi-agency training programme
- Multi-agency training programme evaluation 2019/20
 - Multi-agency training scoping session

Individuals involved with the review from Barnet

- Chief Executive Officer, London Borough of Barnet
- Director of Children's Service, LBB
- Independent Chair, Learning and Thematic Review Group
- Associate Director Safeguarding and Designated Nurse, North Central London CCG
- Head of School Improvement, Barnet Education and Learning Service
- School Exclusions and Safeguarding Lead, Barnet Education and Learning Service
- BSCP Partnership Manager
- Head of Safeguarding, North West BCU
- Assistant Director – Education, Strategy & Partnerships, LBB
- Director of Quality and Safety, North Central London CCG
- Head of Safeguarding, Quality Assurance and Workforce Development – Children's Services, LBB
- Chair of VCSF subgroup/Voluntary sector representative
- Detective Superintendent – Head of Safeguarding, North West BCU
- Designated Doctor for Children's Safeguarding for the Borough of Barnet, Royal Free London NHS Foundation Trust
- Chair, Barnet Safeguarding Adults Board
- Business Manager, Barnet Safeguarding Adults Board
- Director of Children Social Care – Family Services, LBB
- Strategic Lead for Partnership Engagement & Vulnerable Adolescents at Risk, LBB
- Director of Children's Social Care – Early Help and Protection LBB
- Practice & Learning Manager, Workforce Development Team, LBB
- Learning and Development Officer, Children's Workforce Development Team
- Written input from Legal representative who advises the BSCP

Focus groups

- Police focus group
- Health providers focus group
- VCFS Subgroup
- Frontline practitioner focus group
- London Borough of Barnet focus group
- Schools focus group



**CHILDREN, EDUCATION AND SAFEGUARDING
COMITTEE**

AGENDA ITEM 8

11 January 2021

Title	Childcare Sufficiency Assessment
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix 1: Barnet Childcare Sufficiency Assessment 2020
Officer Contact Details	Debra Davies, Early Years and Primary Strategic Lead Debra.davies@barnet.gov.uk

Summary

Following the introduction of the Childcare Act (2006), all local authorities are under a statutory duty to secure sufficient childcare, so far as reasonably practicable, for parents of children aged 0-14years (up to 18 for disabled children) who are working, studying or in training in their local area.

Statutory guidance recommends that there is an annual report to elected council members on how the Council is meeting its duty to secure sufficient childcare, and to make this report available and accessible to parents.

This annual Childcare Sufficiency Assessment is set out in Appendix 1. This report for CES sets out key messages from the analysis of current childcare provision in the borough and identifies areas of development to meet future demand

Officers Recommendations

1. That the Committee note the Barnet Childcare Sufficiency Assessment 2020 attached to this report as Appendix A.

1. WHY THIS REPORT IS NEEDED

- 1.1 Following the introduction of the Childcare Act (2006), all local authorities have a statutory duty to secure sufficient childcare, so far as reasonably practicable, for parents of children aged 0-14 years (up to 18 for disabled children) who are working, studying or in training in their local area.
- 1.2 Statutory Guidance for Local Authorities published by the Department for Education, "*Early education and childcare: Statutory guidance for local authorities – June 2018*", recommends that there is an annual report to elected council members on how the council is meeting its duty to secure sufficient childcare, and to make this report available and accessible to parents.
- 1.3 Local authorities are responsible for determining the appropriate level of detail in their report, geographical division and date of publication. The report should include:
 - a specific reference to how they are ensuring there is sufficient childcare available to meet the needs of:
 - disabled children;
 - children from families in receipt of the childcare element of Working Tax Credit or Universal Credit;
 - children with parents who work irregular hours;
 - children aged two, three and four taking up early education places;
 - school age children; and children needing holiday care;
 - information about the supply and demand of childcare for particular age ranges of children
 - the affordability, accessibility and quality of provision
 - details of how any gaps in childcare provision will be addressed.
- 1.4 The full Childcare Sufficiency Assessment for 2020 is attached to this report as Appendix A. A summary of the key themes and recommendations are presented below. The assessment will be updated on an annual basis, with the provision, quality and take up of childcare places will be monitored throughout the year.
- 1.5 The provision and quality of Early Education provision is good across the borough. 100% of two year olds, and 96% of three/four year olds attends a childcare provision which is rated good or outstanding by Ofsted.
- 1.6 The assessment has identified that there are small areas in the borough where there is lower take up of free funded places for 2, 3 and 4 year olds. These areas sit primarily within Colindale, Burnt Oak and Golders Green wards. The assessment established that in these areas there are two factors driving lower take up of places.

1. The identified wards are where our highest 0-4 year old population is, and as such demand has been higher than supply. To address this the Early Years Team have worked with providers to expand the number of places within these wards.
2. Work with the community has identified that there is little tradition of Early Education for some families due to religious or cultural views. To address this the Early Years team have worked closely with faith groups, particularly from the Jewish communities, to assist in an understanding of the importance of early education and school readiness to increase take up.

1.7 The Child Sufficiency Assessment also highlighted two areas for monitoring and development across 2020 – 2025, which are:

- The number of 0-4 year olds living in Barnet is due to grow until 2021, and then decline to be 1.3% less in 2025 when compared to 2019
- The number of 5-15 year olds living in Barnet is due to grow until 2022, and similarly decline slightly until 2025, but still be 2.8% higher in 2025 when compared to 2019;

These trends are not seen evenly across the borough, with Colindale, Burnt Oak, Hendon and Golders Green expected to have bigger increases in both of these age groups, whilst High Barnet, Totteridge and Oakleigh are expected to have a reduction in the number of 0-4 and 5-15 year olds;

Population increases are expected to be driven by regeneration programmes, particularly around Brent Cross/Cricklewood, Colindale, and Mill Hill East. Higher birth rates are also predicted in these areas in these areas;

Changes to future working patterns of parents/carers that may require a different delivery of childcare (e.g. shift work, weekdays only, weekends, evenings, home working) have not been identified, however given the way people work has changed during the pandemic will need to be explored to ensure sufficiency of childcare provision includes any increased demand for “atypical hours” (atypical hours is defined as any hours outside 8am to 6pm, Monday to Friday).

1.8 To seek to ensure continued sufficient childcare places across the borough the Early Years Team are working on the following areas:

- Continued work with existing providers in locations of population growth and in areas where demand is greater than provision to potentially expand places
- Support to potential new providers through the Early Years Registration Officer
- Increased outreach work by the Early Years Brokerage Officers through the 0-19 Early Help Hubs to proactively connect families with childcare places;
- The Early Years Team will continue to ensure that places are provided inclusive and accessible to children with SEND
- The Early Years data base is being updated so that it is able to provide real time information on vacancy levels and funded place take up. This will enable an

efficient and expedient response to developing new places, and targeting outreach with families

It is important to note that throughout the coronavirus pandemic, all settings across the borough have been following Government guidance with regards to delivery of childcare. In order to be 'Covid safe' in relation to Health and Safety requirements this has seen for a time a reduction in places offered and given parental concerns of the virus, a reduction in our expected take up across the borough. This is also reported by our neighbouring boroughs and nationally. Whilst the Government match funded the Summer and Winter terms funding to providers to 2019 payments, they have notified this will not continue in Spring 2021 which may impact on the sustainability of some providers/settings.

2. REASONS FOR RECOMMENDATIONS

- 2.1 Members are asked to note the Childcare Sufficiency Assessment the plans identified to seek to ensure continued sufficient childcare provision in the borough

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 No alternative options have been considered for this paper

4. POST DECISION IMPLEMENTATION

- 4.1 The Childcare Sufficiency Assessment will be used to drive forward strategic work to address identified childcare gaps and that the Early Years team will proactively work to ensure that there is right type and amount of childcare provision in order to match changing demand.
- 4.2 Take up of funded 2, 3 and 4 year old places will continue to be reported every quarter to CES as part of the overall performance reports that it receives on its priorities.
- 4.3 The Childcare Sufficiency Assessment will be updated and reviewed following the January 2021 school census, and will be available for review in March 2021.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 Having sufficient good quality Early Education provision in the borough is a key mechanism that will support Barnet Council and its partners to deliver the vision to be the most family friendly borough in London.
- 5.1.2 The take up of good quality Early Education provision by parents for their children provides the foundation through which Barnet and its partners can achieve the CES priority to ensure that school attainment and progress remains in the top 10% nationally.

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

- 5.2.1 The Early Education Entitlement for 2, 3 and 4 year olds is funded through the Dedicated Schools Grant (DSG), the rates for 2 year olds in 2019/20 was £6 per hour and for 3 and 4 year olds £5.23 per hour (notionally £5.51 per hour including the deprivation supplement).
- 5.2.2 For 2019/20, the forecast expenditure for 3 and 4 year old places is £24,924,096 (this includes pupils eligible for 30 hour 'working parent' offer), plus Early Years Pupil Premium of £128,354, £92,865 Disability Access Funding and £2,608,502 for disadvantaged 2 year olds.

5.3 Social Value

The Public Services (Social Value) Act 2013 requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

5.4 Legal and Constitutional References

- 5.4.1 Section 6 of the Childcare Act 2006 places a duty on local authorities to secure, so far as is reasonably practicable, that the provision of childcare is sufficient to meet the requirements of parents in their area who require it in order to take up or remain in work or undertake education or training in order to obtain work. In determining whether childcare is sufficient, a local authority must have regard to the needs of parents in their area for the provision of childcare in respect of which the childcare element of working tax credit is payable, the provision of childcare in respect of which an amount in respect of childcare costs may be included in the calculation of an award of universal credit and provision of childcare which is suitable for disabled children. In considering its duty, the local authority may take account of childcare available outside their area. This duty only applies to children up to the age of 14, except in the case of disabled children.
- 5.4.2 Statutory guidance has been published as referred to above and regard must be had to this when discharging the above duty.
- 5.4.3 Under the Council's Constitution, Article 7 the terms of reference of the Children, Education and Safeguarding Committee includes responsibility for all matters relating to children, schools and education.

5.5 Risk Management

- 5.5.1 There is currently a risk within the Family Services Risk Register, which is: *"As a result of an absence of providers in the market the Council are unable to meet Free Entitlement to*

Early Education (FEE2) and 30 hours free childcare demand across the borough which could result in children being unable to access their statutory entitlement, reputational damage, budgetary impacts.”

5.5.2 The likelihood of this risk happening is judged to be a high likelihood of occurring, and a high impact if it did occur, **without mitigation**. With mitigation, this rating falls to a low likelihood of occurring, and a medium impact.

The mitigation is to:

- Forecast the number and type of places needed through the Sufficiency Assessment
- Clear communication and partnership work with providers to ensure that the free entitlement is offered widely
- Work with current and new providers to build provision in areas of shortage
- Monitor take up, and provide outreach to areas where take up is low
- Monitor national take up, trends and what other Local Authorities are doing to ensure provision

5.6 Equalities and Diversity

5.6.1 The 2010 Equality Act outlines the provisions of the Public-Sector Equalities Duty which requires Public Bodies **to have due regard** to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups

5.6.2 The Childcare Sufficiency Assessment in Appendix 1 outlines the ethnicity and disabilities children aged 0-4 and 5-16 in Barnet

5.6.3 The table below shows the number of children supported in educational settings within Barnet as of the January 2019 School Census. We do not currently collect data in relation to the take up of childcare places by children with disabilities. We are currently reviewing how we collect this information in future.

Age	Number of children with EHCP	Number of children with SEN Support
Birth to school age	51	287
Primary school (reception to year 6)	993	4,920
Secondary school (year 7 to 13)	956	3,248

5.6.4 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. The equalities impact will be revisited on each of the proposals as they are developed. Consideration of the duties should precede the decision. It is

important that Cabinet 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 and are as follows:

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.

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.

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.

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.

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:

- a) Age
- b) Disability
- c) Gender reassignment
- d) Pregnancy and maternity
- e) Race
- f) Religion or belief
- g) Sex
- h) Sexual orientation
- i) Marriage and civil partnership

5.7 Corporate Parenting

- 5.7.1 Some Children in Care or Care Leavers may be pregnant or be a parent. These young people are supported by the Onwards and Upwards team, Children in Care team and Early Help Hubs to connect with childcare whilst they may be studying or working, and also ensure that they take up their free entitlement to childcare when their child reaches the appropriate age.
- 5.7.2 Foster Carers of Children in Care are eligible for Free Early Education places. Social Workers and the Early Education Team work with Foster Carers to ensure that they are aware of, and take up the entitlement.

5.8 Consultation and Engagement

- 5.8.1 The Early Years team is in constant discussion with childcare providers currently operating in the borough, and uses their feedback, alongside other sources of information to determine the strategy for delivering childcare in the borough.

5.9 Insight

- 5.9.1 Insight data will continue to be regularly collected and used to monitor the progress of the provision and take up of good quality childcare places.

6 BACKGROUND PAPERS

- 6.1 Department for Education, "*Early education and childcare: Statutory guidance for local authorities*", June 2018
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/718179/Early_education_and_childcare-statutory_guidance.pdf



Family Services

Childcare Sufficiency Assessment (CSA)

Document control	
Document title	Childcare Sufficiency Assessment
Document description	This report is an assessment of sufficiency using data about the need for childcare and the amount of childcare available.
Document authors	Melinda Hayward – Strategy & Sufficiency Officer
Version control	
Document production date	September 2020
Document version	DRAFT 2.1

Contents

1. Overall Assessment and Summary	3
1.1. About the Childcare Sufficiency Assessment	3
1.2. Overall Sufficiency in Barnet	3
2. Demand for Childcare	4
2.2. Population of School Age Children	4
2.3. Number of Children with Special Educational Needs and Disabilities	5
2.4. Characteristics of children in Barnet	5
2.5. Changes to population of children in Barnet	7
Supply of Childcare	8
2.6. Number of Early Years Providers and Places	8
2.7. Number of school age providers & places	9
2.7.1. Types of schools.....	9
3. Funded early education	10
3.1. Introduction to funded early education	10
3.2. Proportion of 2-year-old children entitled to funded early education	10
3 and 4-year-old funded entitlement applications	12
4. Quality of childcare in Barnet	13
5. Methodology	14

1. Overall Assessment and Summary

1.1. About the Childcare Sufficiency Assessment

Barnet council is required by law to 'report annually to elected council members on how they are meeting their duty to secure sufficient childcare, and make this report available and accessible to parents¹'. We have prepared this report in order to meet this duty.

Having sufficient childcare means that families are able to find childcare that meets their child's learning needs and enables parents to make a real choice about work and training. This applies to all children from birth to age 14, and to children with disabilities. Sufficiency is assessed for different groups, rather than for all children in the local authority.

In this report, we have made an assessment of sufficiency using data about the need for childcare and the amount of childcare available.

We use information about childcare sufficiency to plan our work supporting the local childcare economy.

1.2. Overall Sufficiency in Barnet

In Barnet we have a total of 495 providers delivering Early Education and Childcare. These are broken down as childminders, private, voluntary and independent nurseries, nurseries within schools and 4 maintained nursery schools. These are distributed across the three localities.

Where we previously had sufficiency issues, we have worked closely with partners to develop new child care provisions. This year we do not anticipate having any sufficiency issues for any of the Early Education offers. This includes Free early education for two-year-olds, universal offer for all three and four-year-olds and the newly introduced 30 hour offer for eligible three and four-year-olds.

93% of the early years providers in Barnet were judged as good or better by Ofsted.

During 2020 and the coronavirus pandemic, our settings have been following Government guidance with regards to their provisions. This has seen a reduction in our expected take up across the borough, along with our neighboring colleagues and Nationally. While the Government match funded the Summer and Winter terms to 2019 payments, they will not be doing this in Spring 2021. This is likely to impact on the sustainability for some providers.

¹ Statutory guidance on Early Education and Childcare, effective from 1 June 2018

2. Demand for Childcare

2.1. Population of Early Years Children

In total, there are 26,000 children under the age of five living in Barnet². These children may require early years childcare.

Age	Number of children
Age 0	5,300
Age 1	5,300
Age 2	5,400
Age 3	5,200
Age 4*	5,300

*Some four-year-olds will have started reception

2.2. Population of School Age Children

In total there are 38,600 children aged 5-11, and 14,400 children aged 12-14 living in Barnet³. These children may require childcare before and after school, and/or during the school holidays.

Age	Number of children
Age 5	5,400
Age 6	5,900
Age 7	5,700
Age 8	5,700
Age 9	5,300
Age 10	5,400
Age 11	5,200
Age 12	5,000
Age 13	4,700
Age 14	4,700

^{2&3} <https://data.london.gov.uk/dataset/gla-population-projections-custom-age-tables>. Central Trend-based projection (using a 10-year migration scenario). These figures are rounded to the nearest 100

2.3. Number of Children with Special Educational Needs and Disabilities⁴

Children with special education needs and disabilities (SEND) are entitled to support with childcare up to the age of 18 (age 14 for children who do not have a special need or disability). The number of children with an Education, Health and Care (EHC) plan, or SEN Support in our local authority is:

Age	Number of children with EHCP	Number of children with SEN Support
Birth to school age	51	287
Primary school (reception to year 6)	993	4,920
Secondary school (year 7 to 13)	956	3,248

Children's needs change over time and are identified at different ages. Among the youngest children, SEND may only be identified when they start in childcare or school, and it can take some time from needs being identified to an EHC plan being issued. It is therefore possible that the number of children with SEND aged 0-4 is an underestimate. Some children have SEN but do not have an EHC plan.

2.4. Characteristics of children in Barnet⁵

There are more children from all Black and Minority Ethnic groups in the 0 – 9 age group, than there are White children. Children and young people in the 10–19 age groups are predominantly White. This demonstrates a more diverse population shift in terms of ethnicity. Colindale, Burnt Oak, and West Hendon have populations that are more than 50% Black, Asian and Minority ethnic background.

2.4.1. Deprivation 0-5 years

Whilst Barnet is generally an affluent borough, approximately 16% of children under five live in the 30% most deprived Local Super Output Areas (LSOAs)¹²³. 19% of children under five (5,000 children) live in low income families, defined as those in receipt of Child Tax Credit and either on benefits (Income Support or Jobseekers allowance) or earning less than 60% of median the income.

⁴ Taken from January 2019 School Census

⁵ <https://www.barnet.gov.uk/jsna-home/children-and-young-people.html>

2.4.2. Lone parents 0-5 years

Whilst there are high concentrations of lone parents in Barnet's deprived LSOAs, it should be noted that there are also high concentrations of lone parents in the Borough's more affluent LSOAs.

LSOA	Locality	Ward	IMD Score
E01000163	East / Central	Coppetts	27%
E01000315	East / Central	Woodhouse	21%
E01000171	East / Central	East Barnet	34%
E01000289	East / Central	Underhill	15%
E01000291	East / Central	Underhill	20%
E01000189	West	Edgware	34%
E01000125	West	Burnt Oak	30%
E01000152	West	Colindale	21%
E01000245	South	Hendon	34%
E01000137	South	Childs Hill	26%
E01000141	South	Childs Hill	26%
E01000142	South	Childs Hill	53%
E01000221	South	Golders Green	9%
E01000308	South	West Hendon	22%

East / Central Locality: Within the locality, there are five LSOAs. The LSOAs are deprived with IMD scores ranging between 15%-34%.

West Locality: the locality contains the three LSOAs. These are deprived LSOAs with IMD scores of 21%-34%.

South Locality: Within the locality, there are six LSOAs. With the exception of one LSOA within Childs Hill ward, five LSOAs are deprived with IMD scores ranging between 9%-34%.

2.4.3. Ethnicity 0-5 years

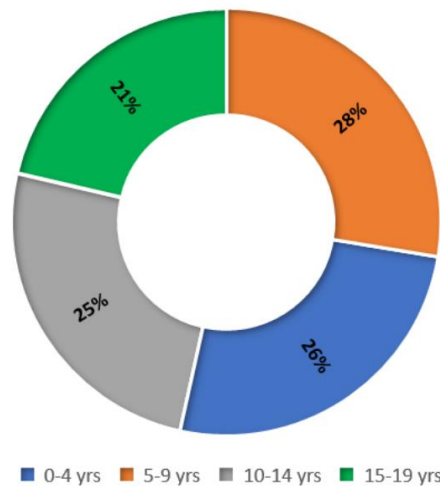
Barnet has 24 LSOAs with relatively high estimated number of Black, Asian and Minority Ethnic children under five (over 90 households per LSOA). The West locality contains 17 of the LSOAs

with high concentration of Black, Asian and Minority Ethnic households with children under five. It should be noted that there are high numbers of Black, Asian and Minority Ethnic children in the wards of Burnt Oak and Colindale, which have pockets of deprivation. The East/Central locality has only two LSOAs with high number of Black, Asian and Minority Ethnic households with children under five, however, these are not deprived LSOAs. Over 50% of all 0-4-year olds in Barnet are from BAME background and this is forecast to increase.

2.5. Changes to population of children in Barnet⁶

Between 2019 and 2025, the children and young people (CYP) population (0-19) in Barnet is projected to increase by 5% from roughly 101,000 to 106,000. As you can see from Figure 1 below, the largest proportion of the CYP population within Barnet in 2018, falls within the 5-9 years old age group (27%) and the smallest within the 15-19 years old age quartile (21%). By 2025, it is projected that the 5-9-year-old age group will drop to 25% of the CYP population, whilst the 10-14-year-old group will increase slightly to 26% of children and young people within the borough.

Figure 1: Proportion of children & young people in Barnet by age group 2018⁷



In 2018, the highest population of children and young people (CYP) is predicted in Golders Green ward (6,900) and this is due to increase by 12% to roughly 7,700 by 2025. In contrast, the CYP population of Colindale is projected to increase by 45% over the same period from about 6,600 to 9,500.

⁶ <https://www.barnet.gov.uk/jsna-home/children-and-young-people.html>

⁷ Source: Greater London Authority (GLA, 2018) Borough Preferred Option data

In general, the wards with the greatest increase in their 0-19 population between 2018 and 2025 are found in the west of the borough (Colindale, Mill Hill and Golders Green), whilst the wards with the greatest decrease in their children and young people populations are concentrated in the east of Barnet (Garden Suburb, Coppetts and Woodhouse).

Supply of Childcare

2.6. Number of Early Years Providers and Places

In total, there are 503 childcare providers in Barnet. There is a maximum number of 7,554 (9,943) early years (0-5) childcare places offered by childminders and private, voluntary and independent (PVI) nurseries:

Type of Provision	Number of Providers	Number of registered places
Childminders	288	1,849
Childcare on non-domestic premises*	207	7943
Childcare on domestic premises	8	152

The data in this table was correct on: 31 March 2020

*Day Nurseries, Pre-Schools, Independent Nursery Units and maintained schools

***Based on these figures, it suggests there is sufficient childcare places across the borough**

For private, voluntary and independent nurseries and childminders, the number of registered places represents the maximum number of children who can be on the premises at any given time. In practice, many providers choose to operate below their number of registered places.

Children may attend childcare full time or part time. This table records places for children who are attending full time, or for as many hours as the setting is open. In some cases, two or more children attending part time may use one full time equivalent place. For example, one child may attend in the morning and one child may attend in the afternoon.

2.7. Number of school age providers & places

In Barnet we have 129 schools

Type of school	Number of schools	Number of schools with nurseries
Nursery schools	4	4
Primary schools	93	58
Secondary schools	23	0
All-through schools	3	1
Special schools	6	2

2.7.1. Types of schools

Community Schools are schools owned and maintained by Barnet Council. The council has overall responsibility for the community schools' admissions and the council arranges appeals for places at these schools.

Foundation Schools are funded by the council, but the governing bodies of individual schools own the building, are responsible for setting the admission criteria and handling the process including the arrangements of appeals.

Voluntary aided schools are schools funded by the council but 'voluntary bodies' (usually religious) own the buildings, and the governors of the schools are responsible for setting the admission criteria, handling the process and arranging appeals.

Free Schools are all-ability state-funded schools set up in response of what local people say they want and need, to improve education for children in their community.

Academies are independent schools, but no fees are charged to parents and they are required to participate in coordinated admission arrangements. The governing body is responsible for setting the admission criteria and for arranging appeals.

All-through schools comprise both primary and secondary education phases, where children are educated from age 3 or 4 to age 18.

An **independent or private school** is a school that is independent in its finances and governance. It is not dependent upon national or local government for financing its operation, nor reliant on taxpayer contributions. Information about independent schools can be found from the Independent Schools Council.

Further information about Barnet education, can be found at:

<https://www.barnet.gov.uk/citizen-home/schools-and-education/schools-and-colleges>

3. Funded early education

3.1. Introduction to funded early education

All children who meet the eligibility criteria are able to take up a free place if their parent wants to.

Two year olds:

Your two year old can access 15 hours of early education for free week, for 38 weeks of the year. You can take these 15 hours as flexibly as your childcare provider can offer.

2 year olds that qualify can start their free place at the beginning of the school term following their second birthday.

Three and four year olds (Universal hours)

All children are entitled to 15 hours of free early education for 38 weeks a year. You can take these 15 hours as flexibly as your childcare provider is able to offer. Some providers are able to extend the hours over 52 weeks using less hours each week. 3 year olds can start their free place at the beginning of the term following their third birthday.

Three and four year olds (extended entitlement)

The 30 hours free childcare is made of 15 universal hours and 15 hours of extended entitlement. Children are entitled to an additional 15 hrs childcare the term after their 3rd birthday, and the parents have a valid 30 hr code.

Funded early education eligibility criteria can be found at <https://www.childcarechoices.gov.uk>

3.2. Proportion of 2-year-old children entitled to funded early education

In Barnet, 27% of 2-year-olds are entitled to funded early education. This equates to around 1,430 children offered in June 2020.

Take-up of funded early education

The proportion of eligible children taking up their funded place (for at least some of the available hours) in our local authority is:

Funding		Number of children
2-year-olds		781
3 & 4-year-olds universal hours	3-year-olds	4,273
	4-year-olds	4,468
	3 & 4-year-olds	8,741
3 & 4-year-olds extended hours	3-year-olds	1,371
	4-year-olds	562
	3 & 4-year-olds	1,933

The data in this table is based on Department for Education data in January 2020⁸.

⁸ <https://www.gov.uk/government/collections/statistics-childcare-and-early-years#provision-for-children-under-5-years-of-age-in-england>

3 and 4-year-old funded entitlement applications

Parents who think they are entitled to a 30 hour extended hours place apply for this online through the Government's Childcare Support [website](#). The same website is used to apply for tax free childcare and parents can apply for either or both. If a parent is eligible, the system creates a code which they can use with their chosen childcare provider. If they are ineligible, they will still be entitled to the universal 15 hours of early education and childcare.

Codes issued	Codes validated	Codes used
2,488	2,103	85%

The data in this table is based on Department for Education data in Spring 2019.

3.3. Providers offering funded early education places

Providers are paid directly by government for delivering funded early education. They are not required to offer them to parents, but of course parents may choose to use a different provider if they do not. Some providers offer a restricted number of funded places.

Provider type	Number of providers	Age 2 targeted	Age 3 and 4 universal 15 hours	Age 3 and 4 – extended 30 hours
Childminders	288	47%	56%	56%
Nursery classes in schools	60	28%	91%	88%
Maintained nursery schools	4	100%	100%	100%
Private, voluntary and independent nurseries*	151	84%	93%	89%

- Private, voluntary and independent nurseries including 8 childcare on domestic premises.

4. Quality of childcare in Barnet

4.1. Ofsted inspection grades

All childcare providers must register with and be inspected by Ofsted, Childcare providers who care for children aged from birth to five years must register on the Early Years Register. Childcare providers are inspected by Ofsted who evaluate the overall quality and standards of the early years provision in line with the principles and requirements of the Early Years Foundation Stage.

Childcare provider who have been inspected will receive a grade these are ‘Outstanding’, ‘Good’, ‘Requires Improvement’ or ‘Inadequate’.

.⁹ Providers are still awaiting their first full inspection. have been excluded from our calculation.

Nursery classes in independent schools do not generally have an Ofsted grade.

Provider type	Total number of providers	% achieving good or outstanding
Childminders	288	92%
Childcare on non-domestic premises	207	99%
Childcare on domestic premises	8	100%


Nursery classes in independent schools do not generally have an Ofsted grade, and therefore have not been included in the above figures.

Some newly opened providers are still awaiting their first full inspection, these are also not included in our calculations.

⁹ For more information see <https://reports.ofsted.gov.uk/about-our-inspection-reports>

5. Methodology

- Number of children: based on GLA population projections from the London Data Store
- Children with EHC plans: based on January 2018 School Census data held by London Borough of Barnet
- Supply of childcare: based on data provided to us by Ofsted, who regulate early years provision in schools and childcare provision (In some cases, we have supplemented this with local intelligence where providers are not registered with Ofsted).
- Funded early education: data on take up of funded early education entitlements is based on the Early Years and Schools Censuses, which are taken every January and published by the Department for Education in the statistical collection *Education provision: children under five years of age*. Data on entitlement to a funded early education place for 2-year-olds is provided by the Department for Work and Pensions.
- Price of childcare: Collected from Free Early Education providers in Barnet
- Quality of childcare: data on childcare quality is provided by Ofsted.

	<h2>Children, Education and Safeguarding Committee</h2> <h3>11 January 2021</h3>
Title	Educational Standards in Barnet in 2020
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix A - Educational Standards in Barnet 2020
Officer Contact Details	<p>Chris Munday, Executive Director, Children Services Chris.Munday@Barnet.gov.uk Telephone: 0208 359 7099</p> <p>Ian Harrison, Chief Executive and Director of Education and Learning, Barnet Education and Learning Service Ian.J.Harrison@Barnet.gov.uk Telephone: 0208 359 7943</p>
<h2>Summary</h2>	
<p>Barnet is well known for the excellent quality of its schools and settings and the diversity of its educational offer. These are at the heart of Barnet's vision to be Family Friendly and its continuing success as a desirable place where people want to live, work and study. Excellent educational outcomes and ensuring children and young people are resilient and equipped to meet the needs of employers are vital to Barnet's future success.</p> <p>This report provides information on the quality of education in Barnet during 2020. As a result of the Covid-19 pandemic, this does not include details of tests and assessments in most key stages and only includes local authority level data for Key Stages 4 and 5 based on the special arrangements made in the context of the pandemic. The report therefore also focuses on the effectiveness of schools and the support they were offered during the pandemic.</p>	

Recommendation

- 1. That the Children, Education and Safeguarding Committee note the report in Appendix A: Educational Standards in Barnet in 2020**

1 WHY THIS REPORT IS NEEDED

- 1.1 Barnet is well known for the excellent quality of its schools and settings and the diversity of its educational offer. These are at the heart of Barnet's vision to be Family Friendly and its continuing success as a desirable place where people want to live, work and study. Excellent educational outcomes and ensuring children and young people are resilient and equipped to meet the needs of employers are vital to Barnet's future success.
- 1.2 This report provides information on the quality of education in Barnet during 2020. As a result of the Covid-19 pandemic, this does not include details of tests and assessments in most key stages and only includes local authority level data for Key Stages 4 and 5 based on the special arrangements made in the context of the pandemic. The report therefore also focuses on the effectiveness of schools and the support they were offered during the pandemic.

2 REASONS FOR RECOMMENDATIONS

- 2.1 The report includes some details of the performance and achievements of Barnet schools in the context of the Covid-19 pandemic.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 None

4 POST DECISION IMPLEMENTATION

- 4.1 Strategies for maintaining and raising standards in Barnet schools are set out in the education strategies that were reported to, and improved by, this committee at its last meeting on 30th November 2020.

5 IMPLICATIONS OF DECISION

Corporate Priorities and Performance

- 5.1 The quality of the education offer in Barnet is at the heart of Barnet's continuing success as a place where people want to live, work and study. It plays a crucial part

in making Barnet a popular and desirable place with many families attracted to the area by the good reputation of Barnet's schools.

- 5.2 Excellent educational outcomes and ensuring children and young people are equipped to meet the needs of employers are key to delivering the Council's strategic objectives set out in its Corporate Plan, Barnet 2024, based on the core principles of fairness, responsibility and opportunity to make sure Barnet is a place:
- of opportunity, where people can further their quality of life
 - where people are helped to help themselves, recognising that prevention is better than cure
 - where responsibility is shared, fairly
 - where services are delivered efficiently to get value for money for the taxpayer.

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

- 5.3 The work to drive the delivery of the council's contribution to its education strategies is delivered from within existing resources of the Education and Learning service, which is delivered in partnership with Barnet Education and Learning Service Ltd.

Legal and Constitutional References

- 5.4.1 Article 7 - Committees, Forums, Working Groups and Partnerships of the Council's Constitution states that the committee has responsibility for all matters relating to children, schools, education and safeguarding.
- 5.4.2 Section 13 of the Education Act 1996 place a duty on local authorities to secure efficient primary, secondary and further education are available to meet the needs of the population of their area. Section 13A requires local authorities to ensure that their functions are exercised with a view of promoting high standards, ensuring fair access to opportunity for education and training and promoting fulfilment of learning potential for children and young people in its area. Section 14 requires local authorities to secure sufficient schools and sufficient is defined by reference to number, character and equipment to provide appropriate education based on age, ability and aptitude, as well as ensuring diversity of provision. These duties are overarching duties and apply regardless of whether schools are maintained by the local authority or independent of local authority support. In relation to academies, local authorities should raise any concerns directly with the Regional Schools Commissioner.
- 5.4.3 State funded schools are split into maintained schools, which are funded via the local authority and academy schools which are funded directly by the Department for Education. The Council has powers of intervention for maintained schools and whilst it does not have these powers for academy schools, it still has a role to work with its community of schools and raise any issues about performance with the Regional Schools Commissioner.

5.5 Risk Management None.

5.6 Equalities and Diversity

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.

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. School improvement monitoring, supporting and challenging arrangements ensure that the quality of education in Barnet is maintained and improved. Outcomes for all groups of children and young people are monitored including children with special educational needs and disabilities and disadvantaged children (those in receipt of free school meals and children looked after).

5.7 Corporate Parenting Principles

Appendix A includes details of attainment of looked after children in Key Stage 4 (page15 of the appendix). Improving the outcomes for looked after children is one of the key priorities in the council's Education Strategy and in the Children and Young People Plan.

5.8 Consultation and Engagement

The education strategies considered by the committee at its last meeting had been subject to consultation with schools. Public consultation on the draft SEND and Inclusion Strategy is taking place in December 2020 and January 2021.

6. BACKGROUND PAPERS

Children, Education and Safeguarding Committee, 11 March 2020 – report on Educational Standards in Barnet 2018/19:

<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=9864&Ver=4>

Children, Education and Safeguarding Committee, 30 November 2020 – report on Education Strategies:

<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=10095&Ver=4>

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Appendix A - Educational Standards in Barnet 2020

1. Background

Barnet is well known for the excellent quality of its schools and settings and the diversity of its educational offer. These are at the heart of Barnet's vision to be Family Friendly and its continuing success as a desirable place where people want to live, work and study. Excellent educational outcomes and ensuring children and young people are resilient and equipped to meet the needs of employers are vital to Barnet's future success.

This report provides information on the quality of education in Barnet during 2020. As a result of the covid19 pandemic, this does not include details of tests and assessments in most key stages and only includes local authority level data for Key Stages 4 and 5 based on the special arrangements made in the context of the pandemic. The report therefore also focuses on the effectiveness of schools and the support they were offered during the pandemic.

Our strategic vision for education in Barnet is:

Resilient schools – resilient communities: We want Barnet to be the most successful place for high quality education where excellent school standards result in all children achieving their best, being safe and happy and able to progress to become successful adults.

In order to achieve this, our mission is to ensure:

- Every child attends a **good or outstanding school**, as judged by Ofsted
- The attainment and progress of children in Barnet schools is **within the top 10%** nationally
- There is **accelerating progress** of the most disadvantaged and vulnerable pupils in order to diminish the difference between them and their peers.
- Every child receives a high-quality education through clear **curriculum intent and effective implementation**
- We **minimise the impact of the covid19 pandemic on learning.**

Following the closure of schools from 23 March 2020 the DfE stated “As part of steps taken to fight the spread of coronavirus (COVID-19), the government announced that all exams due to take place in schools and colleges in England in summer 2020 are cancelled and that it will not publish any school or college level educational performance data based on tests, assessments or exams for 2020.... We will not hold schools and colleges to account on the basis of exams and assessment data from summer 2020 and that data will not be used by others, such as Ofsted and local authorities, to hold schools and colleges to account..... We will not be publishing school, college or multi-academy trust (MAT) level performance data based on summer 2020 tests, assessments and exams at any phase....All those working with schools and colleges, such as Ofsted, Department for Education regional teams **and local authorities**, should use data from previous years when assessing school and college performance, and not the 2020 data”

Secondary school students still received their A-level, GCSE and BTEC results but the grades were determined in a different way this year because of the Covid-19 pandemic. With exams cancelled this year because of Coronavirus, pupils were allocated their results based on either the school's teacher assessments, known as Centre Assessed Grades, or the standardised grade from Ofqual (whichever was the highest). We are confident that schools in Barnet followed a robust and appropriate process in order to get to a Centre Assessed Grade for each student. They used information such as previous classwork, homework, results in assignments and any mock exams in order to arrive at that grade.

The DfE will be producing Key Stage 4 and Key Stage 5 achievement data, not at a school level, but at Local Authority level. Where data is provided, we will use this to determine Barnet's performance related to national averages and our ranking compared to all other LAs. However, we will not be comparing performance with previous years due to the assessment being carried out in a completely different way. Comparisons with previous years are not statistically valid.

In primary schools the DfE are not publishing any national, regional, local or constituency statistics for any primary school assessments for the 2019 to 2020 academic year.

This includes:

- early years foundation stage profile
- phonics
- key stage 1
- multiplication tables check
- key stage 2

Primary schools will have completed end of year assessments on each pupil to support the curriculum planning for the following year and to support the next teachers in adapting the learning appropriately.

As there was no requirement to publish any data or to hold schools to account for the 2020 assessment data, we did not collect any assessment information from schools. Therefore it is the 2019 performance information that we continue to use for accountability purposes.

As 2019 performance information has been published previously, in last year's Education Standards report and in the Education Strategy and School and Settings Improvement Strategy, the results, the strengths of the education service in Barnet and areas for development are not being repeated in this report.

2. Quality of Schools

In the 2019-20 school year 96.7% of Barnet schools were good or outstanding; this includes Primary, Secondary, Nursery and Special Schools and Pupil Referral Units with 41.8% Outstanding

Note: Inspection activities ceased on the 16th March 2020 (apart from urgent inspections where there are specific concerns) and are yet to re-start.

A summary of the current position for primary and secondary schools (up to end of March 2020) is provided below and shows that the proportion of schools that are Good or Outstanding is above the national average, and either above or in line with the London averages.

Good or outstanding schools

	Percentage of Schools		
	Primary	Secondary	Primary and Secondary
Barnet	95.5	100	96.5
Inner London	95.3	88.6	94
Outer London	93	88	91.9
England	87.8	76.5	85.9

All Barnet special schools and pupil referral units (PRUs) are rated Good or Outstanding by Ofsted.

All four Nursery Schools in Barnet are rated Outstanding by Ofsted. The percentage of primary and secondary schools in Barnet rated Good or Outstanding is in the top 5% of the country.

93.5% of our primary pupils and 100% of our secondary pupils are in Good or Outstanding schools

Ofsted - Autumn Term 2020

Normal school inspections have been suspended. OfSTED have carried out 'visits' instead. These are an information gathering exercise, with no judgements. Ofsted focuses on these key areas:

- Safeguarding
- Curriculum, with a focus on 'blended' learning
- Behaviour
- Curriculum
- Context

Ofsted will carry out an emergency inspection if there are serious concerns (e.g. safeguarding).

Barnet schools have received 7 visits:

- 1 x pilot school (secondary)
- 2 x secondary schools
- 3 x primary schools
- 1 x College

There were no concerns raised in any of the Barnet schools 'visited'.

3. School Attendance

The latest school attendance data published by the DfE relates to the Autumn Term 2019. National attendance data for the Spring Term 2020 is not available. Comparisons below are with the Autumn Term in previous years in order to have a like for like comparison:

Primary Absence

2019/20 figures below are from the Autumn term attendance SFR published by the DfE (Autumn Term 2019 only) and based on this Barnet is in top 10% of Local authorities nationally for both primary and secondary phases. A working group of officers and headteachers previously developed a range of strategies to raise the profile of attendance and share good school practice to establish whole school approaches to raising attendance. These continue to have an impact.

	2016/17	2017/18	2018/19	2019/20
Barnet	3.8%	3.6%	3.5%	3.7%
London	4.0%	3.7%	3.6%	4.0%
Statistical Neighbours	3.9%	3.7%	3.6%	4.0%
England	3.9%	3.9%	3.7%	4.3%
Barnet Rank	47 th	14 th	24 th	7 th

Secondary Absence

Overall absence in secondary schools is ranked in the top 10% of local authorities (LAs) nationally.

	2016/17	2017/18	2018/19	2019/20
Barnet	4.5%	4.0%	3.9%	4.4%
London	4.7%	4.4%	4.4%	4.8%
Statistical Neighbours	5%	5%	4%	5%
England	5.0%	5.0%	4.9%	5.6%
Barnet Rank	16 th	3 rd	4 th	2 nd

4. School Effectiveness during the period of school closure from 23rd March to 31st May 2020 and during the partial re-opening in June and July 2020 and following the full re-opening in September 2020

Educational Offer:

From March 2020 to July 2020 priorities for schools shifted focus from school improvement and driving standards to ensuring that pupils were provided with the appropriate safe provision in line with government directives. See outline below:

March 2020 – May 2020

Schools' Key Priorities:

- Providing childcare for key worker families and vulnerable pupils (including those with an EHCP, children looked after and pupils with a social worker)
- Providing remote learning for the majority of children
- Ensuring children in receipt of the Pupil Premium Grant received daily meals
- Regular contact with families of children not attending school, through robust RAG rating systems
- Signpost to another provision if they were unable to open.

Evidence of Success

- All schools, including special schools/PRUs, were either open for children of key workers and vulnerable children or arranged provision at a neighbouring school
- Good attendance of pupils with an EHCP
- Some schools, including some of the special schools and ARPs, continued their provision over Easter and the May half-term holiday
- Most secondaries focused on student well-being more than anything else at the start, using, for example, vulnerability indicators to RAG-rate students, and establishing effective and proportionate home-school liaison with well-being at the centre of the dialogue
- Schools that started slowly giving pupils access to the curriculum in some cases used that early period well to prepare staff for full engagement, and therefore were able to move to live teaching more quickly than others.
- Mainstream and special schools shared online learning resources, and approaches to support children and young people with SEND, and these were added to the SENCo Zone on the Local Offer.

- Schools were actively involved in placement decisions for September 2021 and transition arrangements for children and young people with an Education, Health and Care Plan.
- Schools continued to gather and collate evidence for requests for an Education, Health and Care Needs Assessment.
- Representatives from schools attended the weekly Complex Needs Panel for requests and initiation of EHC Needs Assessments.
- Schools and settings contributed to the all age Autism Strategy, which was signed off in May.

June 2020 – July 2020

Schools' Key Priorities:

- Developing robust risk assessments for the safe partial opening of schools
- Continuing to provide childcare for key worker and vulnerable children
- Bringing back recommended year groups:
 - Early Years: Nursery, Reception
 - Primary: Years 1 and Year 6
 - Secondary – Year 10 and 12

Evidence of Success

- All schools, including special schools/PRUs, partially reopened to identified year groups
- Increased attendance of vulnerable pupils (EHCP and children with a social worker)
- The demanding Centre Assessed Grading process strengthened the knowledge and understanding of senior leaders of the departments they line manage, as well as increasing the breadth and depth of subject knowledge within departments
- As a result of responsive training and much peer support class teachers strengthened their ability to teach confidently through virtual means – a new approach which included more effective feedback to and from pupils
- Many schools further strengthened their PSHE curriculum by engaging with pupils and parents on 'Black Lives Matter', at the same time as ensuring that leadership developed mechanisms to listen to and address staff concerns over safety. Attention was paid to inclusive practice and the importance of mental health and well-being
- This opportunity was taken to embed the planning of the spiral curriculum in all subjects and across the school
- Secondary schools often engaged in more subject-specific contact with feeder primaries. Also, more academic and subject-specific induction was provided for year 11 students moving into the 6th Form eg post-16 transition packs which enabled 6th Form study in September to start more rapidly
- Schools set out new criteria for their expectations of distance learning – B4DL
- In all schools the role of the Business Manager and the site teams was crucial in keeping the school safe and open, and also in communicating with parents throughout this period
- On returning to school the pastoral curriculum focused further on reflective practice, to provide a forum to listen to and reflect on their lived experience of Covid-19 and the impact of lockdown
- Many of the SENCOs in primary and secondary schools met virtually with members of the Inclusion Advisory Team to share good practice and problem solve together in

weekly 'Challenge Workshops'. A Re-integration Plan was co-produced and put on the Local Offer.

- The SENCo Conference, run by the Inclusion Advisory Team, was well attended. There was a waiting list for the highly successful new Conference for Teaching Assistants. Both Conferences were delivered 'virtually'.

August 2020

Following government expectation that all schools were fully open in September, with covid-19 safe practices schools undertook the following activities:

- Audit of premises
- Staff risk assessments and staff deployment
- Refining and reviewing online learning, including shifting focus to 'blended' learning
- Reviewing risk assessments in line with updates to government guidance
- Ensuring robust transition arrangements.

Evidence of Success

- All schools, including special schools/PRUs, fully consulted with their school community (including unions) on their plans for full re-opening
- All schools submitted their Risk Assessment to the Barnet Director of Public Health and Barnet Health and Safety by the end of August.

September 2020 onwards

From autumn term 2020, schools' priorities have been focused on moving back towards a full education offer, whilst balancing the challenges of ensuring a covid-19 safe learning environment.

To do this schools have:

- Re-established routines and procedures
- Prioritised pupil and staff wellbeing and mental health
- Baselined pupils' starting points
- Audited missed learning and gaps in key subject areas
- Re-designed the curriculum to meet the context
- Formulated a blended learning offer
- Utilised the Covid Catch Up Premium, including the National Tutoring Programme, in order to support their pupils to catch up for lost teaching over the previous months, in line with the curriculum expectations for the academic year.
- Responded appropriately to outbreaks of covid-19 and adapted risk assessments as necessary
- Responded with agility to changing staff capacity
- Responded with flexibility to changing government guidelines and directives
- Ensured staff have attended necessary training to manage the current situation
- In this period teachers learnt to teach live lessons in different situations – teacher in school, whole classes isolating at home; teacher at home, the whole class in school; and the most challenging, the teacher teaching pupils in the class at the same time as teaching live to pupils self-isolating at home. This blended approach has been the most

challenging. In some schools every teacher this year has an appraisal target related to remote teaching. As all lessons are also recorded there is the opportunity for catch-up in households with multiple users of the technology

- Schools maintained very strict expectations about the integrity of the Bubbles; in most secondary schools, students learn in one classroom with the teachers moving around, facilitated by the provision of a lap top for every teacher
- Home Learning days were set up for each year group in turn, in order to test the efficacy of remote teaching
- All schools reviewed and renewed significantly their technological infrastructure – one stated “moving ten years in six months”. Some secondary schools created new senior leadership posts such as Director of Digital Strategy, focusing on communication, the website, and the use of digital technology in learning.

Evidence of Success

- All schools re-opened fully, with a large number of schools phasing the re-opening during September i.e. year group by year group in order to test out their control measures
- All schools baselined their pupils, assessing what their starting points needed to be and ensuring the curriculum matched their needs
- All schools ensured they had a remote learning offer in place if required i.e. for pupils self- isolating
- Schools used the Covid Catch up Premium creatively, some employing additional staff (e.g. teachers, graduates, counsellors, support staff) and others using existing staff to deliver intervention programmes or 1:1 support. Some took advantage of the National Tutoring Programme and the Academic Mentor Programme (if they met the criteria).
- All schools followed the correct processes to report and deal with positive Covid cases and sought advice and support where necessary, mainly from Barnet Public Health. This involved communicating with staff and pupils who were close contacts of positive cases and requesting that they self-isolate. This may have been individual children/members of staff, whole bubbles (e.g. class or year group) or, in a very small number of occasions, the whole school.
- All schools managed the deployment of existing staff and supply staff effectively in order to remain open for all year groups where possible. Where staffing capacity meant that the school was not open to all pupils, they either deployed a rota system or prioritised certain year groups to benefit from face to face teaching with the remainder having remote learning. In a small minority of cases the whole school was closed due to a significant number of staff, including key leaders, not able to attend work.
- Attendance in schools started in September at approximately 85% and rose to 92% in early October. With increasing numbers of positive cases in schools the attendance rate started to drop and by the end of November was approximately 82%. At the start of December over 4,500 pupils (7%) and 600 teachers and support staff (8%) were absent from school each day due to covid related reasons e.g. symptoms, a positive test or contact with someone who had tested positive person (so self-isolating).
- Maximum value has been derived from Google Classroom and Microsoft Teams, in many cases transforming access to the curriculum, improving feedback to and from students e.g. through OneNote, and increasing interactivity. These platforms have also helped transform school organisation such as parent-teacher evenings. Many of these processes will be maintained in the future
- Some secondary schools put together a wide range of “home-produced” electronic support guides for pupils and parents around learning; these both modelled and

established clear expectations. Engagement with school websites moved forward considerably

- Leadership successfully maintained staff morale, taking decisions that acknowledged the increased workload, and especially taking account of anxiety amongst the staff about health, burn out, and risk.
- Whilst pupils in primary may have been nervous at the start, then settled down as the term progressed, in secondary they were initially pleased to be back but then have become less settled. This was heightened during the November lockdown when home life was again more restricted, which compounded the lack of the “social” side of school – no assemblies, extra-curricular activity etc
- Schools have embedded mechanisms for collecting and listening to student voice, further strengthening the dialogue about learning
- Schools with small classes, e.g. Alternative Provision/PRUs, elevated and created more Learning Mentor roles, modelling and sharing specific skills
- Schools with Sixth Forms are now more open to considering partnership arrangements with other schools in order to broaden their curriculum offer.
- Special schools continue to work with the local authority and North East London Foundation Trust (NELFT) to ensure that provision in EHC Plans is being delivered.
- Schools have worked with other partners to support families of children with SEND and complex needs back in to school, taking an individualised approach to the needs of the child and the family.
- Schools of children who have AGP (Aerosol Generating Procedure) have accessed necessary training and fit-masking to enable these children to return safely to school.
- Schools have accessed ongoing training from educational psychologists, the Autism team and the Inclusion Advisory Team to ensure they are making reasonable adjustments for children and young people with SEND, including those with anxiety and emerging mental health needs.

5. Monitoring, Challenge and Support to schools from Barnet Education and Learning Service during this period

Prior to the Pandemic (September 2019 – March 2020)

Before the closure of schools in March, the school improvement team continued their programme of school effectiveness visits to schools, as outlined in the School and Settings Improvement Strategy. For the first half of the academic year, visits were focused on monitoring and challenging the quality of the curriculum, following the new Ofsted framework (September 2019).

From March 2020

Once schools were closed to the majority of pupils, the monitoring, challenge and support from the School Improvement Team needed to adjust in order to give the support that schools required whilst also ensuring the continuation of monitoring and challenge.

To be assured that Barnet schools were fulfilling their duties as outlined by government, the School Improvement Team reviewed and adapted monitoring.

Throughout the pandemic, the School Improvement Team have provided guidance and advice to schools and settings to ensure that schools are meeting the latest government advice.

Between March 2020 and May 2020

The School Improvement Team:

- Ensured that childcare for vulnerable pupils and those of key workers was in place where possible
- Brokered paired working between schools as necessary
- Liaised with SEND/Virtual School/social care as necessary to ensure vulnerable children had access to provision
- Supported schools with developing suitably robust risk assessments and monitored the implementation of these
- Liaised with Barnet Public Health to ensure that schools had access to appropriate support and guidance
- Provided online materials for parents/schools/other educational settings

Between June 2020 and August 2020

In addition to the above the School Improvement Team:

- Audited schools' online learning platforms
- Brokered school to school support and training in the development of remote learning
- Held professional discussions with schools to ascertain further information on:
 - Transition arrangements
 - The effectiveness of support for vulnerable pupils
 - Plans for the curriculum in September
 - Plans for mental health and wellbeing support

The information above enabled the Team to devise a comprehensive training package for schools on how to implement a suitable 'recovery curriculum' in the Autumn Term 2020.

From Autumn Term 2020

Following the Ofsted model, the main monitoring activity has been to hold professional discussions with school leaders to ascertain the following:

- how well leaders are prioritising mental health and wellbeing of pupils
- how well leaders have established clear routines and procedures
- how well leaders know the key gaps in learning, through robust baselining of pupils
- how well pupils are learning the curriculum
- how well leaders are ensuring a quality blended learning curriculum offer
- how well leaders are equipping staff to teach and support pupils within the current context
- the barriers the schools faced and still face in managing the return to full education for pupils

These meetings are still happening and information from these will be collated in January. One outcome is the development of enhanced 'blended learning' training by the traded school improvement service (BPSI) in the Spring Term.

Promoting the achievement of SEN pupils in mainstream and special schools

- Moderation of EHC Plans has been rolled out across Barnet, with the expectation that every SENCo attends at least one of the moderation sessions each year. The moderation is to help ensure the consistency and quality of requests for an Education, Health and Care Needs Assessments.
- The Local Offer website has been further developed to include a Youth Zone area, with information designed by and for young people with SEND, and a dedicated Parent Carer Zone. Both are open to anyone who wants to access them. Schools are well-supported with excellent information and tools in the SENCo Zone, including recent developments during Covid-19 including materials to support transition of pupils with SEN back to school and strategic planning for SEND.
- A Children and Young People's Mental Health Plan has been developed and a wide range of mental health services have been commissioned, including an online counselling service for 11 – 25-year olds. There is also Barnet Integrated Clinical Services (BICS), part of Children's Social Care, who provide a range of therapeutic interventions to children and young people, including counselling, Cognitive Behavioural Therapy and Music therapy.
- The Pre-school Teaching Team pathways have been changed to provide a quick 'first response' to families of young children with additional needs.
- A co-produced Autism Strategy has been developed over the last year and is beginning to be implemented.
- We have three supported internship programmes – Public Health England, Transport for London and Mencap, developing more work-based provision to give greater choice to young people.
- The year 2020 has been like no other, and we have worked together to identify issues for children with SEND and their families resulting from the pandemic. In October 2020 the Barnet Local Area had a SEND interim visit from Ofsted and the CQC. Inspectors noted that "Leaders and practitioners from education, health and social care have a deep understanding of the issues that children and young people with SEND and their families have faced. They have changed and adapted important ways of working in recent months. Regular communication and contact with trusted practitioners has been a 'lifeline' for families at a time when they have felt anxious about their children's health and well-being."
- In response to the issues and concerns expressed by families and other partners, we have:
 - Maintained 'business as usual' for the process of undertaking an Education, Health and Care Needs Assessment, and finalising EHC Plans.
 - Consistently met the statutory target of completing over 95% of EHC Plans within the 20-week timeframe, and this has been maintained throughout the Covid-19 pandemic.
 - Ensured the quality of EHC Plans in Barnet is consistently good, and three parent carers have been trained to undertake audits of EHC Plans and are members of the auditing team. We have continued to audit our EHC Plans during the pandemic, and the quality of the Plans has been maintained throughout. Where professional advice has been obtained 'virtually', we will review Plans early to ensure that they accurately reflect the needs of the child.
 - CAMHS have established a 24-hour Mental Health crisis line during the pandemic and have also provided telephone appointments and "Attend Anywhere" video conferencing sessions for young people.

- Increased KOOTH counselling hours by 37% (October 2020) in response to an increase in anxiety related presentation to our Barnet Integrated Clinical Service (BIC), and to KOOTH (our commissioned online counselling service). 1,580 participants have accessed joint training sessions for schools, parent carers and nurseries run by the Educational Psychology Team. 99% have agreed/strongly agreed with the positive statements about the usefulness and relevance of the training.
- There has been increased use of the Local Offer (2366 users in March; 3924 in June).
- Set up the 'Open Spaces' project for families of children with Autism and/or a Learning Difficulty, who needed access to safe outdoor space. This was run across four venues from April 2020. 83 families were offered a session at the project. 60% took up the offer and 20% returned more than once. 101 bookings have been taken up by families to date (October 2020).
- Taken part in a "Lost Learning" project with five other London local authorities which involved speaking with schools and students, focussing on Year 5 and 6 in primary and Year 11,12 and 13 in secondary and using the materials to support "emergency schooling".

Safeguarding:

Safeguarding is always a school's key priority. During the pandemic, schools were acutely aware that some pupils were potentially at higher risk because of the extended amount of time spent at home, without regular school monitoring and welfare activities.

The following support and training activities took place to assure schools' ongoing safeguarding processes:

- Safeguarding Briefings, in response to Covid-19, focusing on Child Criminal Exploitation, Mental Health, sharing good practice, MASH and Early Help referrals.
- Regular safeguarding advice and guidance given to schools through breakfast briefings and weekly drop-in sessions for school Dedicated Safeguarding Leads.
- Supporting schools and Family Services in ensuring increased attendance for vulnerable pupils.
- Close liaison with the Police Safer Schools Team regarding incidents in or around schools.
- Training and support relating to Covid-19, including DfE guidance and new working arrangements to support vulnerable children and young people offered by BELS involving the Early Years Lead, the Education Psychology Service and the Inclusion Advisory Team.
- Safeguarding Audit Tool updated - updated to reflect any changes in the DfE guidance Keeping 'Children Safe in Education' and covers policy compliance, application of DfE guidance, training, curriculum, record keeping, buildings and governor involvement in safeguarding.

6. Key Stage 4 and Key Stage 5 data and post-16 Destinations

Despite the DfE's indication that there would not be publication of attainment data relating to the 2019/20 academic year, the DfE has released aggregated National, Regional and Local Authority level data for GCSEs and A Levels. The DfE had made it clear that they would not release the data at school level on the 'Find and Compare Schools' website, in the Inspection Data Summary Report (IDSR) or on Analyse School Performance (ASP).

The DfE released the data with the caveat that: "Each of the pupil level attainment statistics have increased - more than would be expected in a typical year - between the 2018/19 and 2019/20 academic years. This reflects the change to the way GCSE grades were awarded rather than improvements in pupil performance. As a result, the 2019/20 data should not be directly compared to attainment data from previous years for the purposes of measuring changes in student performance."¹

For this reason, previous years' results have not been included below. The only comparison shown is in the rankings, with last year's ranking shown in brackets.

Key Stage 4

	Pupil Group	LA/Region	Attainment 8	Rank	English and Maths 5+	Rank	English and Maths 4+	Rank	EBacc APS	Rank
	All Pupils	Barnet	60.1	2 (2)	67.9%	2 (2)	83.1%	4 (3)	5.56	2 (2)
		England	50.2		49.9%		71.2%		4.38	
		London	53.2		55.4%		75%		4.8	
Gender	Boys	Barnet	58.1	3 (2)	66.1%	2 (3)	82.3	2 (5)	5.35	2 (2)
		England	47.4		45.9%		67.6%		4.13	
		London	50.5		51.7%		72%		4.55	
	Girls	Barnet	62.1	2 (4)	69.9%	2 (3)	84%	7 (4)	5.77	1 (3)
		England	53.1		54.1%		75%		4.65	
		London	55.9		59.2%		78.1%		5.06	

Once again Barnet is in the top 10% across the board for all pupils at Key Stage 4. Barnet is the second highest LA for Attainment 8, the percentage of students attaining a 5 or above in English and Maths and the EBacc Average Point Score measure for all pupils. Outcomes for girls were above those for boys; however, boys in Barnet were still in the top 10% across the board in all KS4 performance measures. Barnet's results are above the National and London averages for All Pupils, Boys and Girls.

The DfE did not produce a Progress 8 measure for 2020.

¹ <https://explore-education-statistics.service.gov.uk/find-statistics/key-stage-4-performance-revised/2019-20>

Key Stage 4 – Ethnicity

	Pupil Group	LA/Region	Attainment 8	Rank	English and Maths 5+	Rank	English and Maths 4+	Rank	EBacc APS	Rank
Ethnicity	White	Barnet	59.5	4 (3)	67.8	4 (2)	83.3	5 (3)	5.44	3 (3)
		England	49.7		49.1		70.9		4.31	
		London	52.9		54.6		74.1		4.75	
	Black	Barnet	53.9	18(17)	56.1	19 (13)	75.2	28 (21)	4.88	16 (17)
		England	48.9		46		68.5		4.32	
		London	49.4		47.5		70.4		4.4	
	Asian	Barnet	70.4	2 (4)	84.3	4 (6)	91.1	10 (10)	6.78	2 (3)
		England	54.5		58.3		76.7		4.89	
		London	58		65.7		82.4		5.32	
	Mixed	Barnet	61.2	3 (3)	68.6	4 (3)	84.9	4 (4)	5.69	3 (3)
		England	50.8		50.2		70.9		4.48	
		London	53		54.2		74.3		4.77	
	Chinese	Barnet	76.8	8 (11)	95.2	20 (29)	95.2	54 (61)	7.59	5 (12)
		England	67.6		79.6		91.3		6.31	
		London	69.1		81.9		92.5		6.51	

Barnet is above all comparators in all ethnic groups for all measures. Barnet is in the top 10% of Local Authorities for all measures for the White, Asian and Mixed ethnic groups. Black pupils in Barnet, although not in the top 10% of Local Authorities, do have higher averages than National and London for all measures.

Key Stage 4 – English and an Additional Language

	Pupil Group	LA/Region	Attainment 8	Rank	English and Maths 5+	Rank	English and Maths 4+	Rank	EBacc APS	Rank
First Language	EAL	Barnet	57.9	11 (8)	63.1	13 (10)	79.2	15 (15)	5.37	9 (6)
		England	50.9		50		69.9		4.58	
		London	53.4		55.5		74.9		4.89	
	Non-EAL	Barnet	61.6	1 (1)	71.1	1 (1)	85.7	1 (1)	5.68	1 (1)
		England	50.2		50.1		71.7		4.36	
		London	53.3		55.7		75.4		4.76	

Barnet is above all comparators for the Attainment of pupils with English as an Additional Language. Barnet is ranked in the top 10% across the board for EAL pupils at KS4. EAL pupils are below their Non-EAL peers in Barnet for all KS4 measures. Non EAL pupils are ranked first in all measures

Key Stage 4 – SEN Status

	Pupil Group	LA/Region	Attainment 8	Rank	English and Maths 5+	Rank	English and Maths 4+	Rank	EBacc APS	Rank
SEN Status	EHCP	Barnet	23.1	5 (19)	18	3 (43)	27.3	4 (16)	1.87	6 (23)
		England	15.2		6.5		14.1		1.18	
		London	17.5		8		17.2		1.39	
	SEN Support	Barnet	42.9	11 (12)	32.3	8 (11)	52.3	16 (15)	3.62	12 (10)
		England	36.4		20.5		39.9		2.97	
		London	40		25.9		47.3		3.38	
	Non-SEN	Barnet	63.1	2 (2)	73.2	2 (2)	88.2	4 (3)	5.88	2 (2)
		England	53.7		55.8		78		4.72	
		London	56.7		61.6		81.5		5.16	

Barnet is in the top 10% for all measures at KS4 for pupils with an EHCP. Barnet's average for pupils with an EHCP is above the London and National averages for the same pupil group. Barnet is in the top 10% for most measures at KS4 for Pupils with SEN Support, narrowly missing out for the proportion of pupils awarded a level 4 or above in English and Maths. Barnet's average for pupils with SEN Support is above the London and National averages for the same pupil group.

Key Stage 4 – Free School Meals Eligibility

	Pupil Group	LA/Region	Attainment 8	Rank	English and Maths 5+	Rank	English and Maths 4+	Rank	EBacc APS	Rank
FSM Eligibility	FSM	Barnet	47.6	7 (5)	41.9	10 (7)	64.8	9 (6)	4.18	8 (4)
		England	38.6		27.8		49.2		3.24	
		London	45		39.2		61.5		3.96	
	Non-FSM	Barnet	62.2	2 (2)	72.3	1 (2)	86.2	3 (4)	5.79	2 (2)
		England	52.3		54		75.4		4.6	
		London	55.2		59.4		78.3		5.01	

Barnet is above the London and National averages across the board for all KS4 for pupils eligible for Free School Meals. This is reflected in the rankings, with Barnet within the top 10% of Local Authorities. Barnet is similarly above all comparators for students who are not eligible for Free School Meals, which again is reflected in the rankings. Barnet is in the top

10% of all Local Authorities in the country in all KS4 measures for pupils not eligible for Free School Meals.

Key Stage 4 – Pupil Premium Pupils

	Pupil Group	LA/Region	Attainment 8		English and Maths 5+		English and Maths 4+		EBacc APS	
			8	Rank	5+	Rank	4+	Rank	APS	Rank
Pupil Premium	Disadvantaged	Barnet	50	4 (5)	47.8	4 (5)	69.2	5 (7)	4.46	4 (2)
		England	40.2		30.4		52.5		3.39	
		London	46.5		41.9		64.4		4.11	
	Non-Disadvantaged	Barnet	63.3	2 (2)	74.4	2 (2)	87.6	3 (3)	5.91	2 (2)
		England	53.7		56.8		77.8		4.73	
		London	56.5		62.2		80.3		5.15	

Similar to FSM eligibility Barnet is above the National and London averages in all Key Stage 4 measures for Disadvantaged pupils. Barnet is in the top 10% of Local Authorities in all Key Stage 4 measures

Summary

If we use the rankings as a method for looking at the comparison between 2019 and 2020 Barnet's position has not changed dramatically. The main exception is for pupils with an EHCP and Chinese pupils, but these can be explained by relatively small cohort sizes; these are also two groups that generally have highly fluctuating results between academic years and large changes in rankings are common.

Key Stage 4 - Looked after Children

Educational achievement data for Looked After Children in the 2019/20 academic year nationally is due to be published in May 2021. Until then it will not be clear what the performance of this cohort nationally, in London or amongst statistical neighbours is.

There were 44 Barnet Looked After Children who took GCSEs in 2020. 28 of the 44 students attended schools outside of Barnet. 16 of the 44 LAC who took GCSEs achieved a 4+ in English (36%) and 12 achieved a 4+ in Maths (27%). 11 achieved a 4+ in both (25%). In addition to GCSEs below Level 4, young people achieved a range of other qualifications e.g. BTECs and functional skills.

Key Stage 5

3+ A grades at GCE/Applied GCE A Level and Double Awards

The proportion of Barnet pupils who attained 3 or more A grades at A level places Barnet just outside the top 5% of LAs nationally.

	2015	2016	2017	2018	2019	2020
Barnet						30.9
London						21.2
England						19.5
Barnet Rank	5 th	7 th	6 th	6 th	7 th	8 th

Percentage of students achieving grades AAB or better at GCE A level, Applied GCE A level and Double Award A level

The proportion of Barnet pupils who attained grades AAB or higher at A level places Barnet within the top 5% of LAs nationally.

	2015	2016	2017	2018	2019	2020
Barnet						43.6
London						32.2
England						29.9
Barnet Rank	5 th	7 th	7 th	6 th	8 th	7 th

Percentage of students achieving grades AAB or better at A level, of which at least two are in facilitating subjects

The proportion of Barnet pupils who attained grades AAB or higher (with at least 2 in facilitating subjects) at A level places Barnet within the top 5% of LAs nationally.

	2015	2016	2017	2018	2019	2020
Barnet						33.1
London						24.1
England						21.2

Average Point Score per Entry - Vocational Subjects and A Levels

It should be noted that the only attainment figure published nationally for Applied General and Technical Level results (vocational qualifications) is the average point score per entry. The average point score across the vocational qualification groups of technical qualifications or applied general qualifications is in the lowest 50% of LAs. This can largely be explained by the strong focus of nearly all Barnet secondary schools on the teaching of academic subjects at A level and the resultant strong pressure for pupils to take A level courses. In addition to this, the high quality of Barnet schools leads to a greater percentage of students following a Post-16 A Level pathway, as the schools are able to support them effectively. This in turn means there is a disproportionately low proportion of higher-attaining pupils studying for technical and general qualifications.

Nonetheless, this has been agreed as a priority area by Barnet's Schools and Settings Standards Partnership Board (SSSPB) and is being reviewed on a regular basis. This greater focus has included an audit of non-academic post 16 options and the creation of a post 16 vocational and technical qualification prospectus which highlights alternatives to A level options across the borough.

The average point score per entry across A levels is in the top 5% of LAs for pupils in Barnet.

	A Levels	Tech Level	Applied General Studies
Barnet	42.44	30.08	30.43
London	38.91	31.12	31.49
England	38.42	31.21	29.76
Barnet Rank	7 th	110 th	71 st

The Rankings for APS for A levels has increased last year by one place from 8th to 7th. The rank of APS for Tech Levels has remained the same between 2009 and 2020 at 110th. Barnet's rank for Applied General APS has declined from 44th to 71st.

Destinations data

One measure of determining the effectiveness of our schools is the destinations data i.e. where did Barnet students go onto when they left school.

A range of initiatives have been introduced in recent years to help tackle the issues surrounding youth unemployment. Among these is the September Guarantee – a government-led pledge to ensure that everyone leaving school this year, or who left last year, is offered a guaranteed place in learning by the end of September. The offer should be appropriate to the young person's needs and can include:


- full-time education in school sixth-forms or colleges
- an apprenticeship or traineeship
- employment combined with part-time education or training

In 2020 Barnet's September Guarantee figure was 99.2%, the highest we have achieved since this measure came into place and the highest percentage of all West London Boroughs. The NEET figure (Not in Education, Employment or Training) for 16- and 17-year olds is very low currently. However, the post-18 NEET figure is very high following a 200% rise in unemployment due to COVID.

Schools and college have been very receptive in accommodating young people with offers and places and there has been increased of take-up of Year 12 school and college places in Barnet compared to last year:

- Barnet and Southgate College launched its 'Back on Track' Strategy in the summer term of 2020 – a place for every student who makes an application.
- A Year 11, 12 and 13 Transition agreement was put in place and agreed by Post 16 providers in Barnet. Careers Days were organised with Barnet and Southgate College.
- The post-16 team Established a new Careers IAG (Information, Advice and Guidance) telephone line.
- An Apprenticeship Virtual Roadshow has been organised with Middlesex University to be held on 3rd March 2021 – Employers include Accountancy BDO, Metropolitan Police, St Georges Construction, NHS, BT and more.
- More Year 11 young people have stayed in borough this year - approximately 65% compared to 53% in previous years.

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	<p style="text-align: center;">Children, Education and Safeguarding Committee</p> <p style="text-align: center;">11th January 2021</p>
<p style="text-align: center;">Title</p>	<p>Life Chances Strategy 2020-24</p>
<p style="text-align: center;">Report of</p>	<p>Chairman of the Committee- Councillor David Longstaff</p>
<p style="text-align: center;">Wards</p>	<p>All</p>
<p style="text-align: center;">Status</p>	<p>Public</p>
<p style="text-align: center;">Urgent</p>	<p>No</p>
<p style="text-align: center;">Key</p>	<p>Yes</p>
<p style="text-align: center;">Enclosures</p>	<p>Appendix 1: Life Chances Strategy Appendix 2: Life Chances Public Consultation Report Appendix 3: Equalities Impact Assessment</p>
<p style="text-align: center;">Officer Contact Details</p>	<p>Chris Munday, Executive Director, Children and Young People Chris.Munday@Barnet.gov.uk Ben Thomas, Assistant Director, Family Services Ben.thomas@barnet.gov.uk</p>
Summary	
<p>This paper seeks approval from the Committee to give final approval of the Life Chances Strategy from the period 2020 to 2024.</p> <p>A draft of the strategy had previously been presented to the Committee and given approval earlier this year. Since then the Covid-19 crisis has happened and the strategy has had to be revised to ensure it fully meets the needs of young people. A range of consultations have taken place with key stakeholders including input from council services, external partners, children and young people and the public to reflect their views.</p> <p>This new Life Chances Strategy (2020-24) restates Barnet's pledge to help young people succeed as part of the family friendly vision, through priorities and actions to build families and children's resilience and ensure better outcomes.</p>	

Recommendations

1. That the Children, Education and Safeguarding Committee approve the Life Chances Strategy 2020-24 and appendices.

1. WHY THIS REPORT IS NEEDED

- 1.1 A Life Chances Strategy has been developed to provide support to young people and families. Improving life chances can have a profound effect on poverty and inequality, enabling better outcomes for young people in the borough
- 1.2 The previous approach was captured in the child poverty strategy set out in the Children and Young People's Plan 2016-20. It supported the family friendly vision which is focused on making Barnet the most family friendly borough in London and an even better place for all families to live.
- 1.3 Barnet has remained among the top performing local authority areas in the country in relation to the achievement of children and young people. However, areas of deprivation exist in the borough and there is pressing need for partners to focus on working together to improve young lives and increase opportunities, addressing the drivers of child poverty and building resilience to improve future outcomes.
- 1.4 A draft of this Life Chances strategy had been approved for public consultation in March 2020 when the Covid-19 pandemic struck. The pandemic has disrupted the life of every child in the country. This strategy has therefore been updated to take account of the impact of Covid-19 on life chances.
- 1.5 This strategy has been developed in consultation with services across the Council, children and young people as well as external partners. It has received approval from the Children's Partnership Board with input from key stakeholders including Voluntary & Community Sector, Clinical Commissioning Group, Family Services, Barnet Public Health, Corporate Communications, Housing, Barnet Education and Learning Services, and Growth & Development services. Input was also received from a young people's focus group.
- 1.6 Delegated authority was given to the Executive Director, Children and Young People at the Children, Education and Safeguarding Committee on 11 March [2020](#) to consider consultation responses and agree the final strategy which is presented here at Appendix 1. However, the public consultation was delayed by several months as a direct result of the Covid-19 crisis.

Summary of the new strategy

- 1.7 Barnet remains committed to reducing child poverty and this Life Chances Strategy sets out the approach to improving lives and increasing opportunities. The Covid-

19 pandemic has disrupted the life of every child in the country creating an unprecedented public health emergency and challenging our society and our economy.

- 1.8 Prior to the pandemic published figures highlighted the progress that has been made in Barnet on reducing the number of children living in poverty, with 14.0% of children under the age of 16 living in low income families in 2016 compared to 24.9% in 2006. Education results have also improved and are among the best in the country.
- 1.9 This strategy has therefore been updated to take account of the impact of Covid-19 on life chances. It sets out a needs analysis, which provides an overview of the emerging picture around life chances in Barnet, and an action plan structured against the strategic priorities. The new strategy outlines a renewed commitment by all services across Barnet to improve outcomes for children, young people and families. The four existing priorities have been retained but new actions have been developed in light of the needs analysis and in response to the impacts of Covid-19. The priorities are:

Priority 1: Strengthening families and early years

Priority 2: Developing resilience and improving education

Priority 3: Delivering equal access to opportunities

Priority 4: Targeting support

Detailed actions supporting each of these priorities are set out in the Life Chances Strategy in Appendix 1.

2. REASONS FOR RECOMMENDATIONS

- 2.1 In 2016, the Welfare Reform and Work Act repealed sections of the Child Poverty Act which placed a statutory duty on local authorities to produce a child poverty strategy. It instead places emphasis on life chances measures using indicators such as long-term workless households and educational attainment of all pupils. This new strategy demonstrates Barnet's commitment to improving the life chances of young residents. It enhances the previous child poverty strategy which was set out in the Children and Young People's Plan 2016-20 and ends March 2020. This draft strategy has been developed in consultation with services across the Council as well as external partners.
- 2.2 The Life Chances Strategy in this report is recommended for approval.

3. ALTERNATIVE OPTIONS

- 3.1 The alternative option is to not have a new strategy to help improve the life chances of young residents. However, this could have a profound impact on inequality and successful outcomes for children and young people.

4. POST DECISION IMPLEMENTATION

- 4.1 The implementation of the strategy will be monitored by the Children's Partnership Board.
- 4.2 Once agreed by the Committee, the Life Chances strategy will be published on the Barnet Council website

5. IMPLICATIONS OF DECISION

5.1 Corporate priorities and performance

- 5.1.1 Ensuring that residents live happy, healthy, independent lives with the most vulnerable protected is one of the council's three strategic outcomes set out in its corporate plan, Barnet 2024, based on the core principles of fairness, responsibility and opportunity to make sure Barnet is a place:

- of opportunity, where people can further their quality of life
- where people are helped to help themselves, recognising that prevention is better than cure
- where responsibility is shared, fairly where services are delivered efficiently to get value for money for the taxpayer.

- 5.1.2 The Life Chances Strategy supports delivery of this outcome through a range of actions against the priorities to:

- Strengthen families and early years.
- Develop resilience and improve education.
- Deliver equal access to opportunities
- Target support

- 5.1.3 The strategy also contributes to the delivery of the objective to ensure that Barnet is a family friendly borough.

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

The work to drive the delivery of the life chances strategy will be delivered from within existing resources of the Council and its partners.

5.3 **Legal and constitutional references**

5.3.1 The Welfare Reform and Work Act 2016 repealed sections of the Child Poverty Act 2010 and re-named the Act the Life Chances Act 2010. There is therefore no longer a duty for local authorities to assess needs and produce a child poverty strategy. The 2016 Act focuses on supporting people into work and supporting low income working families, with the Government being required to publish data on the number of children living in workless households in England and long-term workless households in England, as well as the educational attainment of children and disadvantaged children in England at the end of Key Stage 4.

5.3.2 As outlined in Article 7 of the Council's Constitution - Committees, Forums, Working groups and Partnerships, the Children, Education and Safeguarding Committee's responsibilities include all matters relating to children, schools, and education.

5.4 **Risk management**

None

5.5 **Equalities and diversity**

5.5.1 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.

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

5.5.2 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. Outcomes for all groups of children are monitored including children with special education needs and disadvantaged children.

5.5.3 A full equalities impact assessment has been produced (See Appendix 3) and identified that in relation to most protected characteristics there is a net positive impact because of the strategy in the long term. However, relating to protected characteristics such as disability and race, there is a disproportionate negative affect in education and employment outcomes which may be exacerbated by the pandemic. The strategy outlines key actions taken to address and provide support to improve these issues.

5.6 Corporate Parenting Principles

5.6.1 In July 2016, the Government published their Care Leavers' strategy Keep on Caring which outlined that the "... [the government] will introduce a set of corporate parenting principles that will require all departments within a local authority to recognise their role as corporate parents, encouraging them to look at the services and support that they provide through the lens of what a reasonable parent would do to support their own children.'

5.6.2 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.

5.6.3 The needs of children in care and care leavers are at the forefront of considerations in development of the Life Chances strategy. Research shows there are barriers to children in care and care leavers engaging in education, employment and training. The strategy seeks to improve achievement and attendance in school. Other areas of support include continuation of programmes to ensure care leavers are fully supported to move into sustained employment, education and training.

5.7 Consultation and engagement

5.7.1 During the last few months, consultations and information has been taken from a range of sources and key stakeholders including council services, external partners and children and young people.

- Public Health analysis of the latest available information
- Consultations with key delivery areas within Barnet Council - Early Years, 0-25, Children in Care, Social Services, Public Health, Voice of the Child forum, Barnet Education & Learning Service, Growth & Development, Barnet Homes
- Consultations with external partners included the Voluntary & Community Sector, Clinical Commissioning Group and Unicef
- Analysis of Young People's Survey Feb 20 and the Young People's Covid-19 Survey July 20.

5.7.2 Public consultation on the draft Life Chances Strategy ran from 2 July until 4 December 2020.

5.7.3 Consultation consisted of an online survey and supporting documents on the 'Engage Barnet' consultation portal, which allowed people to view and comment on the draft strategy.

5.7.4 The consultation was widely promoted through Barnet First, the council's website and the council's Twitter and Facebook accounts.

5.7.5 21 responses were received to the consultation via the online survey on engage.barnet.gov.uk with overall support for the strategy, these responses are summarised below and the full report can be found in Appendix 3.

- Overall the draft Life Chances Strategy 2020-2024 was supported by respondents, with 70% of respondents agreeing with all the priorities and actions of the strategy to some extent, in contrast to 5% of respondents disagreeing.
- **Strengthening families and early years, Developing resilience and improving education and Delivering equal access to opportunities** received the most support with 80% of respondents agreeing to these priorities. This was followed by **Targeting support** with 75% approving.
- Most of the respondents agreed with the actions set out under each priority with at least 70% agreeing with the actions recorded.
- **Under Strengthening families and early years** 77% agreed with the actions listed. There was broadly similar level of support under **Developing resilience and improving education** with 71% agreeing. Again, a comparable level of support under **Delivering access to equal opportunities** as 77% agreed and **Targeting support** with 77% agreeing.

- Respondents were asked if they had any further comments to make on the priority and/or actions. There were a range of responses received and common themes included more support for young people with mental health issues and physical disabilities. These have been incorporated into the strategy.

5.7.6 In addition to the online survey, presentations were made to Barnet Parent Carers Forum and the Voice of the Child Young People's Forum for views and comments. The draft strategy has been updated to take account of the consultation responses.

6. **BACKGROUND PAPER**

None

Life Chances Strategy 2020-2024



1. Introduction

This revised draft Life Chances Strategy sets out the approach to improving life chances in Barnet, building on the Child Poverty Strategy 2016-20. It outlines how we will work to improve young lives and increase their opportunities to succeed. The strategy is underpinned by our family friendly vision that is focused on making Barnet the most family friendly borough in London and a better place for all families to live.

Published figures highlighted the progress that has been made in Barnet on reducing the number of children living in poverty, with 14.0% of children under the age of 16 living in low income families in 2016 compared to 24.9% in 2006. Education results have also improved and are among the best in the country. Successful outcomes for young people have been supported through tackling high priority areas such as workless households, improving educational attainment and supporting ‘troubled families’.

A draft of this strategy had been approved for public consultation in March when the Covid-19 pandemic struck. The pandemic has disrupted the life of every child in the country. It is not only an unprecedented public health emergency, but also a challenge to our society and our economy, one that has been not seen in UK peacetime. The impact could have a serious effect on the life chances of young people in Barnet. They have already experienced the pandemic crisis and lockdown in many ways, from their education to staying at home, from the way they access health and support services to their emotional health and well-being.

Measures taken to tackle the crisis including online lessons, enforcing social distancing and working from home, have been necessary. However, there has been a significant impact on children and young people particularly those from low-income families, with special educational needs and disabilities (SEND) or living in poverty. The specific nature of the economic shock associated with COVID-19 has exacerbated the social and economic divide. There have been sharp differences in deaths from COVID-19 with Black, Asian and Minority Ethnic (BAME) groups particularly affected.¹ The crisis has had a disproportionate effect on children and young people with special educational needs and disabilities (SEND). It is likely to leave many challenging legacies for inequality which will need to be addressed. There is also much uncertainty about the ongoing potential impacts of the pandemic, with children likely to face the long-term consequences of economic recession, including sustainability related to employment and housing. The crisis has badly hit the voluntary sector with many organisations and community groups that support young people under pressure, facing reduced income at just the time when demand for their services has risen hugely.

Child poverty is expected to grow significantly from the estimated 4 million children and young people in the UK already in poverty², and the increase in unemployment is already disproportionately impacting on young people. This means that working as a partnership to improve young people’s life chances and their opportunities to succeed has become even more important. By improving life chances, we can have a profound effect on poverty and inequality enabling better outcomes for young people in the borough.

This strategy has therefore been updated to take account of the impact of Covid-19 on life chances. It sets out a needs analysis, which provides an overview of the emerging picture around life chances

¹https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908434/Disparities_in_the_risk_and_outcomes_of_COVID_August_2020_update.pdf

² <https://cpag.org.uk/child-poverty/child-poverty-facts-and-figures>

in Barnet, and an action plan structured against the strategic priorities. Delivery of the action plan will be monitored through the Children's Partnership Board.

2. Life Chances and the UN Convention on the Rights of the Child

We are committed to upholding children's rights within Barnet and over the next three years, the London Borough of Barnet, including all its delivery partners, will work with UNICEF to progressively achieve a number of core outcomes within the Children and Young People's Plan 2019-2023. The overarching ambition is for the borough to be recognised by UNICEF UK as a UNICEF Child Friendly Community.

There are several articles from the UNCRC which are relevant to improving life chances.

Article 3 (best interest of the child) The best interest of the child must be a top priority in all decisions and actions that affect children.

Article 6 (life, survival and development) Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential.

Article 12 (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

Article 24 (health and health services) Every child has the right to the best possible health. Governments must provide good quality health care, clean water, nutritious food, and a clean environment and education on health and well-being so that children can stay healthy.

Article 26 (social security) Every child has the right to benefit from social security. Governments must provide social security, including financial support and other benefits.

Article 27 (adequate standard of living) Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development.

3. What young people have told us

Young people's opinions are important and help shape our strategic priorities.

The Young Persons Survey (YPS), a bi-annual face-to-face survey of Barnet young residents aged 11-18, was undertaken by an independent research company. 500 Barnet young people were interviewed between 12th November – 20th December 2019. This was the third time the survey had been undertaken and it provided important information on the views of young people in Barnet.

- The majority (84%) of young people feel Barnet is a family friendly place to live which is in line with 2017 and an increase from 2016 survey (81%).
- All measures about the council's image have improved. More young people think the council is: doing a good job (92%, up from 73% in 2017), provides the services young people need (86%, up from 71% in 2017), does enough to keep young people safe (75% - up from 69% in 2017) and involves young people when making decisions (60%, up from 57% in 2017) .

- Young people’s top three concerns are crime (56%, up from 53% in 2017), litter in the streets (37% up from 21% in 2017), and lack of jobs for people/young people (24%, down from 33% in 2017).
- Young people’s views on priorities for the council and its partners are that they the top priority should be protecting people from crime (45%, up from 28% in 2017), followed by protecting young people from harm (43%, up from 31% in 2017) and supporting young people with mental health problems (29%, up from 21% in 2017).

Following the COVID-19 crisis, an online survey was carried out, aimed at Year 5, Year 6 and all secondary school students, to which 853 young people responded between 8th July – 30th July. The results highlighted the impact, concerns and worries - providing useful information to support young people, which will be used to inform this strategy.

- The majority of young people consider the effect of the crisis to be, doing less physical activity (51%) followed by harm to their long-term education (50%), and their mental health and well-being being affected (43%).
- Young people say they were most worried about their education and exams (55%) during lockdown, followed by staying safe from the coronavirus (35%) and their mental health and well-being (34%).
- The majority of young people think more support should be provided for dealing with stress and isolation (51%) followed by close and regular contact with teachers (46%) and exercises for children while at home (45%).
- A survey of young people with special education needs and disabilities found that their key concerns related to increased anxiety and other mental health needs resulting from ‘lockdown’ and uncertainty about the future; Lost learning due to not being in school and not able to access on-line learning due to poor IT access and/or learning need not being met remotely; Impact on access to further/higher education and employability.

4. Barnet’s profile

4.1 Barnet’s population

Barnet is the largest borough in London by population (402, 700) and is continuing to grow. Similarly, the number of children (aged 0-19 years) in Barnet, currently 99,300 (almost a quarter of the Boroughs population) is also projected to increase between 2020 and 2030, by 4.9% to 104,200. The projected increase is largely due to regeneration with the greatest projected growth in the number of young people in Colindale ward rising by 56.8% from about 8,100 in 2020 to 12,700 in 2030³. In Barnet the gender breakdown is Girls: 48.5% and boys: 51.6%⁴. Children and young people from Black and Ethnic Minority background make up 52% of the population. Based on data from the Annual Population

³ <https://jsna.barnet.gov.uk/1-demography>

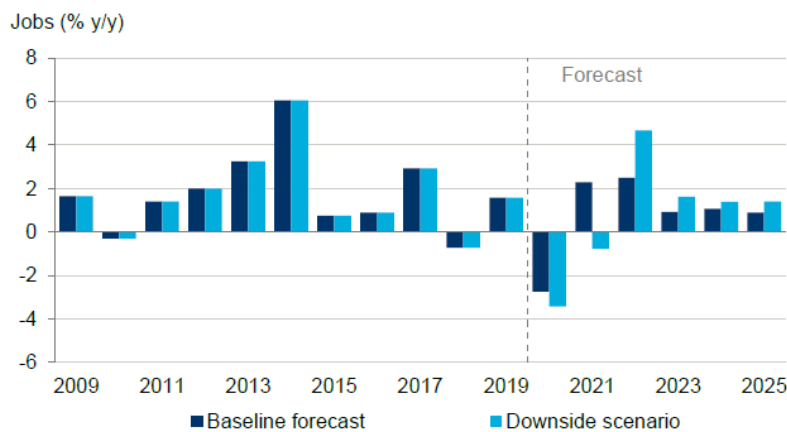
⁴ <https://www.barnet.gov.uk/sites/default/files/2019-06/Barnet%20Children%20%26%20Young%20Peoples%20Plan%20Digital.pdf>

Survey, the most common religion in Barnet is Christianity (39.2%), followed by the Jewish (19.2%) and Muslim (11.8%) faiths.⁵

4.2 Barnet’s economy

Barnet’s economy is projected to contract by 9% in 2020 according to a recent study by the West London Alliance (WLA)⁶, with some sectors seeing more of a decline than others. The education, construction, retail, and hospitality sectors are likely to be experiencing particularly large falls in Gross Value Added (GVA). In terms of jobs, workplace employment in Barnet is projected to contract by 3%, or 4,600, in 2020. The accommodation & food services, wholesale & retail, construction, entertainment, and professional services sectors account for the majority of these job losses. However, the report suggests, these sectors, like most others, should see rebounds in 2021. See Figure 1

Fig 1. Baseline workplace, employment and scenario, Barnet, 2009-25, % y/y



Source: Oxford Economics

The study highlights that amongst London boroughs, Barnet has low exposure to the at-risk manufacturing, hospitality and transport sectors, good broadband connectivity, and a workforce that is likely to adapt well to working from home. These are advantages. It also has high levels of self-employment, and a concentration of micro- and small businesses in the professional services, construction and retail sectors. While these are normally strengths, they also make Barnet more vulnerable to the impacts of coronavirus.

⁵<https://jsna.barnet.gov.uk/jsna/demography>

⁶ How might the coronavirus impact the West London economy? (A report for the West London Alliance June 2020)

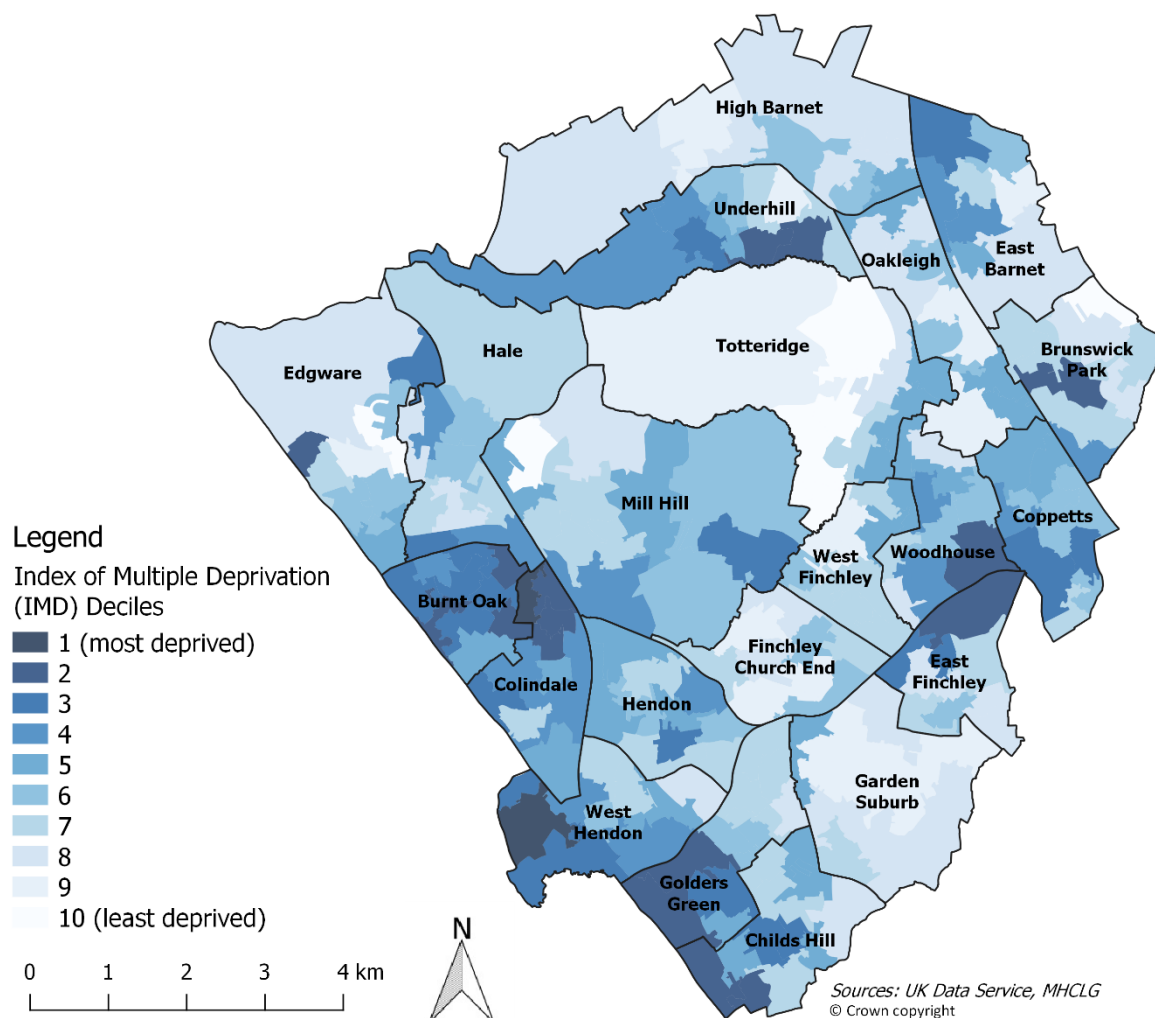
5. Life Chances needs assessment in Barnet

The full impact of COVID-19 on life chances across Barnet will take some time to emerge. The following sections set out the key information and data that is known at this stage from a range of sources.

5.1 Child poverty

Based on HMRC data, 14.0% of children in Barnet under the age of 16 were living in low income families in 2016, which was significantly lower than both London (18.8%) and England (17.0%). Within the local authorities in London, Barnet is ranked 25th on child poverty, using this measure. The latest research into child poverty shows Barnet has an Index of Multiple Deprivation (IMD, 2015) score of 17.8, making it one of the least deprived boroughs in London. However, even in this relatively prosperous borough, there are pockets of deprivation, many of which are concentrated in the west and south of the Borough. See Figure 2

Figure 2. Barnet Income Deprivations Map



For Barnet, during 2017/18, the highest proportion of children living in poverty (after housing costs are considered) was found in Colindale (50%) and the lowest in High Barnet (23%), during the same period.

This disparity in the proportions of children living in poverty between different wards in the borough has important implications for health and wellbeing as well as service provision. The impact of Covid-19 on low income families with children is likely to be severe in the short term and recovery for these families will take much longer.

5.2 Food Security

As the impact of Covid-19 continues to take effect, food banks in the Trussell Trust's network reported an 89% increase in emergency food parcels given to people across the UK in April 2020 compared to the same period in 2019.⁷ The figures include a 107% increase in parcels going to children compared to last year. The number of families with children receiving parcels has almost doubled compared to the same period last year.

Independent food banks saw similar increases, with the Independent Food Aid Network reporting a 175% increase in need for emergency food parcels given out in the UK during April 2020 compared to the same month last year.

A YouGov poll, commissioned by the Food Foundation, showed that:

- More than 1.5 million adults in Great Britain now report that they are unable to obtain the food they need and that nearly half (44%) of people surveyed are worried about getting the food they need as a result of coronavirus.
- People with children aged 8 to 16 in their household are more worried about getting food (52%) compared with those with no children (40%)
- People with children are more worried about getting fruit and veg (50%) compared with those with no children (42%)

From April to June 2020, Barnet's Community Help Hub answered 3,513 urgent phone calls and 2,846 emails asking for help. Its website received 12,565 unique visits.

In January 2018, Barnet received funding from the GLA to develop a food security action plan. Working with the Voluntary Community Sector, research partners at UCL and London School of Hygiene and Tropical medicine, the final plan was signed off at Health and Wellbeing Board in October 2019. COVID-19 and the resulting lockdown has slowed progress on the original plan significantly, however it has also united partners in the fight against food poverty, highlighting the urgent need for support.

Work has begun with researchers at UCL to better understand how COVID-19 impacted the landscape around food bank use as a result of COVID-19 in Barnet. The project will last 12 months but will provide a much needed in depth understanding of food poverty in the borough. The food

⁷ <https://www.trusselltrust.org/2020/06/03/food-banks-busiest-month/>

security working group will also be relaunching in October 2020 to review the existing action plan and to develop a new fit-for-purpose plan, building on the work done during lockdown.

5.3 Mental Health

The COVID-19 episode has had substantial negative impacts on mental health across the UK population. The biggest impacts have been on the same groups, broadly women and the young, that already had relatively low levels of mental health. Pre-existing inequalities in mental health have therefore been exacerbated by the crisis.

Our local survey of young people revealed 40% of young people felt the crisis had affected their mental health and well-being. There has been an increase in mild to moderate mental health presentations to our Barnet Integrated Clinical Service (BICS). BICS is the main provider of mild to moderate mental health services for children and young people (CYP) and families across Barnet. Additionally, increase in anxiety related presentations to KOOTH (the council commissioned online counselling service), has reported a 25% increase in demand. BICS has set up support help lines for CYP, families and professionals between 9am to 8pm. This was in response to schools closing and families finding it harder to access to GPs. These support line were set up for easier access to BICS, support and help signposting to relevant services in the borough. BICS has provided innovation through digitally offering podcasts and pre-recorded videos as resource tools for the Barnet community and agency networks, and are delivering wide range of workshops and groups as part of an extension to their business as usual clinical offer which will continue. This has been well received by both families and wider agencies. Moreover, BICS has been an integral part of the Back to School Campaign and general COVID response.

BICS sits within the 'getting advice' and 'getting help' part of the Thrive model. According to the NHS Long Term Plan (2019)⁸, half of all mental health problems are established by the age 14, while the government's Green Paper on transforming CYP MH⁹ suggests that one in ten young people have some form of diagnosable mental health difficulty. Therefore, BICS provides the much-needed stepped care approach to support prevention of specialist CAMHS provision and CYP going into crisis. Thus, the Barnet community benefiting from whole system approach.

A total of 838 referrals were made to BICS in the 12 months from September 2019 to August 2020 inclusive, with a 91.0% referral acceptance rate. 46.1% of 4,000 appointments offered during this period were conducted face-to-face (53.9% not face-to-face) – a figure heavily skewed by the impact of the government's pandemic response. A blended approach of remote working and face-to-face to work was offered through the pandemic, thus the average did-not attend (DNA) rate was only 2.1% of all appointments. High appreciation of the blend of face-to-face and digital offer based on clinical need was received.

In addition, Specialist CAMHS established a 24-hour Mental Health Crisis Line as part of their response to the pandemic. Working as part of the North Central London (Camden, Islington, Enfield, Barnet and Haringey) partnership, BEH MHT delivered specialist mental health hubs. The partnership also increased the capacity in the mental health crisis out-of-hours provision.

⁸ <https://www.longtermplan.nhs.uk/wp-content/uploads/2019/08/nhs-long-term-plan-version-1.2.pdf>

⁹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664855/Transforming_children_and_young_people_s_mental_health_provision.pdf

In line with other mental health trusts across the country, in the two weeks after the lockdown in March 2020 began, routine referrals to specialist mental health services reduced then increased and stabilised in July 2020. Although routine referrals reduced, CAMHS activity increased due to contacts with children and young people on CAMHS cases in this period, including telephone appointments and “Attend Anywhere” video conferencing sessions.

In Barnet, for 2018, the percentage of school age pupils with social, emotional and mental health needs was 2.61% which is higher than both London 2.41% and England 2.39% respectively. The percentage of primary school and secondary school pupils in the borough with social, emotional and mental health needs are also higher than the national average, in each case¹⁰. The hospital admissions due to self-harm for 10-24-year olds in Barnet have also been higher than London, since 2015/16.

5.4 Education

Barnet is well known for the excellent quality of its schools and the diversity of its educational offer. Our excellent educational outcomes and ensuring that all children and young people are resilient and equipped to meet the needs of employers are key factors for life chances. Education performance, including for disadvantaged pupils, has consistently improved over the last five years:

- The percentage of Good and Outstanding schools in Barnet is now 96.8% and is in the top 10% of the country.
- School attendance has consistently improved and Barnet is now in top 20% of Local authorities nationally for primary and the top 10% for the secondary phases.
- End of Key Stage 1 attainment in Reading, Writing and Maths is in the top 10% nationally.
- End of Key Stage 2 attainment in Reading, GPS and Maths and RWM combined is in the top 10% nationally.
- At Key Stage 2 the attainment of disadvantaged pupils is in the top 10% for Reading, Writing and Mathematics combined.
- AT Key Stage 2 Barnet is in the top 10% of local authorities for the progress disadvantaged pupils make in Maths and Reading.
- End of Key Stage 4 GCSE attainment (Attainment 8) is in the top 5% nationally for all pupils (2nd) and for disadvantaged pupils (5th).
- At Key Stage 4 the average Progress 8 score is in the top 5% of LAs nationally across all pupils (2nd) and for disadvantaged pupils (4th).
- In Progress 8 Barnet disadvantaged pupils are performing better than non-disadvantaged pupils nationally.
- End of Key Stage 5 A Level attainment is in the top 5% nationally.

As far as possible, the education focus throughout the pandemic has been on children continuing to learn. As children transitioned into school, the focus was on addressing concerns of lost learning. Barnet participated in a 6-borough project on lost learning¹¹ which is being used by schools to look at programmes in the autumn term.

¹⁰ Public Health England Fingertips. [Online] Available here: <https://fingertips.phe.org.uk/profile-group/mental-health/profile/cypmh/data#page/0/gid/1938133090/pat/6/par/E12000007/ati/102/are/E09000003/cid/4/page-options/ovw-do>

¹¹ Supporting the futures of children’s and young people’s education and skills following COVID-19

With examinations cancelled the impact on education performance is as yet unknown. However, lost learning is likely to have impacted most on disadvantaged and vulnerable pupils, whereas some young people will have benefitted from virtual learning, exacerbating differences in achievement.

The effects of being out of the classroom and learning online were highlighted in our survey of school children. 68% felt being in school is important to get help from friends, 60% say their screen time increased playing games and the same percentage said not being in the classroom affects their ability to understand. Further analysis of the survey data revealed young people of Asian (67%) and Black origin (75%), with a disability (75%), were more likely to agree the pandemic is harming their long-term education.

Achievement of disadvantaged pupils

Although the achievement of disadvantaged pupils is in the top 10% nationally, the North London Disproportionality Dataset shows, for 2019, the ratio of black pupils in Barnet attaining the expected standard at Key Stage 2 and 4 compared to white pupils is low and in some cases being the lowest or second lowest in North London. This dataset also shows that Barnet's pupil referral units have disproportionately high numbers of pupils from ethnic minority backgrounds and school exclusions data shows that Black pupils are twice more likely to be excluded than white pupils.¹² Eliminating differences in the performance of groups of pupils remains a priority for improvement.

Special Educational Needs

2.6% of Barnet's school population have an Education, Health and Care Plan, compared with the national proportion of 2.8%. In addition, 10.9% receive Special Educational Needs Support compared with 11.9% nationally. The largest groups of needs are, Autistic Spectrum Conditions and Speech, Language and Communication Needs¹³. Between them, they account for most children and young people with an Education, Health and Care Plan¹⁴ (EHC Plan). SEND is disproportionately prevalent within the Black and Black British community. 4.5% of Black children and young people will have an Education, Health and Care Plan, compared to 2.6% across the entire population of children and young people.

The quality of our educational provision for pupils with SEND is among the best in the country, with over 96% of Barnet schools graded good or outstanding by OfSTED, including all our special schools and every mainstream school with an Additional Resource Provision (ARP).

Educational attainment at Key Stage 2 for Reading, Writing and Maths combined is in the top 10% for children with SEN Support and narrowly outside the top 10% (19th) for children with an EHC Plan. Progress in Key Stage 2 is in the top 25% for Reading, Writing and Maths for pupils on SEN Support and with EHCPs. At Key Stage 4 Barnet ranks in the top 10% of LAs for both Attainment 8 and Progress 8 for pupils at SEN Support. For pupils with an EHC Plan, Barnet is narrowly outside the top 10% (19th) in attainment and below the top 10% but above the national average for Progress 8.

Attendance is above national and statistical neighbour averages for pupils with EHCPs and in the top 10% of local authorities for SEN support pupils in both primary and secondary phases. There have been no permanent exclusions of primary pupils at SEN support or any pupils with an EHCP for the

¹² North London Disproportionality Dataset September 2020

¹³ Joint Plan with Barnet CCG, Barnet Council, Cambridge Education and Barnet Parent Carer Forum (2017). Special Educational Needs and Disabilities Strategy. [Online] Available here: https://www.barnet.gov.uk/sites/default/files/appendix_a_send_strategy_2017-2020.pdf

last three years for which data is available (up to 2017/18). The percentage of permanent exclusions of SEN support pupils has fluctuated but was below the national average in 2017/18. 96% of 16- to 17-year-olds with special educational needs are in education or training, compared to the national figure of 89%.

There is growing evidence of the significant impact that the Covid-19 pandemic has had on children and young people with SEND and their families. A study undertaken between 22nd March and 1st April involving 241 families of children with SEND, found that nearly half of the parents reported experiencing greater anxiety, concern for their child's future and fears of them failing even further behind their peers (National Institute for Health and Care Excellence, NICE, 2020).

In Barnet, the 0-25 Disabilities Service assessed the safeguarding risk and need based on disability of every child. Visits continued, the majority of which were virtual but where essential face to face visits were completed. Social workers kept in touch with families throughout as little or no support could go into homes for months. Work was done with care providers to explore different ways to deliver support to prevent escalation of need.

In Barnet, a survey was undertaken with 700 young people with SEND about the impact of the pandemic for them. Key concerns have related to increased anxiety and other mental health needs resulting from the impact of 'lockdown' and uncertainty about the future, lost learning and the impact of the pandemic on access to further/higher education and employability.

In October Ofsted/Care Quality Commission undertook a SEND Assurance visit in Barnet and confirmed that services and providers had worked well together to support children and young people with SEND and their families. From our own learning, and the feedback from children, and young people, parents and schools in Barnet, we aim to build on what has worked well during the pandemic and identify any gaps or greater areas of need that have resulted from the pandemic.

Children in care & care leavers

There was improved attainment and progress of Looked After Children in 2018. The Attainment 8 and Progress 8 scores for looked after children was better than national and London averages and statistical neighbour LAs.

At the end of December 2017, 96.04% of Barnet 16 & 17-year olds were in education or training, compared with 94.77% for its statistical neighbours and 92.01% for England. In 2017, Barnet was ranked 10th nationally on this indicator and had been consistently higher than both its statistical neighbours and England for several years.

Barnet's Virtual School was operational throughout the pandemic, adapting to new ways of working. At the start of the pandemic, tuition for all children was offered for two hours a week for four weeks to bridge the gap as schools got their online learning up and running and some children returned to school. Barnet Virtual School, in collaboration with Achieving for Children's Virtual School (Kingston, Richmond, Windsor and Maidenhead) and St Mary's University, has developed a Transition Hub for children in care aged 11 to 14. The project is to support young people who are new to care and children in care experiencing a transition in home/school placement within the care system.

For Barnet care leavers access to employment, training and education has worsened over the pandemic with an increase of 10% who are NEET resulting in 56% of care leavers being NEET. A

number of young people working in the hospitality sector became unemployed and young people turning 18 during this period were unable to commence their training.

5.5 Digital divide

COVID-19 is set to make the impacts of digital exclusion worse for the millions of young people affected, with the poorest hardest hit. Lockdown has highlighted reliance on virtual means of staying in touch. Critically, it has also thrown into focus the issue of digital exclusion, which has been a reality for 22% of the UK's population who lack basic digital skills since long before the Covid-19 outbreak according to a recent report¹⁵. At borough level, a 2017 survey indicated that Barnet has a low likelihood of digital exclusion, with only 11% of Barnet households having not been online., with low levels of connectivity seen around the north and centre of the borough.¹⁶ As part of Barnet's COVID-19 emergency response, 700 computers were provided to support vulnerable children in the borough with their school work.

5.6 Housing

Following the Covid crisis, there has been an increase in number of care leavers waiting for permanent housing with 89 young people awaiting allocation of a property. There are various factors that have influenced this situation, namely the use of temporary accommodation for rough sleepers, the stay on evictions and the staying put guidance that stated that children should not be expected to move out of their placements at 18 during the lockdown.

Housing is an important determinant of our health, and it is essential for the wellbeing of children that their home provides for their needs, makes them feel safe, and allows them to stay connected to their community. The impact of housing on children's and young people's health is likely to have been greater than ever over the period of lockdown, with government guidance to stay at home and a significant number of households experiencing greater financial difficulties. The consequences of COVID-19 could increase housing insecurity, including unaffordability, short and unsustainable tenancies, and overcrowding.

Barnet's Homelessness and Rough Sleeping Strategy 2019-24¹⁷ sets out its approach to tackling and preventing homelessness in Barnet, and noted that the most at-risk group of homelessness was single parents with dependent children.

5.7 Youth unemployment

The current crisis risks pushing more young people into unemployment and financial uncertainty. A recent study undertaken by the Institute of Fiscal Studies draws a correlation between the consequences of the crisis and the negative impact on employment for young people, with 16% of all people aged between 22 and 25 working in their first full time job after leaving education in the

¹⁵ https://www.lloydsbank.com/assets/media/pdfs/banking_with_us/whats-happening/lb-consumer-digital-index-2019-report.pdf

¹⁶ UK Tech Partnership, 2017. "UK Digital Exclusion Heatmap".
<http://heatmap.thetechpartnership.com/?area=Barnet&metric=total>

¹⁷ https://www.barnet.gov.uk/sites/default/files/homelessness_strategy_2019-2024.pdf

sectors hit hardest by the crisis¹⁸. Young people are most likely to have had their pay cut, with 35% earning less than they did at the start of the crisis and 9% earning more according to the Resolution Foundation.¹⁹

Covid-19 has also created difficulties for young apprentices. The group is suffering from both the employment crisis and with complications over the support they need to learn and progress. According to a report by the Children’s Commissioner²⁰, 1 in 5 apprentices have been made redundant, are on a break from learning or have left their programmes. They are likely to be in sectors struggling due to the pandemic such as hospitality, retail and construction. Younger workers are also more like to be furloughed than older ones. In Barnet, negotiations have taken place with individual contractors and employers to secure or ringfence supported Internship opportunities. This is happening alongside work with training providers who have employment opportunities or work experience links. Commissioning has continued of Supported Internships programmes for young people with EHCP’s.

Increased unemployment of adult household members, and the associated financial uncertainty and risk to housing security will also have impact on children. Information released in July 2020 on numbers of people being furloughed at a constituency level in Barnet revealed Hendon as the worst affected (19,200 people; 9th out of 74 in London) followed by Finchley & Golders Green (16,100, 25th) and then Chipping Barnet (13,100, 41st). Table 2.

Table 2. Furlough in Barnet

London	1,074,900
Hendon	19,200
Finchley and Golders Green	16,100
Chipping Barnet	13,100

In July 2020 the number of working aged adults claiming work related benefits was 18,105 which has tripled since February 2020 (6,455). Young people are at significant risk of economic hardship with 18-24-year olds claiming benefits up from 2.5% in July 2019 to 9.5% in July 2020 and seventeen-year olds are more likely to be furloughed.

Young people who are not in education, employment or training (NEET) have been affected by COVID. Barnet’s Education Strategy (2017-2020)²¹ notes that the number is low for 16-17 years old. Public Health England’s 16-17-year olds not in education, employment or training (NEET) or whose activity is not known in Barnet is 140 (1.9%) lower than London (4.8%) and England (5.5%)²². At the start of lockdown, the NEET figures for Care Leavers indicated that 39% of young people were not in

¹⁸ <https://www.ifs.org.uk/publications/14914>

¹⁹ <https://www.resolutionfoundation.org/publications/young-workers-in-the-coronavirus-crisis/>

²⁰ <https://www.childrenscommissioner.gov.uk/wp-content/uploads/2020/06/cco-what-covid-19-means-for-young-apprentices.pdf>

²¹ Barnet Education Strategy 2017-2020. [Online]. Available here:

https://www.barnet.gov.uk/sites/default/files/barnet_education_strategy_2017_to_2020_.pdf

²² Public Health England, Fingertips. [Online] Available here: <https://fingertips.phe.org.uk/profile/child-health-profiles/data#page/1/qid/1938133228/pat/6/par/E12000007/ati/102/are/E09000003/iid/93203/age/174/sex/4/cid/4>

education, employment of training, compared to 36% in March 2019. As lockdown restrictions ended, this increased to 49% compared to 45% in June 2019.

5.8 Domestic abuse

A surge in domestic violence has been reported during Covid-19 pandemic as those living with domestic violence face greater risks at home during lock down, and support services are harder to reach. Statistics revealed that domestic violence increased since lockdown began in March 2020 with the charity, Refuge, reporting a 700% increase in calls to its helpline in a single day²³.

Between April 2017 and April 2019, there were 5,708 domestic abuse (hate crime) offences recorded by the Metropolitan Police in Barnet. In the 12 months to April 2019, the number of these offences recorded for the borough was 12.75% higher than the previous 12 months, compared to 11.17% for London overall

5.8 Crime

Barnet's Young People's Perception Survey conducted in November 2019 showed crime (53%) remains the top concern among young people. Knife crime is the top personal worry (71%) with gangs (52%) and people taking drugs the other key worries.

The Barnet Youth Justice Plan 2018-20²⁴ using data from the YJB for First Time Entrants (taken from PNC) shows a 25% reduction in First Time Entrants to the Youth Justice system, dropping from 293 in the period between January to December 2016, to 218 from January to December 2017. Furthermore, the information from the YJB shows that the rate of custody (young people sentenced per 100,000 of the youth population) has increased marginally (0.28 for the period April 2017 – March 2018 compared with 0.22 from April 2016 – March 2017). This is on a par with statistical neighbours, and the rate of change between the two periods. Barnet's custody rate continues to be lower than the national rate.

The Youth Justice Plan highlights the complexity of youth crime in the Borough seen through increasing numbers of young people who are assessed as being gang affected. In 2016/17 this was 32% of the caseload with a risk to 49% by 2017/18. The vulnerability of this group is evidenced by the fact that 40-45% had contact with social care in some form.

5.9 Vulnerable children

Apart from the financial stresses affecting families, there are other issues being amplified by the crisis. Although children face less risk of Covid-19, vulnerable children face a mixture of additional risks with families becoming destabilised at the same time as support structures such as schools, clinics, health visitors and children's services suffered restrictions to the support on offer.

The Multi-Agency Early Help Panels have continued to operate remotely with good attendance from all key agencies. In partnership with key local providers, schools and the VCS, a summer programme of activities was developed building on the virtual delivery that was developed at the start of

²³ <https://www.refuge.org.uk/refuge-sees-700-increase-in-website-visits/>

²⁴ Barnet Youth Justice Plan 2018-20 https://www.barnet.gov.uk/sites/default/files/youth_justice_plan_-_update_august_2019_-_web.pdf

lockdown. Early Help staff have delivered face to face and on-line programmes of activity with interactive, live and pre-recorded sessions in place.

Between March and September as services ceased operating or moved to remote ways of working there is evidence that this impacted on the volume of referrals into the MASH which were lower than usual, with 7891 contacts between March and September 2020, which was lower (<770) than the 8661 reported in the same period in 2019. As lockdown restrictions eased there was a moderate increase in contacts from a range of agencies.

The Duty and Assessment Teams worked on rota to undertake assessment and 96% of children were reported to have been seen during assessments over the period March – September. Visits were face to face throughout the pandemic with staff using PPE as necessary. Face to face visits were prioritised to those perceived to be at the greatest risk at home. Child protection processes remained in place virtually over the lockdown period with Strategy Discussions and S47 enquiries taking place virtually. Children were seen alone and interviewed.

Young people at risk of criminal and sexual exploitation and/or gangs and serious youth violence have received virtual support during the lockdown period via the Trusted Relationships Project (Art Against Knives, MAC-UK and Growing Against Violence). The REACH team has continued to undertake face to face visits to children and young people, whilst incidents of exploitation, missing episodes and serious youth violence practically diminished over the lockdown period, there have been increases across all domains of risk since the restrictions were eased. The Vulnerable Adolescents Strategy 2020 – 2022 sets out the key priorities for the multi-agency partnership in tackling vulnerability to exploitation.

Children with Learning Disabilities and Physical Disabilities

Children with disabilities have been identified as an exception to the low risk group profile. Complex health needs have resulted in disabled children being ‘shielded’ with limited, if any, access to outdoor space including school. Despite some school places being made available, parental anxiety has affected take up. The concept of ‘social distancing’ is not always understood by children with disabilities and this has added additional challenges for schools.

It is acknowledged that the lack of access to therapies, health services and education particularly for those with significant and complex learning needs may have caused regression in physical mobility, emotional wellbeing and learning. As part of recovery of service provision children’s needs will need to be carefully assessed to establish need and decide on what support is required. This will be addressed through the Barnet SEND Strategy 2021-2024.

During lockdown, the Open spaces scheme enabled families with children with autism and learning disabilities to access a safe space to play and enjoy a change in environment. Around 100 families have accessed this to date. Given that the evaluations have been so positive, this scheme has been extended at weekends and will continue into 2021. In addition, further development of the scheme will provide indoor learning activities for clinically extremely vulnerable children and young people who have significant learning needs and who may not be able to access some of the online learning activities.

Children in Care and Care Leavers

At the start of the Covid-19 crisis, there were 322 Children in Care, including 64 Unaccompanied Asylum Seeking Children and 340 Care Leavers. Throughout the period between March and September 57 children came into care, and a decision was made that no young people turning 18 would be considered to have left care, ensuring they remained supported by their social workers.

Young adults turning 18 were also supported to remain in their accommodation with their foster carers and supported semi-independent provisions to ensure young people did not experience significant life changing events during the lockdown period.

Placement stability is essential for children who are in care's wellbeing. 63% of children in our care live with foster carers. Foster carers showed admirable resilience and strength during lockdown and there is evidence of improved relationships, calming of challenging behaviours and for some children home learning has been a better experience than being in school environment. 67% of children in care have remained in their first placement and 89% of children have had 2 placements during their time in care.

The addressing of health needs for children in care has been impacted by COVID-19 as health assessments and reviews were completed virtually. The capacity of GP's to complete assessments reduced the timeliness of assessments with only 87% of assessment being completed on time. With dentist surgeries remaining closed for an extended period, only 37% of children were able to have their dental checks. This impact is being address by the Looked After Children Health Team. GP capacity is being increased and dentist surgeries have been directed to prioritise appointments for children in care.

6 Revised Action Plan 2020-2024

A renewed commitment to successful outcomes for children, young people and families in the borough is shared by all services across Barnet. With the impact of COVID-19 and financial spending falling, there is a pressing need for partners to focus on working together to improve young lives and increase opportunities, addressing the drivers of child poverty and building resilience to improve future outcomes.

We recognise to improve life chances and address the issues previously outlined including child poverty and its contributing factors, there is no single response that will succeed on its own. Services need to work even closer together on a whole family basis in order to drive improved outcomes and wellbeing for children living in poverty. All interventions must consider targeted communications campaigns as a primary tool for raising awareness and driving behaviour change. Evidence suggests that single agency responses are unlikely to affect the change a child and family requires to succeed and escape deep-rooted poverty.

It has been agreed to retain the existing priorities but to further enhance the associated actions, in light of the impacts of COVID-19, to improve life chances for children and young people in the borough. The actions outlined are high level service priorities and further detailed information on respective strategies can be found in the appendix.

Priority 1: Strengthening families and early years

Action	By whom
Deliver more initiatives through Children's Centres in the 0-19 Early Help hubs including access to training and employment opportunities, through a blended delivery model.	Early Years
Proactive publicising and enabling of increased access to 30-hours and Free Entitlement to Education (FEE2) offer. The 30-hour offer eligibility was extended during Covid-19 and it was agreed this additional eligibility will continue.	Early Years
Introduce termly parenting programmes to run across the borough with more 0-19 staff trained in specific parenting programmes including Strengthening Families.	Early Years
Increase use of 0-19 hubs as venues that distribute food bank vouchers and work with the Voluntary sector around the Holiday Hunger Scheme - including further work to define and target, without stigmatising, those suffering.	Public Health
Maintain the health visitor offer to deliver the five mandated reviews universally – antenatal, new birth, 6 – 8 weeks, 9 – 12 month and 2 – 2 ½ years. This has remained the priority during Covid-19 as reviews have been adapted to be delivered online.	Public Health
Work with partners to deliver Barnet's Childhood Immunization Action to increase immunization uptake across all socioeconomic groups.	Public Health
Improve access to healthy food in early years by increasing the number of families accessing the Healthy Start vouchers and vitamins, including facilitating the roll out of the electronic scheme.	Public Health
Continue to lead work with partners to improve our perinatal mental health pathway for Barnet, including 1:1 support for vulnerable parents.	Public Health
Aim to maintain current health provision where possible, whilst continuing to refine the virtual offer to ensure access to health services.	Clinical Commissioning Group

Priority 2: Developing resilience and improving education

Action	By whom
Work with schools to maximise the percentage that are good or outstanding.	Barnet Education & Learning Service
Work with schools and families in a supportive way to get attendance rates back to the levels they were at before schools were closed as a result of the pandemic.	Barnet Education & Learning Service BICS
Work to support schools regarding the impact on mental health and well-being of school closures and partial closures arising from covid19.	Barnet Education & Learning Service BICS
Continuing support to schools with their blended learning approaches, recognising that the approaches need to be both flexible and adaptable.	Barnet Education & Learning Service
Continuing to support schools in establishing reliable baseline data for pupils and ensuring the curriculum meets the needs of all the pupils and is diminishing the expected wider differences between groups of pupils.	Barnet Education & Learning Service
Support families so that they feel confident in safely returning their child to school and reducing the likelihood of them opting for Elective Home Education.	Barnet Education and Learning Service BICS

Work with schools to identify young people at risk of NEET and to provide them with additional support to help ensure they progress to education, employment or training.	Barnet Education & Learning Service BICS
Promote pathways into Further and Higher Education within Barnet and the wider region/sub-region, working with Education partners to ensure that courses are both attractive to young people and that they respond to future skills needs.	Business, Employment, Skills & Training
Challenge and support schools to make effective use of Pupil Premium funding for the benefit of pupils from low-income families.	Barnet Education & Learning Service
Accelerate progress of the most disadvantaged and vulnerable pupils in order to diminish the difference between them and their peers.	Barnet Education & Learning Service
Improve the achievement and attendance of looked after children.	Barnet Education & Learning Service
Champion the educational achievements of pupils with SEND.	Barnet Education & Learning Service
Develop a programme of extra-curricular learning activities for children through libraries.	Libraries
Further expand the Resilient Schools Programme to 75% of schools in Barnet by 2021.	Public Health
Further expansion of the Healthy Schools and Healthy Early Years programmes, include a focus on healthy weight, physical activity, and sexual health.	Public Health
Continue to work with schools, our service providers, and other partners to deliver high quality health and healthy relationship education in line with the national curriculum.	Public Health
Work with schools and young people to improve physical activity levels for all children and young people in Barnet including supporting primary schools to implement 20 mins of extra daily physical activity.	Public Health
Continue to support children in care with enhanced Personal Education Plan (PEP) reviews with additional support and provision in place where needed.	Corporate Parenting
Building on the “Lost Learning report” commissioned by authorities in North London support schools and early years settings to provide evidence informed and appropriate curricula to support Children and Young People with complex needs to catch up.	Barnet Education & Learning Service
Ensure that regeneration projects promote community cohesion and that young people are involved throughout the whole project. A borough-wide approach to growth and development will be taken.	Growth & Development
Delivery of social infrastructure to support housing, such as investments in schools, community facilities, health and leisure provision, open spaces and spaces for play, alongside opportunities to improve health and wellbeing and apprenticeships.	Growth & Development

Priority 3: Delivering equal access to opportunities

Action	By whom
Ensure sufficient high-quality provision in borough for children and young people 0-25 years with complex needs, including Autism.	0-25 Disability Service
Support the uptake of nutritious free school meals and healthy start vouchers as part of Food Security Action Plan.	Public Health
Seek opportunities to support at-risk children to access nutritious food 365 days a year to minimise the health impacts of chronic food insecurity.	Public Health

Roll out and promote programmes for work experience, apprenticeships, training, volunteering, and paid employment including supported opportunities for people with SEND.	Post-16/SEND
Improve access to careers education, employment opportunities and ongoing mentoring support for people in poverty by co-locating and better coordination of services.	Post-16/NEET
Extend the innovative 'Open Spaces' project to provide families with safe access to swimming/leisure facilities and explore with families of Children and Young People with significant learning needs ways to support their education/development.	Barnet Education and Learning Service/0 – 25 Disability Service
Maintain high performance on timeliness and quality of EHCPs and ensure that where advice for new EHCPs has been provided virtually, an early review is undertaken to make sure that the Plan accurately reflects the needs of child and the provision required.	Barnet Education and Learning Service
Formalise a blended approach to working with children and young people with SEND, to include when a face-to-face assessment or intervention needs to take place; or when families are digitally or otherwise isolated.	Barnet Education and Learning Service
Building on a strong culture of partnership working ensure that front-line practitioners utilise the opportunities presented through technology to enhance information sharing about children and young people with SEND, co-producing with families.	Barnet Education and Learning Service
Building on a strong culture of partnership working ensure that front-line practitioners utilise the opportunities presented through technology to enhance information sharing about children and young people with SEND, co-producing with families.	Barnet Education and Learning Service

Priority 4: Targeting support

Action	By whom
Food security working group relaunching in October 2020 to review the existing action plan and to develop a new fit-for-purpose plan.	Public Health
Work underway with researchers at UCL to better understand how COVID-19 impacted the landscape around food bank use as a result of COVID-19 in Barnet.	Public Health
Ensure care leavers have access to food education as identified in the Food Security Action Plan. Actively seek out additional funding opportunities to enable the provision of budget cooking skills.	Public Health
Collaborate with voluntary sector to set up Holiday Health programmes in the borough.	Public Health
Provide specialist employment and training support for young people aged 18 plus who are NEET or are unknowns in Barnet, targeting males particularly from White British and Black heritage who are over represented as not in work or education.	Post-16/NEET
Work with S106 Team to identify apprenticeships and work opportunities. Ring fence opportunities for the hard to reach groups in Barnet.	Post-16/NEET
Continue the Care Leaver Programme to ensure care leavers are fully supported to move into sustained employment, education and training.	Post-16/NEET
Implementation of Homelessness and Rough Sleeper Strategy providing support to prevent young people becoming homeless and rough sleeping.	Barnet Homes
Strengthening support for homeless families in temporary accommodation and increasing the supply of all forms of private and affordable housing available across the borough.	Barnet Homes

Increase focus on early intervention and homelessness prevention measures, such as tenancy sustainment, youth domestic abuse support services.	Barnet Homes
Continue to embed Mental Health Support Teams and voluntary sector projects within Barnet for children and young people with mild to moderate mental health needs ensuring a robust and consistent approach.	BICS
Implement new Mental Health Support Team for Barnet focused on vulnerable adolescents and children and young people with SEND.	BICS
Continue to embed the Barnet Integrated Clinical Service, which offers social, emotional, behavioural and mild to moderate mental health support to children, young people and families	BICS
Work to increase take up of the Reading Well mental health scheme for young people.	Libraries
Develop further targeted work to promote all prevention and Early Help services and expand access routes for our local services to enable more self-referral.	Early Years
Ensure children in care and care leavers are appropriately prepared and supported to live independently. Develop Moving Forward project where semi-independent living is experienced and target support received.	Corporate Parenting
Improve multi-agency working between housing and partners to ensure care leavers at risk of homelessness are identified early and appropriate action taken to improve their outcomes.	Barnet Homes
Continue to provide council tax exemption to support care leavers to live independently.	Barnet Homes
Introduce post diagnostic workshops for children with Autism, which help parent-carers to have a better understanding of their child's needs and what support is available.	Barnet Education and Learning Service/0-25 Disability Service/Clinical Commissioning Group
Support families of children with SEND to have a better understanding of their financial entitlements and rights.	Barnet Education and Learning Service/0- 25 Disability Service
Increase the accommodation choices, employment, training and leisure opportunities for children, young people with special educational needs and disabilities and their families to make successful transitions to adulthood.	0-25 Disability service
Targeted outreach for those most vulnerable to anti-social and criminal activity, educating them about avoiding and managing risks, and instilling confidence to address their fears and perceptions of threats.	Family Services BICS
Upgrade free digital provision in libraries, replacing all public access PCs including those for children and young people. Work with partners to increase the number of digital skills support sessions delivered through libraries.	Libraries
Build on strong parental engagement to formalise our outreach function for families, including those most isolated, so that there is effective communication and a dedicated SEN 'link' contact person for families of Children and Young People with complex needs to help ensure equality of access through the provision of information and signposting to other teams/services.	Barnet Education and Learning Service

APPENDIX

Barnet Council Young Persons Survey (February 2020)	https://barnet.moderngov.co.uk/documents/s60185/Appendix%201%20-%20Barnet%20YPS%202019%20Presentation.pdf
COVID-19 Young People Online Survey (July 2020)	https://barnet.moderngov.co.uk/documents/s60186/Appendix%202%20-%20COVID-19%20Young%20People%20Online%20Survey.pdf
Autism Plan	https://barnet.moderngov.co.uk/documents/s59883/Autism%20Plan%20Report.pdf
A Joint Health and Wellbeing Strategy 2015 – 2020	https://www.barnet.gov.uk/health-and-wellbeing/health-and-wellbeing-key-documents/joint-health-and-wellbeing-strategy-2015
Education Strategy 2021 to 2024	https://barnet.moderngov.co.uk/documents/s60974/CPB%209.11.20%20-%20Education%20Strategy%20cover%20report%20-%202029.10.20.pdf
Draft SEND and Inclusion Strategy 2021 to 2024	https://barnet.moderngov.co.uk/documents/s60965/CPB%209.11.20%20-%20SEND%20Strategy%20cover%20report%2029.10.20.pdf
Barnet Housing Strategy 2019 – 2024	https://www.barnet.gov.uk/sites/default/files/housing_strategy_final1.pdf
Homelessness and Rough Sleeping Strategy 2019-2024	https://www.barnet.gov.uk/sites/default/files/homelessness_strategy_2019-2024.pdf

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Draft Life Chances Strategy 2020-2024 consultation

Headline findings

5 November 2020 – 4 December 2020



Children's Services

1. EXECUTIVE SUMMARY

This report sets out the findings from the draft Life Chances Strategy public consultation.

Below are the key headlines from the consultation and a summary of the approach. A full breakdown of the results is provided in section two of this report.

1.1 Method

- The consultation consisted of an online questionnaire published on <http://engage.barnet.gov.uk> together with a consultation document which provided information about our plans to 2024 and the challenges we face, plus our proposed outcomes and objectives under each outcome. It also set out our approach to delivery.
- Paper copies of the consultation were also made available on request.

1.2. Response to the consultation

- A total of 21 online questionnaires were completed. It should be noted that due to the low response the results should be treated with caution and throughout the report percentages and numbers have been reported on.

1.3. Summary of key findings

1.3.1 Priorities outlined in the plan

- The majority of those responding to the questionnaire agree with all the priorities the council is proposing to focus on for the next four years. Over two thirds of those responding to the questionnaire agreed with all the priorities identified in the Life Chances Strategy.
- **Strengthening families and early years, Developing resilience and improving education** and **Delivering equal access to opportunities** priorities received the most support with 80% of respondents (16 out of 20 respondents) agreeing with these priorities.
- This was followed by the priority **Targeting support** with three-quarters of respondents (75%, 15 out of 25) agreeing with this priority.
- Overall, 7 out of 10 (70%, 14 out of 20) respondents agreed with all the priorities listed

1.3.2 Actions under each priority

- There was a similar level of agreement for the actions set out under each priority, with the majority (at least three-quarters) agreeing with all the actions recorded.
- Under the **Strengthening Families and Early Years** priority, almost 8 out of 10 respondents agreed with the actions listed (77%, 13 out of 17)
- There was a similar level of support for the actions identified under **Developing resilience and improving education** with just over 7 out of 10 respondents agreeing (71%, 10 out of 14)
- Nearly 8 out of 10 respondents agreed (77%, 10 out of 13) with actions identified under the **Delivering access to equal opportunities** priority.
- Again, there was a similar level of support under **Targeting support** priority, over 7 out of 10 respondents agreed (77%, 10 out of 13) with the actions listed.

1.3.3 Views on the main priorities

- Within the questionnaire respondents were also asked if they had any further comments to make on the priorities that had been identified; if there was anything else that should be considered and if they had any further comments on our approach.
- The response to these questions were varied, however there were number of common themes that were evident. The most common themes have been summarised below:

“Improving the deprived areas of Barnet by way of more early years support, ending the need for Food Banks, more low cost housing at realistic cost for those on low incomes”

“More support for special needs and families in benefits free computers for all children on free school meals”

“More catching up for secondary school pupils”

“early intervention when problems arise - at the moment you can really only get help when crisis is reached and that is obviously too late and the damage (sometimes lasting) has been done”

1.3.4 Views on strengthening families and early years

Respondents were also asked if they had any further comments to make on the priority **Strengthening families and early years** that had been identified; if any actions had been missed under each priority, and if they had any further comments on our approach.

The response to these questions were varied, however there were number of common themes that were evident. The most common themes have been summarised below:

“Improve the service level offered by home visitors”

“mentoring/coaching/buddy system from YP who have been through similar situations”

“Families where the children may need extra support, where their parents are abusive or toxic”

1.3.5 Views on Developing resilience and improving education

Respondents were also asked if they had any further comments to make on the priority **Developing resilience and improving education** that had been identified; if any actions had been missed under each priority, and if they had any further comments on our approach.

The response to these questions were varied, however there were number of common themes that were evident. The most common themes have been summarised below:

“Provide more support for the mental health of students, and more catch up for secondary school pupils, and security over exams”

“More funding for trained staff to support the complex needs of children with long-term medical conditions or disabilities so that they can be supported and kept safe in schools.”

“need to improve further education options for children with SEND - limited options available especially for those unable to attend college”

1.3.6 Views on Delivering equal access to opportunities.

Respondents were also asked if they had any further comments to make on the priority **Delivering equal access to opportunities** that had been identified; if any actions had been missed under each priority, and if they had any further comments on our approach.

The response to these questions were varied, however there were number of common themes that were evident. The most common themes have been summarised below:

“Consider children with mental health issues, whether or not they are in CAMHS”

“Support for siblings from special needs families some social provision for special needs that is local Finchley”

“new opportunities for further education for those with complex needs are required”

“Consider alternative provision for children with SEMH - existing schools are not able to do this.”

1.3.7 Views on Targeting support.

Respondents were also asked if they had any further comments to make on the priority **Targeting support** that had been identified; if any actions had been missed under each priority, and if they had any further comments on our approach.

The response to these questions were varied, however there were number of common themes that were evident. The most common themes have been summarised below:

“More financial support for families with special needs”

“Consider how most children with mental health issues go unknown, by parents/carers, teachers and CAMHS”

“How are you going to identify at risk or vulnerable families”

2. Detailed findings

This section sets out the full findings from the draft Life Chances strategy consultation.

2.1 Summary of approach and method

- The consultation was open from 5 November 2020 to 4 December 2020. The consultation consisted of an online questionnaire published on <http://engage.barnet.gov.uk> together with a hyperlink to the draft Life Chances Strategy. Paper copies of the consultation were also made available on request.
- The consultation was widely promoted via the council's residents' magazine, Barnet First; the Communities Together Network newsletter and Schools Circular as well as social media channels including Facebook and external organisations.
- The questionnaire was developed to invite views on the plan, in particular, the four key priorities for children and young people, and the actions that sit beneath each priority.

2.2 Response profile

- A total of 21 questionnaires were completed.

The table below over the page shows the profile of the type of stakeholders who responded to the questionnaire. As mentioned in the summary due to the small sample size results should be treated with caution and have been reported on in terms of numbers as well as percentages.

Table 1: Profile of those who responded to the draft Life Chances consultation

Stakeholder	Response	
	%	Base
Barnet resident	77%	10
Barnet business	0%	0
Barnet resident and business	0%	0
Representing a voluntary / community organisation	8%	1
Representing a public-sector organisation	0%	0
Other (please specify)	15%	2
Total	100%	13

2.2 Calculating and reporting on results

- The results for each question are based on “valid responses”, i.e. all those providing an answer (this may or may not be the same as the total sample) unless otherwise specified. The base size may therefore vary from question to question.
- Where percentages do not add up to 100, this may be due to rounding, or the question is multi-coded - i.e. respondents could give more than one answer. The open-ended questions are multi-coded, as respondents could write in more than one comment, and therefore the tables on verbatim comments add up to more than 100%.

2.3. Profile of protected characteristics

The council is required by law (the Equality Act 2010) to pay due regard to equalities in eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations between people from different groups.

The protected characteristics identified in the Equality Act 2010 are age, disability, ethnicity, gender, gender reassignment, marriage and civil partnership, pregnancy, maternity, religion or belief and sexual orientation.

To assist us in complying with the duty under the Equality Act 2010 we asked the respondents to provide equalities monitoring data and explained that collecting this information will help us understand the needs of our different communities and that all the information provided will be treated in the strictest confidence and will be stored securely in accordance with our responsibilities under data protection legislation (such as the General Data Protection Regulation or the Data Protection Act 2018).

Due to the low completion of these questions, it has not been possible to do any demographic analysis on the consultation findings. The sampling profile of those with protective characteristics can be found in Appendix 1 on pages 16-20.

3. Results in detail with full tables

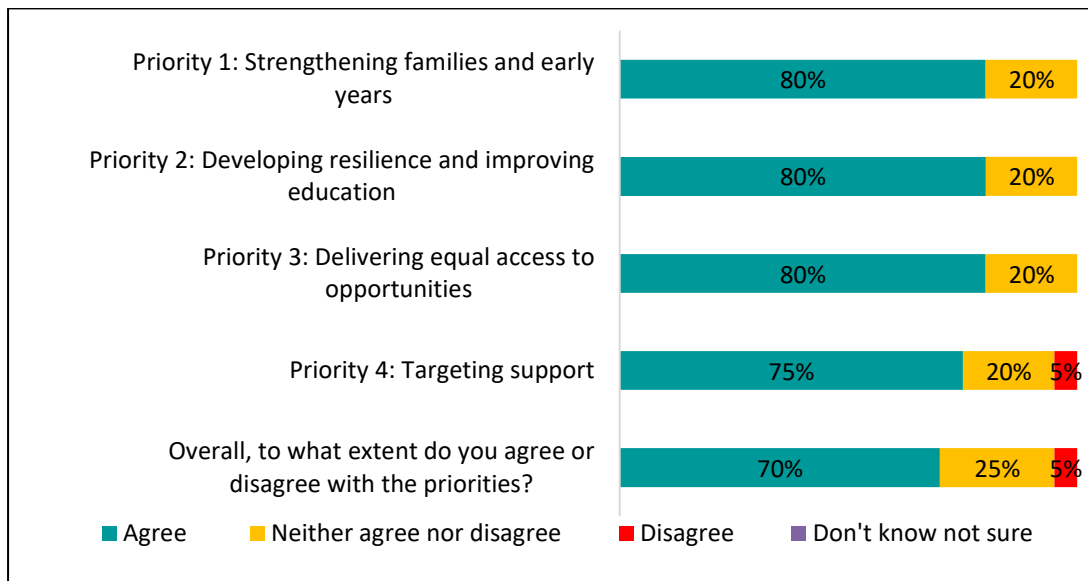
3.1 Views on the priorities

Respondents were asked to what extent they agree or disagree with the priorities identified in the plan.

- The four priorities identified in the Life Chances Strategy are **Strengthening families and early years, Developing resilience and improving education, Delivering equal access to opportunities** and **Targeting support**
- The chart below over the page that the majority of respondents agree with all the priorities identified in the strategy.

LIFE CHANCES STRATEGY CONSULTATION

Chart 1 - To what extent do you agree or disagree that each of the priorities will help improve life chances for young people in the borough?



Respondents who disagreed were asked to give reasons why. Three respondents answered this question.

"I am not sure what your underlying philosophy behind "developing resilience" might be. That is a vague and confusing phrase. Does it mean toughening kids up by throwing them into fighting pits? It could mean that. It could mean anything."

"They do not match up to the voice of the child/young person"

"I hope this is not forging the way for mandatory vaccines under the guise of a survey"

Respondents were asked if there was anything else that we should consider in terms of the priorities. 53% (9 out of 17 respondents) answered this question. The suggestions were

"Improving the deprived areas of Barnet by way of more early years support, ending the need for Food Banks, more low-cost housing at realistic cost for those on low incomes, improving the environment with targeted efforts to reduce pollution especially near schools, good quality housing and care for the disabled, good quality social care for those that need it."

"There wasn't anything about financial education for either children or Vulnerable families. The financial literacy in England is awful and it could so easily be solved by teaching children about finances in school and having classes for vulnerable people"

“Education improvement doesn’t mean more tests and higher grades. It means providing for every child regardless of ability or SEN AND making sure said child is happy in their educational setting”

“More support for special needs and families in benefits free computers for all children on free school meals”

“The data taken from surveying the relevant group of individuals and actually implementing strategies accordingly. Innovative ways of engaging young people. Cutting out the 'paperwork' and discussions and putting theory into practice.”

“youth centres to be open now. children are still gathering in the street/estates”

“More catching up for secondary school pupils”

“People should have a choice whether they get vaccinated”

“early intervention when problems arise - at the moment you can really only get help when crisis is reached and that is obviously too late and the damage (sometimes lasting) has been done”

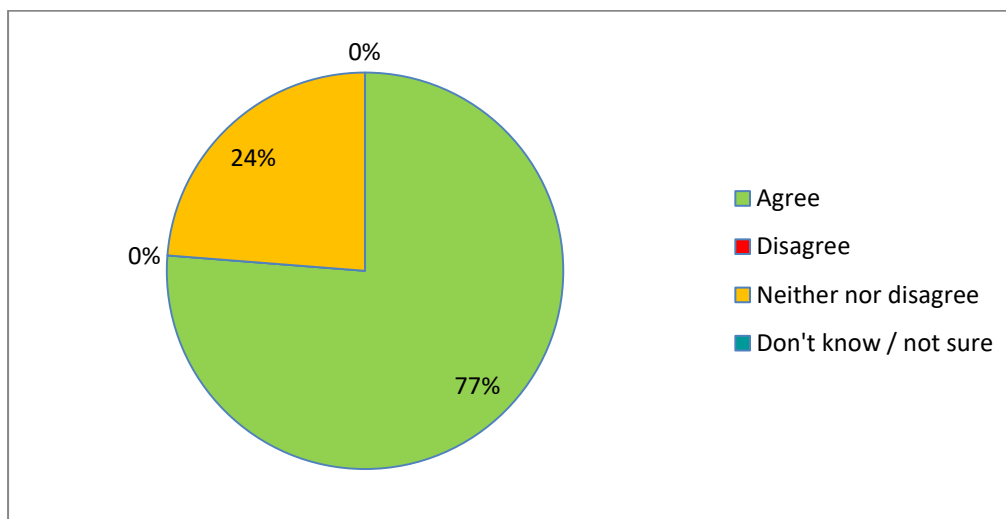
3.2 Views on the actions

3.2.1 Priority 1: Strengthening families and early years

Respondents were asked to what extent they agreed or disagreed with the actions under Priority 1: Strengthening families and early years

The chart below show just over three quarters of respondents (77%, 13 out of 17 respondents) agreed with the actions, no one disagreed, and 24% (4 out of 17) say that they neither agree nor disagree.

Chart 2 - To what extent do you agree or disagree with the actions we have identified under Priority 1: Strengthening families and early years?



When asked were there any actions we should include there were a variety of comments were received with common themes outline below:

Support to children and young people and families:

“Is there anything to help decrease loneliness? Specifically for single parents and especially in a pandemic!”

“Improve the service level offered by home visitors.”

“mentoring/coaching/buddy system from YP who have been through similar situations”

““Families where the children may need extra support, where their parents are abusive or toxic”

“Coaching training for YP to help other YP”

Other comments:

“the borough has these services, all I can see is rename and change of staff. what needs to happen is more awareness, newsletter, adverts in barnet times online and on paperwork. extra funding for services and staffing, especially counsellors”

“Let people choose if they want to be vaccinated”

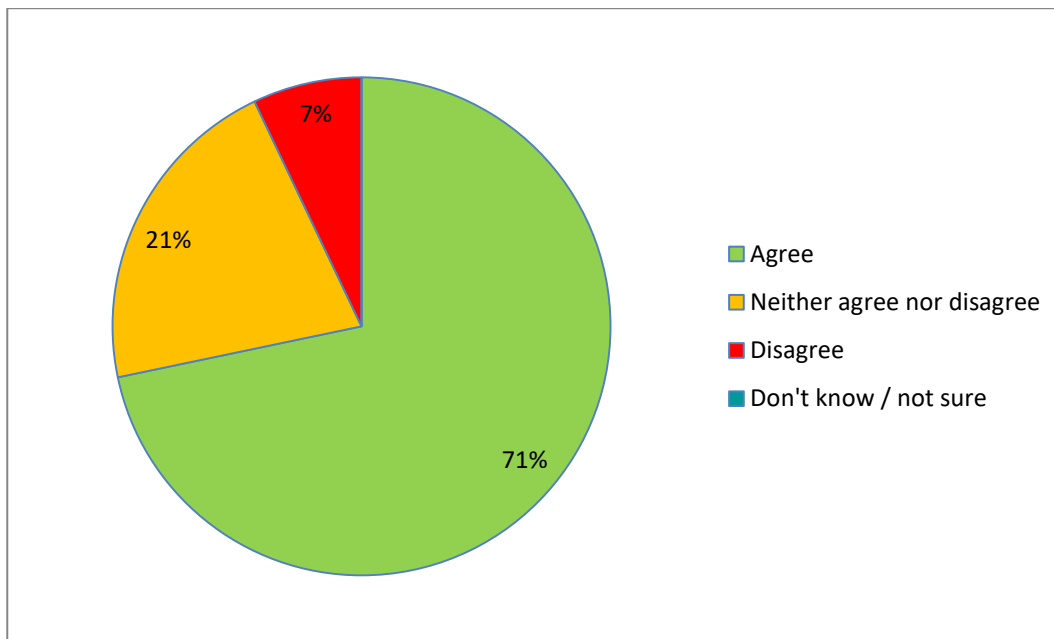
“Services for those families who have been bereaved during 2020. Not just bereaved because of Covid - include excess deaths and all deaths. It has been difficult for all people who have lost loved ones during this time.”

3.2.2 Priority 2: Developing resilience and improving education

Respondents were asked to what extent they agreed or disagreed with the actions under Priority 2: Developing resilience and improving education

71% (10 respondents out of 14) agreed with the actions, 7% (1 out of 14) disagreed, and 21% (3 out of 14) say that they neither agree nor disagree

Chart 3 - To what extent do you agree or disagree with the actions we have identified under Priority 2: Developing resilience and improving education?



When asked were there any actions we should include, again, a range of comments were received. Common themes are outlined below.

Support with mental health and physical disabilities:

“Provide more support for the mental health of students, and more catch up for secondary school pupils, and security over exams”

“More funding for trained staff to support the complex needs of children with long-term medical conditions or disabilities so that they can be supported and kept safe in schools. This would prevent and help parents who are thinking of or already home-educating to keep children in school. It’s a huge problem, a lot of parents feel forced into Home Education.”

“need to improve further education options for children with SEND - limited options available especially for those unable to attend college”

“Schools need additional resource and support too - both to help SEND children progress when they need individual care and also in relation to teachers health as they are overwhelmed with additional responsibilities”

Other comments:

“If schools still have sets for maths etc then all of these priorities are worthless. Kids aren’t stupid, if you put an 11 year old in the lowest maths set you’re effectively telling them they’re bad at maths. How hard do you think they’ll try now? It is so so unfair to separate children on abilities as all it does is penalise the children with less support at home (which is most likely what contributed to their lower attainment in the first place!!). Please consider scrapping this backwards idea. Please read the book Mindset by Carol Dweck, its about not letting teachers only support kids to what they think their ability is. I think it should be mandatory reading for all teachers. Also, P.E. in schools is atrocious, I went to QE girls, we had so many sports facilities and how many did we use? None, we played bench ball. If people have a sport they can play they likely carry it into adulthood and it has so many benefits. If the school system encouraged more sports think of the knock on effect on pupil wellbeing and attainment.”

“Education should not be about attendance. An unhappy child can attend and do terribly at school while damaging their mental health. Education is about educating while maintaining a happy, mentally well child. Stress on attendance and ofsted results do not equal happy, learning children. Also, you do NOT need to discourage home education. For many children, this is the only way they can access education as the schools are extremely inadequate at providing for every child’s needs.”

“Keep students in mainstream schools not PRUs”

“Taking the pressure off teachers around the child's SEMH issue allowing them to focus on education. Involving non teaching staff to focus on personal issues.”

“Let people choose if they or there children should be vaccinated”

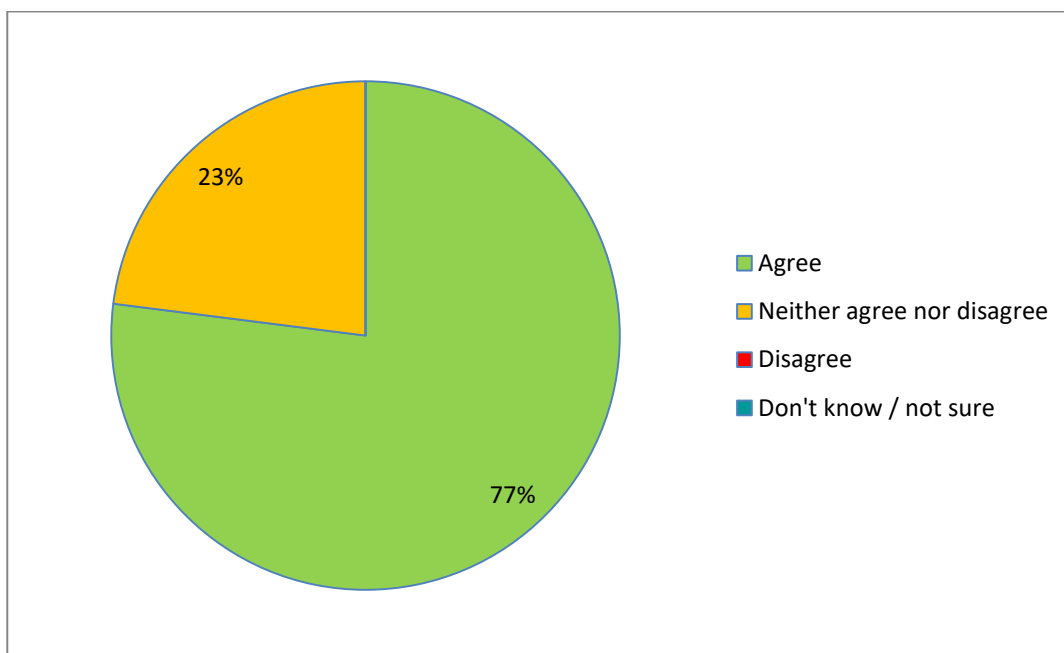
“Families who are vulnerable to COVID - not just the child - need support. It feels vulnerable families are being forced to send their children to school or rise fines and there is therefore a lot of anxiety at home”

3.2.3 Priority 3: Developing equal access to opportunities

Respondents were asked to what extent they agreed or disagreed with the actions under Priority 3: Developing equal access to opportunities

77% (10 respondents out of 13) agreed with the actions, no one disagreed, and 23% (3 out of 13) say that they neither agree nor disagree

Chart 4 - To what extent do you agree or disagree with the actions we have identified under Priority 3: Delivering equal access to opportunities?



Asked if there were any actions we should include, a variety of comments were received and common themes outlined below:.

Support for young people with SEND and mental health issues:

“Support for siblings from special needs families some social provision for special needs that is local Finchley”

“Ensure that schools use their SEND budget appropriately.”

“Consider children with mental health issues, whether or not they are in CAMHS”

“Consider alternative provision for children with SEMH - existing schools are not able to do this.”

Other comments:

“new opportunities for further education for those with complex needs are required work with families whose children are not attending school and don't threaten fines UNLESS sure it is not related to additional needs and lack of support”

“There are lots of people I know who would love to volunteer but don't know where to start, we have 400000 people in barnet, imagine if we harnessed all the energy of everyone who wanted to volunteer, it would be essentially free and the benefits would be enormous, it would also help create a sense of community “

“No to mandatory vaccines”

“increase availability of personal budgets - make it mandatory that they are discussed at annual reviews and not expect parents to raise it as many are unaware”

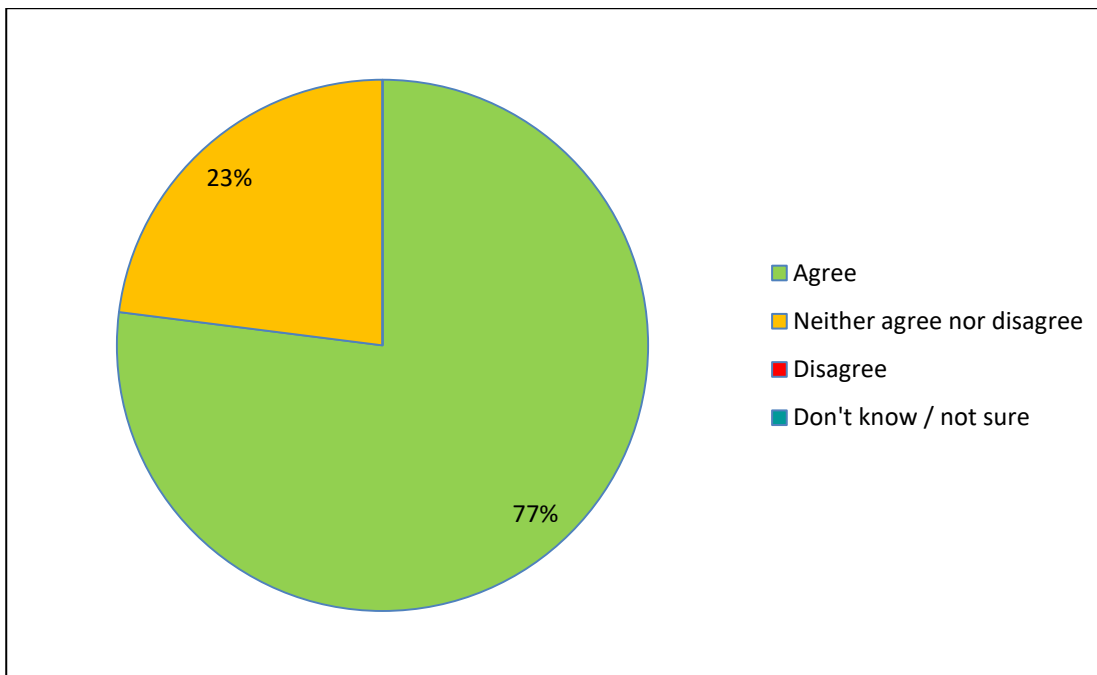
“Don't allow schools to encourage/suggest families home educate by saying it would be in best interest of child - this is not the answer - supporting the child in school is!”

3.2.3 Priority 4: Targeting support

Respondents were asked to what extent they agreed or disagreed with the actions under Priority 4: Targeting support

77% (10 respondents out of 13) agreed with the actions, no one disagreed or were not sure, and 23% (3 out of 13) say that they neither agree nor disagree

Chart 5 - To what extent do you agree or disagree with the actions we have identified under Priority 4: Targeting support?



Asked were there any actions we should include, the main comments related to support for children with mental issues, SEND and vulnerable families.

Support for vulnerable children and young people:

“Consider how most children with mental health issues go unknown, by parents/carers, teachers and CAMHS”

“How are you going to identify at risk or vulnerable families.”

“More financial support for families with special needs”

“allocate a caseworker to family at early stage who can work with them throughout. current SEN caseworkers are overloaded and deal with admin only - they don't seem able to really offer much in the way of practical help and suggestions”

Other comments:

“Again if you had like a sort of tinder App (hear me out!) Which matched volunteers which opportunities in Barnet. At the moment there are volunteering opportunities but people don't know about them so everyone is missing out!”

“Decrease / discourage time used by professionals spent in meetings and give that time in some form to the child/young person. Have a suitable point of contact who can feed directly back to professionals on areas where support is required.”

LIFE CHANCES STRATEGY CONSULTATION

Appendix A – Sample profile on protected characteristics

In which age group do you fall?	No.	%
16-17	1	9.09%
18-24	1	9.09%
25-34	0	0.00%
35-44	4	36.36%
45-54	4	36.36%
55-64	0	0.00%
65-74	1	9.09%
75+	0	0.00%
Prefer not to say	0	0.00%
Total	11	
Skipped	10	
Are you: (Please tick one option only?)	No.	%
Female	10	90.91%
Male	1	9.09%
Prefer not to say	0	0.00%
If you prefer to use your own term please provide it here	0	0.00%
Total	11	
Skipped	10	

Are you pregnant?	No.	%
Yes	0	0.00%
No	10	100.00%
Prefer not to say	0	0.00%
Total	10	
Skipped	11	
Are you on maternity leave?	No.	%
Yes	0	0.00%
No	10	100.00%
Prefer not to say	0	0.00%%
Total	10	
Skipped	11	

LIFE CHANCES STRATEGY CONSULTATION

Is your gender identity the same as the sex you were registered at birth?	No.	%
Yes, it's the same	11	100.00%
No, it's different	0	0.00%
Prefer not to say	0	0.00%
Total	11	
Skipped	10	

What is your religion or belief?	No.	%	Barnet population %
Baha'i	0	0.00%	
Buddhist	0	0.00%	
Christian	2	18.18%	
Hindu	0	0.00%	
Humanist	0	0.00%	
Jain	1	9.09%	
Jewish	4	36.36%	
Muslim	0	0.00%	
Sikh	0	0.00%	
No religion	3	27.27%	
Prefer not to say	0	0.00%	
Other Faith	1	9.09%	
Total	11	100%	N/A
Skipped	10		

What is your sexual orientation?	No.	%
Heterosexual	0	0.00%
Gay or Lesbian	1	9.09%
Bisexual	9	81.82%
Prefer not to say	1	9.09%
Total	11	100%
Skipped	10	

LIFE CHANCES STRATEGY CONSULTATION

What is your marital status?	No.	%
Single	6	54.55%
Co-habiting	1	9.09%
Married	3	27.27%
Divorced	0	0.00%
Widowed	1	9.09%
In same sex civil partnership	0	0.00%
Prefer not to say	0	0.00%
Total	11	100%
Skipped	10	

Do you consider that you have a disability as described above?	No.	%
Yes	2	18.18%
No	9	81.82%
Prefer not to say	0	0.00%
Total	11	100%
Skipped	10	

LIFE CHANCES STRATEGY CONSULTATION

Please select the definition that best describes your disability?	No.
Hearing (such as deaf, partially deaf, or hard of hearing)	0
Vision (such as blind or fractional/partial sight. Does not include people whose visual problems can be corrected by glasses/contact lenses)	0
Mobility (such as wheelchair user, artificial lower limb(s), walking aids, rheumatism, or arthritis)	0
Physical co-ordination (such as manual dexterity, muscular control, cerebral palsy)	0
Reduced physical capacity (such as inability to lift, carry or otherwise move everyday objects, debilitating pain and lack of strength, breath, energy or stamina, asthma, angina, or diabetes)	0
Learning difficulties (such as dyslexia)	0
Mental illness (substantial and lasting more than a year, such as severe depression or psychosis)	1
Other	2
Total	3
Skipped	18

LIFE CHANCES STRATEGY CONSULTATION

What is your ethnic origin?	No.	%
Asian – Bangladeshi	0	0.00%
Asian – Chinese	0	0.00%
Asian – Indian	1	9.09%
Asian – Pakistani	0	0.00%
Any other Asian background (please specify below)	0	0.00%
Black – African	0	0.00%
Black – British	0	0.00%
Black – Caribbean	0	0.00%
Any other Black / African / Caribbean background (please specify below)	0	0.00%
Mixed - White and Asian	0	0.00%
Mixed - White and Black African	0	0.00%
Mixed - White and Black Caribbean	0	0.00%
Mixed - any other Mixed / Multiple ethnic background (please specify below)	0	0.00%
White – British	7	63.64%
White - Greek / Greek Cypriot	1	9.09%
White - Gypsy or Irish Traveller	0	0.00%
White – Irish	0	0.00%
White - Turkish / Turkish Cypriot	0	0.00%
White - any other	1	9.09%
Other – Arab	0	0.00%
Prefer not to say	0	0.00%
Any other ethnic group (please specify)	1	9.09%
Total	11	100%
Skipped	10	

Equalities Impact Assessment (EqIA)

EqIAs make services better for everyone and support value for money by getting services right first time.

EqIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for service users and staff¹. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010². They help us make good decisions and evidence how we have reached them.³

An EqIA needs to be started as a project starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. A full EqIA must be completed before any decisions are made or policy agreed so that the EqIA informs that decision or policy. It is also a live document; you should review and update it along with your project plan throughout.

You should first consider whether you need to complete this full EqIA⁴.

Other key points to note:

- Full guidance notes to help you are embedded in this form – see the End Notes or hover the mouse over the numbered notes.
- Please share your EqIA with your Equalities Champion and the final/updated version at the end of the project.
- Major EqIAs should be reviewed by the relevant Head of Service.
- Examples of completed EqIAs can be found on the Equalities Hub

1. Responsibility for the EqlA

Title of proposal ⁵	Life Chances Strategy
Name and job title of completing officer	Lee Robinson
Head of service area responsible	Education Ben Thomas- Assistant Director- Education, Strategy and Partnerships
Equalities Champion supporting the EqlA	
Performance Management rep	
HR rep (for employment related issues)	Sharni Kent
Representative (s) from external stakeholders	

2. Description of proposal

Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input checked="" type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input type="checkbox"/>
If budget saving please specify value below:	If other please specify below: Change in provider for a service
<p><i>Please outline in no more than 3 paragraphs⁶:</i></p> <ul style="list-style-type: none"> <i>The proposal which is being assessed</i> <p>Barnet Council has developed a revised Life Chances Strategy to provide support to young people. A draft of this strategy had received CES Committee approval for public consultation in March when the Covid-19 pandemic struck. This strategy has therefore been updated to take account of the impact on life chances. It</p>	

sets out an enhanced needs analysis, which provides an overview of the emerging picture in Barnet, and also an action plan structured against improved strategic priorities.

- *The key stakeholders who may be affected by the policy or proposal*
 - Children and Young People in Barnet
 -
- *The decision-making route being taken (eg. business planning, committee) and date of decision:*

The Life Chances strategy was subject to public consultation during November 2020 and is to be followed by a final report to be presented to the Children, Education and Safeguarding Committee in Jan 2021

3. Supporting evidence

What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis

	What does the data tell you⁷? <i>Provide a summary of any relevant demographic data about the borough's population from the Joint Strategic Needs Assessment, or data about the council's workforce</i>	What do people tell you⁸? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>
Protected group		

<p>Age⁹</p>	<p>The number of children (aged 0-19 years) in Barnet currently 99,200 (almost a quarter of the Boroughs population). The breakdown is as follows:</p> <p>25,900 0-4 years 26,100 5-9 25,600 10-14 21,600 15-19</p> <p>14.0% of children in Barnet under the age of 16 were living in low income families in 2016 compared to 24.9% in 2006</p>	<p>Child poverty is expected to grow significantly from the estimated 4 million children and young people in the UK already in poverty according to the Child Poverty Action Group.¹</p> <p>Our Barnet Young People’s Survey carried out in Nov 2019 revealed the majority (84%) of young people feel Barnet is a family friendly place to live.</p> <p>It also found that young people’s top three concerns are,</p> <ul style="list-style-type: none"> • crime (56%) • litter in the streets (37%) • lack of jobs for people/young people (24%) <p>Our Barnet Online Covid-19 Survey of schoolchildren conducted in July 2020 highlighted the effects of the crisis with the majority of young people considering the impact to be,</p> <ul style="list-style-type: none"> • doing less physical activity (51%) • harm to their long-term education (50%) • mental health and well-being being affected (43%) <p>Young people also said they were most worried about</p> <ul style="list-style-type: none"> • their education and exams (55%) • staying safe from the coronavirus (35%) • their mental health and well-being (34%). <p>The majority of young people thought more support should be provided,</p> <ul style="list-style-type: none"> • for dealing with stress and isolation (51%) • close and regular contact with teachers (46%) • exercises for children while at home (45%).
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		<p>A study by the Resolution Foundation says young people are most likely to have had their pay cut, with 35% earning less than they did at the start of the Covid-19 crisis</p> <p>According to a report by the Children’s Commissioner, 1 in 5 apprentices have been made redundant, are on a break from learning or have left their programmes. They are likely to be in sectors struggling due to the pandemic such as hospitality, retail and construction. Younger workers are also more like to be furloughed than older ones</p>
<p>Disability¹⁰</p>	<p>2.6% of Barnet’s school population have an Education, Health and Care Plan, compared with the national proportion of 2.8%. In addition, 10.9% receive Special Educational Needs Support. The largest groups of needs are, Autistic Spectrum Conditions and Speech, Language and Communication Needs</p> <p>SEND is disproportionately prevalent within the Black and Black British community. 4.5% of Black children and young people will have an Education, Health and Care Plan, compared to 2.6% across the entire population of children and young people.</p> <p>794 (18-24) with a learning disability 184 (18-24) with a moderate or severe learning disability</p> <p>Children with disabilities have been identified as an exception to the low risk group profile during the Covid-19 crisis. Complex health needs have resulted in disabled</p>	<p>A survey of young people with special education needs and disabilities found that their key concerns related to increased anxiety and other mental health needs resulting from ‘lockdown’ and uncertainty about the future, lost learning and the impact of the pandemic on access to further/higher education and employability</p> <p>Our Covid-19 Online Survey revealed young people with a disability (75%) were more likely to agree that the pandemic is harming their long-term education.</p> <p>A study undertaken between March 2020 – April 2020 involving 241 families of children with SEND, found that nearly half of the parents reported experiencing greater anxiety, concern for their child’s future and fears of them failing even further behind their peers (National Institute for Health and Care Excellence, NICE, 2020)</p>

¹ <https://cpag.org.uk/child-poverty/child-poverty-facts-and-figures>

	children being 'shielded' with limited, if any, access to outdoor space including school.	
Gender reassignment¹¹		
Marriage and Civil Partnership¹²		
Pregnancy and Maternity¹³		
Race/ Ethnicity¹⁴	<p>Children and young people from Black and Ethnic Minority background make up 52% of the population</p> <p>The ratio of black pupils in Barnet attaining the expected standard at Key Stage 2 and 4 compared to white pupils is low and in some cases being the lowest or second lowest in North London. This dataset also shows that Barnet's pupil referral units have disproportionately high numbers of pupils from ethnic minority backgrounds and school exclusions data shows that Black pupils are twice more likely to be excluded than white pupils. ²</p>	Our Covid-19 online survey conducted in July 2020 revealed that young people of Asian (67%) and Black origin (75%) were more likely to agree that the Covid-19 pandemic was harming their long-term education.
Religion or belief¹⁵	Based on data from the Annual Population Survey, the most common religion in Barnet is Christianity (39.2%), followed by the Jewish (19.2%) and Muslim (11.8%) faiths. ³	
Sex¹⁶	In Barnet the gender breakdown is Girls: 48.5% and boys: 51.6% Female (0-19), 48,600 Male (0-19), 50,600	

² North London Disproportionality Dataset September 2020

³<https://jsna.barnet.gov.uk/jsna/demography>

Sexual Orientation¹⁷		
Other relevant groups¹⁸	<p>There were 322 Children in Care, including 64 Unaccompanied Asylum-Seeking Children and 340 Care Leavers, at the start of the Covid-19 crisis. Between March 2020 and September 2020, a further 57 children came into care.</p> <p>Our data shows 63% of children in our care live with foster carers.</p> <p>Barnet care leavers access to employment, training and education has worsened during the Covid-19 crisis with an increase in those who are NEET resulting in more than 50% rise in care leavers being NEET.</p> <p>There has been an increase in number of care leavers waiting for permanent housing during the Covid-19 crisis, with 89 young people awaiting allocation of a property</p>	

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹⁹?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Is there an impact on staff? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	

<p>Age</p>	<p>The strategy includes actions that have been developed to support low income families. Strengthening families and early years through delivery of more initiatives through 0-19 Early Help hubs, free parenting programmes and increased access to the Free Entitlement to Education (FEE)</p> <p>Mental health and worries about education are being addressed in the strategy through our resilience school programme and support services through Barnet Integrated Clinical Services and Kooth online counselling service. Actions also include supporting schools to establish reliable baseline data and ensuring the curriculum meets the needs of pupils.</p> <p>Crime and lack of jobs are key areas that worry children and young people the most. Measures in the strategy to tackle crime include identifying vulnerable young people through the vulnerable adolescences strategy. The promotion of pathways into Further and Higher Education, working with Education partners to ensure that courses are both attractive to young people and that they respond to future skills needs.</p> <p>Youth Unemployment is another area of the strategy where action is focused with improving access to careers education, employment opportunities and ongoing mentoring support for people in poverty.</p> <p>Ensuring low income families have access to food education as identified in a revised Food Security Action Plan aimed at improving health and well-being.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Disability</p>	<p>The data and survey responses suggests this cohort is disproportionately affected by the crisis with the potential for significant long-term impacts on life chances. The strategy captures key actions targeted at supporting this cohort and improving outcomes. These include championing the achievement of pupils with SEND and promoting programmes for work experience, apprenticeships and paid employment. In addition, supporting families of children with SEND to increase understanding of their financial entitlements and rights.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Gender reassignment</p>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Marriage and Civil Partnership		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race/ Ethnicity	<p>To address the data showing disproportionate underperformance of BAME pupils, key actions of support captured in the strategy focus on accelerated learning to diminish the gap with their peers. Measures also include blended learning recognizing approaches need to be flexible and adaptable.</p> <p>Specialist employment and training is to be implemented offering support and targeting males of White British and Black heritage who are over represented as NEET (Not in Education, Employment or Training)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Other key groups	Positive impact	Negative impact	No impact
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Are there any other vulnerable groups that might be affected by the proposal? <i>These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed</i>			Minor	Major	
Key groups	The data shows looked after children are a particularly vulnerable group in areas of education, employment and housing. The strategy seeks to improve achievement and attendance in school. Areas of support include continuation of the Care Leaver Programme to ensure care leavers are fully supported to move into sustained employment, education and training. Actions also include improved multi-agency working to ensure care leavers at risk of homelessness are identified early and appropriate action taken to improve outcomes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Cumulative impact²⁰

Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?

Yes No

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below

7. Actions to mitigate or remove negative impact

Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.

Group affected	Potential negative impact	Mitigation measures ²¹ <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring ²² <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer

8. Outcome of the Equalities Impact Assessment (EqIA)²³

Please select one of the following four outcomes

Proceed with no changes

The EqIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Proceed with adjustments

Adjustments are required to remove/mitigate negative impacts identified by the assessment

Negative impact but proceed anyway

This EqIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

Do not proceed

This EqIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

Reasons for decision

Sign-off

9. Sign off and approval by Head of Service / Strategic lead ²⁴	
Name Ben Thomas	Job title Assistant Director- Education, Strategy and Partnerships
<input type="checkbox"/> Tick this box to indicate that you have approved this EqIA	Date of approval:
<input type="checkbox"/> Tick this box to indicate if EqIA has been published Date EqIA was published: Embed link to published EqIA:	Date of next review:

Footnotes: guidance for completing the EqIA template

¹ The following principles explain what we must do to fulfil our duties under the Equality Act when considering any new policy or change to services. They must all be met or the EqIA (and any decision based on it) may be open to challenge:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately
- **Timeliness:** the duty applies at the time of considering proposals and before a final decision is taken
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and must influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that anyone who provides services on our behalf complies with the equality duty.
- **Review:** the equality duty is a continuing duty – it continues after proposals are implemented/reviewed.
- **Proper Record Keeping:** we must keep records of the process and the impacts identified.

² Our duties under the Equality Act 2010

The council has a legal duty under this Act to show that we have identified and considered the impact and potential impact of our activities on all people with ‘protected characteristics’ (see end notes 9-19 for details of the nine protected characteristics). This applies to policies, services (including commissioned services), and our employees.

We use this template to do this and evidence our consideration. You must give ‘due regard’ (pay conscious attention) to the need to:

- **Avoid, reduce or minimise negative impact:** if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately.
- **Promote equality of opportunity:** by
 - Removing or minimising disadvantages suffered by people with a protected characteristic
 - Taking steps to meet the needs of these groups
 - Encouraging people with protected characteristics to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **Foster good relations between people who share a protected characteristic and those who don’t:** e.g. by promoting understanding.

³ EqIAs should always be proportionate to:

- The size of the service or scope of the policy/strategy
- The resources involved
- The size of the likely impact – e.g. the numbers of people affected and their vulnerability

The greater the potential adverse impact of the proposal on a protected group (e.g. disabled people) and the more vulnerable the group is, the more thorough and demanding the process required by the Act will be. Unless they contain sensitive data – EqIAs are public documents. They are published with Cabinet papers, Panel papers and public consultations. They are available on request.

⁴ When to complete an EqIA:

- When developing a new policy, strategy, or service

-
- When reviewing an existing service, policy or strategy
 - When making changes that will affect front-line services
 - When amending budgets which may affect front-line services
 - When changing the way services are funded and this may impact the quality of the service and who can access it
 - When making a decision that could have a different impact on different groups of people
 - When making staff redundant or changing their roles

Wherever possible, build the EqlA into your usual planning and review processes.

Also consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?
- How vulnerable are the people who will be affected?

If there are potential impacts on people but you decide not to complete an EqlA you should document your reasons why.

⁵ **Title of EqlA:** This should clearly explain what service / policy / strategy / change you are assessing.

⁶ **Focus of EqlA:** A member of the public should have a good understanding of the proposals being assessed by the EqlA after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EqlA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the proposed change?
- Who implements, carries out or delivers the service or function in the proposal? Please state where this is more than one person or group, and where other organisations deliver it under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the service, or by how it is delivered? Who are the external and internal service-users, groups, or communities?
- What outcomes do you want to achieve, why and for whom? E.g.: what do you want to provide, what changes or improvements, and what should the benefits be?
- What do existing or previous inspections of the service tell you?
- What is the reason for the proposed change (financial, service, legal etc)? The Act requires us to make these clear.

⁷ **Data & Information:** Your EqlA needs to be informed by data. You should consider the following:

- What data is relevant to the impact on protected groups is available? (is there an existing EqlA?, local service data, national data, community data, similar proposal in another local authority).
- What further evidence is needed and how can you get it? (e.g. further research or engagement with the affected groups).
- What do you know from service/local data about needs, access and outcomes? Focus on each characteristic in turn.
- What might any local demographic changes or trends mean for the service or function? Also consider national data if appropriate.
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any group(s)?

-
- Is the service having a positive or negative effect on particular people or groups in the community?

⁸ What have people told you about the service, function, area?

- Use service user feedback, complaints, audits
- Conduct specific consultation or engagement and use the results
- Are there patterns or differences in what people from different groups tell you?
- Remember, you must consult appropriately and in an inclusive way with those likely to be affected to fulfil the equality duty.
- You can read LBB [Consultation and Engagement toolkit](#) for full advice or contact the Consultation and Research Manager, rosie.evangelou@barnet.gov.uk for further advice

⁹ **Age:** People of all ages, but consider in particular children and young people, older people and carers, looked after children and young people leaving care. Also consider working age people.

¹⁰ **Disability:** When looking at disability, consideration should be given to people with different types of impairments: physical (including mobility), learning, aural or sensory (including hearing and vision impairment), visible and non-visible impairment. Consideration should also be given to: people with HIV, people with mental health needs and people with drug and alcohol problems. People with conditions such as diabetes and cancer and some other health conditions also have protection under the Equality Act 2010.

¹¹ **Gender Reassignment:** In the Act, a transgender person is someone who proposes to, starts or has completed a process to change their gender. A person does not need to be under medical supervision to be protected. Consider transgender people, transsexual people and transvestites.

¹² **Marriage and Civil Partnership:** consider married people and civil partners.

¹³ **Pregnancy and Maternity:** When looking at pregnancy and maternity, give consideration to pregnant women, breastfeeding mothers, part-time workers, women with caring responsibilities, women who are lone parents and parents on low incomes, women on maternity leave and 'keeping in touch' days.

¹⁴ **Race/Ethnicity:** Apart from the common ethnic groups, consideration should also be given to Traveller communities, people of other nationalities outside Britain who reside here, refugees and asylum seekers and speakers of other languages.

¹⁵ **Religion and Belief:** Religion includes any religion with a clear structure and belief system. As a minimum you should consider the most common religious groups (Christian, Muslim, Hindu, Jews, Sikh, Buddhist) and people with no religion or philosophical beliefs.

¹⁶ **Sex/Gender:** Consider girls and women, boys and men, married people, civil partners, part-time workers, carers (both of children with disabilities and older cares), parents (mothers and fathers), in particular lone parents and parents on low incomes.

¹⁷ **Sexual Orientation:** The Act protects bisexual, heterosexual, gay and lesbian people.

¹⁸ **Other relevant groups:** You should consider the impact on our service users in other related areas.

¹⁹ **Impact:** Your EqIA must consider fully and properly actual and potential impacts against each protected characteristic:

- The equality duty does not stop changes, but means we must fully consider and address the anticipated impacts on people.
- Be accurate and transparent, but also realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific where you can so decision-makers have a concrete sense of potential effects.

-
- Questions to ask when assessing whether and how the proposals impact on service users, staff and the wider community:
 - Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - Is there evidence of higher/lower uptake of a service among different groups? Which, and to what extent?
 - Does the project relate to an area with known inequalities (where national evidence or previous research is available)?
 - If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - If there is negative differential impact, how can you minimise that while taking into account your overall aims?
 - Do the effects amount to unlawful discrimination? If so the plan **must** be modified.
 - Does it relate to an area where equality objectives have been set by LBB in our [Barnet 2024 Plan](#) and our [Strategic Equality Objective](#)?

²⁰ **Cumulative Impact**

You will need to look at whether a single decision or series of decisions might have a greater negative impact on a specific group and at ways in which negative impacts across the council might be minimised or avoided.

²¹ **Mitigating actions**


- Consider mitigating actions that specifically address the impacts you've identified and show how they will remove, reduce or avoid any negative impacts
- Explain clearly what any mitigating measures are, and the extent to which you think they will reduce or remove the adverse effect
- Will you need to communicate or provide services in different ways for different groups in order to create a 'level playing field'?
- State how you can maximise any positive impacts or advance equality of opportunity.
- If you do not have sufficient equality information, state how you can fill the gaps.

²² **Monitoring:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further monitoring, equality assessment, and consultation are needed.

²³ **Outcome:**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Also explain what positive impacts will result from the actions and how you can make the most of these.
- Make it clear if a change is needed to the proposal itself. Is further engagement, research or monitoring needed?
- Make it clear if, as a result of the analysis, the policy/proposal should be stopped.

²⁴ **Sign off:** You will need to ensure the EqIA is signed off by your Head of Service, agree whether the EqIA will be published, and agree when the next review date for the EqIA will be.

	<p align="center">CHILDREN, EDUCATION AND SAFEGUARDING COMMITTEE</p> <p align="center">11th January 2021</p>
<p align="center">Title</p>	<p>Family Services Quarterly Update</p>
<p align="center">Report of</p>	<p>Chairman of the Committee, Councillor David Longstaff</p>
<p align="center">Wards</p>	<p>All</p>
<p align="center">Status</p>	<p>Public, save appendices 2 and 3 in accordance with Paragraph 1 and 3 of Schedule 12A of the Local Government Act 1972</p>
<p align="center">Urgent</p>	<p>No</p>
<p align="center">Key</p>	<p>No</p>
<p align="center">Enclosures</p>	<p>Appendix 1 – ChAT Data Report Appendix 2 - Quarter Two 2020-21 LIA dataset Report (Not public document) Appendix 3 – Barnet Self-Assessment 2020 (Not public document) Appendix 4 – Ofsted Annual Education Conversation Letter Appendix 5 – Housing Needs of Care Leavers Report</p>
<p align="center">Officer Contact Details</p>	<p>Chris Munday Executive Director for Children and Young People Chris.Munday@barnet.gov.uk</p>
<p align="center">Summary</p>	
<p>This report gives an update on Family Services progress against key areas and asks Members to note and scrutinise performance data, that can be found in Appendix 1 and 2.</p> <p>It provides an overview of the contents of our annual self-assessment, which was discussed with Ofsted as part of our annual conversation at the start of November.</p> <p>Housing Needs for Care Leavers are addressed in appendix 5. The paper has been prepared by Family Services in conjunction with Barnet Homes, in response to the housing needs of care leavers. It focuses on the challenges of care leavers entitlement to suitable and appropriate housing; the banding of care leavers and how direct offers are made. Recommendations are included for how the Council could respond to the current and future</p>	

level of housing needs and ensure that the needs of care leavers can be met. The recommendations are focused on enabling young people to move into independent living accommodation, and range from reviewing the housing protocol and exploring options for changing banding, to housing stock options. Any decision on the Council's housing allocations policy is reserved to the Housing and Growth Committee and therefore this committee is asked to review and make recommendations to that committee.

Recommendations

- 1. That the Children, Education and Safeguarding Committee is asked to note and provide comments on the performance information provided in Appendix 1 and 2.**
- 2. That the Children, Education and Safeguarding Committee is asked to note and provide comments on the Self-Assessment in appendices 3**
- 3. That the Children, Education and Safeguarding Committee is asked to review and comment on the recommendations set out in Appendix 5 and refer it to Housing and Growth Committee for consideration. (appendix 5).**

1 Family Services Update

Family Services performance update

- 1.1 The services are continuing to work hard with children and families during an unprecedented disruption to their lives to mitigate risk and to meet local needs. We continue to monitor performance through stocktake, audit and reviewing performance management information. We also work with authorities across London to consider trends.
- 1.2 The London Innovation and Improvement Alliance (LIIA) is the Association of London Directors of Children's Services (ALDCS) sector-led improvement partnership and is hosted by London Councils. We submit quarterly datasets to the LIIA to allow comparative data analysis on performance across London. The data is provided on the condition that it is used for internal reporting only and other LAs data should not be shared with external partners or the public. For this reason, Appendix 2 is exempt from publication and its contents should not be shared on a wider basis.
- 1.3 According to LIIA data (appendix 2), in Q1 Barnet were aligned with other boroughs with a 14% reduction in contacts. There is a difference from Q1 to Q2 in that across London there has been an increase of 17%, whereas in Barnet the contacts have increased by only 2.8%. There appear to be no unusual or pandemic-related themes in the contacts other than the lower volumes. We have not seen the volume of children making allegations through schools. We are working with schools trying to understand this trend. There are several theories about why the rates from schools have

reduced, including whether this is the result of bubbles and schools' organisation, leading to children getting fewer opportunities to make disclosures confidentially.

- 1.4 Over many years Barnet has had relatively low rates of children in need and children in need of protection. This is associated with a range of factors including for example levels of deprivation. 148 children are currently the subject of a Child Protection Plan which the CHaT report (appendix 1) shows remains a lower rate than the rest of London and English averages. There are 446 children on Child in Need Plans, also at a lower rate than the London and England averages. Conversely, compared to a decrease across London in the number of Early Help assessments, there has been a 50% increase in Barnet in the last quarter. The numbers of open Early Help assessments are now at the point they were at pre-COVID and there is a 10% increase compared to Q3 last year. We are completing data analysis to identify any trends to help us to further understand these comparative figures.
- 1.5 There have been 66 new children coming into care in last six months, 16 of whom were unaccompanied asylum-seeking children who had arrived at hotels in the Borough placed by the Home Office. Nine of the 66 children have previously been looked after. In the same period, 64 children were made no longer looked after, resulting in a net increase of two children in care over the period to 320. There is a small cohort who have not been visited for the past 6-9 months, and this is being followed up by social workers who have remained in virtual contact with young people during the Covid period.
- 1.6 Unemployment in Barnet has increased significantly and this has affected young people disproportionately.
 - 22% of care leavers (aged 17-18) are currently showing as NEET
 - 43% of care leavers (aged 19-21) are currently showing as NEET

A project is being developed to address this situation, including developing an apprenticeship and supported accommodation offer with Centrepoint during 2021.

Family Services Self-Assessment

- 1.7 Each year all Local Authorities in England are required to develop a self-assessment. This is to aid continuous improvement and is considered as part of the Inspection of Local Authority Children's Services (ILACS) arrangements. Members have reviewed self-assessments as part of their role in scrutinising performance. The self-assessment is exempt as it contains information in more detail than the ChAS data report, including anonymised case studies giving personal and confidential information about children and families.

- 1.8 In their inspection report from 2019, Ofsted made 4 recommendations and the progress made is considered in the self-assessment (appendix 3).
- 1.9 The self-assessment also sets out a range of actions to be developed across services and implemented over the next year to improve provision in Barnet further.

Annual Conversations

- 1.10 The Annual conversation for Education was held on 16th November 2020. A letter from OFSTED is attached for information in appendix 4. The Annual conversation for social care was held on the 24th November 2020. A letter is awaited.
- 1.11 During the annual conversation, inspectors noted the progress we have made against the 2019 recommendations, and the focus over the coming year.
- 1.12 Ofsted noted we have made progress on publicising our advocacy arrangements. The commissioned provider has been fully involved in this process and they are clear that this is a priority for the service, and they have worked in partnership with Foster Carers to encourage awareness. the Lead Inspector noted that “the numbers of children who had access to advocacy support was considerably higher than at the time of the inspection, which is positive.” Continued focus on ensuring children and young people have access to advocacy support will be in place until this can be demonstrated as routine in practice, and is a priority for the Independent Reviewing Service over the coming year.
- 1.13 We have continued to deliver child protection conferences throughout the pandemic, this moved from a completely virtual model to one where families are being supported in person by social workers following feedback from both conference chairs and families. Other participants continue to join online and this has resulted in improved attendance from the professional network. inspectors noted that they had not seen this hybrid model and commented positively on our acting on feedback from families. To ensure we keep learning from the views of families using our service, going forward we will be conducting quarterly workshops/forums aimed at improving the way in which we continue to develop by encouraging meaningful participation of children and young people in shaping the development of the service.
- 1.14 Ofsted concurred and noted that “The biggest challenge over the last few months has been in supporting the workforce, and there have been lots of keeping in touch meetings and written briefings.” Our vision remains to build

a competent, resilient and thriving workforce who are curious about what is happening in children's lives and passionate about creating change. Over the last six months there has been stability in the Social worker workforce with a decrease in agency Social Workers against a comparative increase in full time staff. Current projects, including international recruitment and an additional cohort of non-qualified Social workers, will reduce the need for further agency workers. In addition, we are starting to see more agency staff become interested in becoming permanent Barnet staff, this a result of seeing the agency workforce decrease, and due to job security concerns during the recent pandemic. Projections are that we will have a significantly reduced agency workforce by March 2022. This will support further workforce development.

- 1.15 Monitoring elective home education is a key priority for use coming out of the national lockdown in the summer, as the pandemic is impacting on the numbers of parents choosing to educate their children at home. In April 2019 there were 228 children registered for elective home education in Barnet. The number in February 2020 was 257, which rose to 310 in October 2020. As well as monitoring the suitability of home education and taking follow-up action if there are any concerns, we are working to try to persuade as many parents as possible of the benefits of returning their children to school and to make them aware of the risk assessments and 'covid19 secure' control measures in schools. Ofsted inspectors agreed that this has highlighted the lack of clarity in the guidance in relation to the support that these children are entitled to.

Winter Grant

- 1.16 The Winter Grant agreed by Members on 30th November 2020 has been operational since mid-December. Over 9000 children have benefitted from the scheme during the Christmas period.
- 1.17 A further update will be presented to Members at a future meeting.

Housing for Care Leavers

Corporate Parenting Advisory Panel discussed issues relating to pressures in the availability of suitable housing for the Council's care leavers. The paper makes a series of recommendations to improve the present arrangements. This committee's terms of reference include policy and strategy to support children, education and schools, which includes policies to support care leavers in accordance with the statutory framework set out under the Children Act 1989. However, decisions on housing policy, including the housing strategy, the housing allocations arrangements and advice and assistance to be provided to those at risk of homelessness are within the remit of the Housing and Growth committee. Appendix 5 is a report prepared by officers within Family Services and in Barnet Homes setting out options to provide additional support for care leavers. Members are asked to consider and comment on this report and refer

it to the Housing and Growth Committee to consider whether any changes should be made to existing policies to further support care leavers.

2 REASONS FOR RECOMMENDATIONS

- 2.1 Members are asked to consider and scrutinise the work of Children and Young People's Services, and to fulfil the council's statutory obligations in this regard.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

Not applicable.

4 POST DECISION IMPLEMENTATION

Not applicable.

5 IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

5.1.1 The delivery of good services to children and families is a key mechanism through which Barnet Council and its partners will deliver the Family Friendly Barnet vision to be the most family friendly borough in London by 2022.

5.1.2 Family Friendly also forms part of our corporate Covid-19 recovery priority. The approaches taken supports the corporate and committee aims to:

- Maintaining good or better services
- Improve services for children and young people and ensuring the needs of children are considered in everything we do.

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

5.2.1 There are no additional financial implications arising directly from this report.

5.2.2 Medium Term Financial Savings were delivered for 2019-20. The majority of 2020-21 Savings targets are on track to be delivered, with mitigations plans in place for savings targets that impacted by Covid-19 and/or other factors. Additional spend on Covid-19 and recovery is being tracked by the services.

5.3 Social Value

5.3.1 The Public Services (Social Value) Act 2013 requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

5.4 Legal and Constitutional References

5.4.1 Local authorities have specific duties in respect of children under various legislation including the Children Act 1989 and Children Act 2004. They have a general duty to safeguard and promote the welfare of children in need in their area and, if this is consistent with the child's safety and welfare, to promote the upbringing of such children by their families by providing services appropriate

to the child's needs. They also have a duty to promote the upbringing of such children by their families, by providing services appropriate to the child's needs, provided this is consistent with the child's safety and welfare. They should do this in partnership with parents, in a way that is sensitive to the child's race, religion, culture and language and that, where practicable, takes account of the child's wishes and feelings. Under the Children and Families Act 2014, local authorities must consider how the child or young person can be supported to facilitate their development and to help them achieve the "best possible educational and other outcomes

5.4.2 Local authorities have specific duties to care leavers under the Children Act 1989 as amended by the Children and Social Work Act 2017. The corporate parenting duties and powers under the 1989 Act include:

- to act in the best interests, and promote the physical and mental health and well-being, of those children and young people;
- to encourage those children and young people to express their views, wishes and feelings;
- to take into account the views, wishes and feelings of those children and young people;
- 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;
- to promote high aspirations, and seek to secure the best outcomes, for those children and young people;
- for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and,
- to prepare those children and young people for adulthood and independent living.

5.4.3 In addition the Council has a duty to appoint a personal advisor to provide support to care leavers until they reach their 25th birthday. This support can include support from the Council as housing authority or from other housing organisations. Chapter 22 of the Homelessness Code of Practice gives guidance on housing options for care leavers and confirms that local processes and practices should not routinely involve care leavers being treated as homeless when care placements come to an end in order to place the housing authority under an obligation to secure accommodation under Part 7 of the Housing Act 1996. The guidance recommends that local authorities have in place a joint protocol to cover arrangements for achieving planned, supportive transitions to independent living; identifying homelessness risk early and acting to prevent it, and providing a quick, safe, joined up response for care leavers who do become homeless. Housing options for care leavers should be based on the circumstances of the individual and the guidance confirms that there should be no blanket presumption that at 18 a young person who has left care will be ready for their own tenancy and that options could include supported lodgings, supported accommodation or independent accommodation with visiting support. Specific circumstances may require that a young person is supported to access accommodation close to a strong family support network or near to other significant adults, such as ex-foster carers or there may be a need to avoid certain locations due to childhood experiences or associations.

5.4.4

5.4.5 The Council's Constitution, Article 7 notes that the Children, Education and Safeguarding Committee has 'Responsibility for all matters relating to children, schools and education.'

5.5 Risk Management

5.5.1 Specific risk management is being carried out for Children and Young People's Plan. Any Family Services risks are recorded on the Family Services Risk Register and monitored each quarter by the Senior Leadership Team with escalations to CMY if necessary.

5.6 Equalities and Diversity

5.6.1 The 2010 Equality Act outlines the provisions of the Public-Sector Equalities Duty which requires Public Bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups

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

5.6.3 Equalities and diversity considerations are a key element of social work practice. It is imperative that help and protection services for children and young are sensitive and responsive to age, disability, race and ethnicity, faith or belief, sex, gender reassignment, language, maternity / parental status and sexual orientation. We continue to closely monitor this, as this report notes; the lockdown and subsequent economic downturn has had a disproportionate impact on 18-24-year olds in the Borough, who are less likely to find employment, and that have in some cases remained in their accommodation (appendix 5).

5.6.4 As the self-assessment (appendix 3) refers to, alongside all other service areas there has been a focus on responding to the incidents over the summer in relation to racism and Black Lives Matter. Within Family Services, we have been consulting and reflecting on what we need to do to support a diverse and inclusive service, where all staff feel a sense a belonging and an opportunity to contribute to how we break down structural racism and bias. We have begun this journey by, initially, facilitating a series of staff conversations, establishing a strategic focus group of Race Equality Representatives from each service area and selecting an Equalities Lead. The group will represent staff and service user views, ideas, feedback and experiences. Participants will receive consultation and support to ensure they feel equipped to take on this crucial work. We have been developing the anti-racism strategy and action plan, which all roles will be responsible for actively implementing.

5.7 Corporate Parenting Principles

5.7.1 In July 2016, the Government published their Care Leavers' strategy Keep on Caring which outlined that the "... [the government] will introduce a set of corporate parenting principles that will require all departments within a local authority to recognise their role as corporate parents, encouraging them to look at the services and support that they provide through the lens of what a reasonable parent would do to support their own children.'

5.7.2 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.

5.7.3 The needs of children in care and leaving care are at the forefront of our considerations in all our development activity. The Housing Needs of Care Leavers report (appendix 5) addresses how Barnet Council will meet our statutory duty to support care leavers up to the age of 25; this includes services assisting care leavers in preparing for adulthood and in independent living through housing and accommodation services.

5.8 Consultation and Engagement

5.8.1 Consultation and engagement with young people is central to social work practice and service improvement across Family Services. Barnet Family Services are expanding on engagement activities and as a part of the plans we are recruiting for a post that will focus on service user engagement.

5.8.2 Our Self-assessment references some of the engagement work, including the advocacy review, and developments on Independent Reviewing Officer (IRO) reviews. A priority for the IRO service this year has been to fully embed the Child Participation model. Two events (bowling) were held in October and December 2019 with children and young people aged between 7-17 years attending. This was to encourage relationship building between the IROs and

young people, and the feedback has been positive. We hope to run more events when restrictions on social interaction are loosened. For those young people who would benefit from being taken out individually at midway points, and young people who remain reluctant to attend their reviews, individualised support is still available. We have found that virtual 1:1 participation cannot compensate for physical 1:1 support, and this may impact engagement. We have also worked with young people who have since transferred to leaving care services on producing information booklets on the work of the reviewing service. The record of review is now a more personalised letter form, to promote the participation of young people in the reviewing process.

- 5.8.3 The focus for the IRO service this year is to continue to develop in line with children and young people's wishes and input and to ensure that all midway tracking and contact is routinely recorded. The focus on advocacy support will continue until this can be demonstrated as routine in practice. Bespoke practice development and training will be implemented to support evidencing the impact that IRO's they have on the circumstances and experience of the children that they are involved with.

5.9 Insight

- 5.9.1 Insight data will continue to be regularly collected and used in monitoring the progress and impact of the Children and Young People's Plan and to shape ongoing improvement activity. Please see references to our Insight data as part of the self-assessment.

6 BACKGROUND PAPERS

- 7.1 None.
-

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Children's services Analysis Tool (ChAT)

Based on Ofsted's ILACS Annex A dataset (2019)

Barnet

06 November 2020

Headline figures	Page 3
Contacts in the last 6 months	Page 4
Early Help in the last 6 months	Page 4
Referrals in the last 6 months	Page 5
Assessments in the last 6 months	Page 6
Section 47 enquiries in the last 6 months	Page 7
Children in Need (CIN) - total, started, and ceased in the last 6 months	Page 8
Children in Need (CIN) with an open episode of need	Page 9
Child Protection Plans (CPP) started and ceased in the last 6 months	Page 10
Child Protection Plans (CPP) currently open	Page 11
Children Looked After (CLA) started and ceased in the last 6 months	Page 12
Children Looked After (CLA) with an open episode of care	Page 13
Children Looked After (CLA) placements	Page 14
Children Looked After (CLA) health and missing/absent from placement	Page 15
Care leavers currently in receipt of leaving care services	Page 16
Care leavers accommodation suitability and type	Page 17
Care leavers activity (Education, Employment, or Training)	Page 18
Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 months	Page 19
Adoption benchmarking	Page 20
Prospective adopters in the last 12 months	Page 21
Demographics of children across all areas of children's social care	Page 22
Comparisons of headline figures and performance data to published statistics	Page 23

Headline figures

Contacts

Contacts in the last 6 months 8,778

Early Help / Common / Targeted Assessments

Early Help in the last 6 months 1,375

Referrals

Referrals in the last 6 months 1,318

Social Care Assessments

Total assessments in the last 6 months 1,391

Assessments completed in the last 6 months 1,048

Ongoing assessments 343

Section 47 enquiries and Initial Child Protection Conferences (ICPCS)

Section 47 enquiries in the last 6 months 319

ICPCs that started from an S47 in the last 6 months 86

Children in Need (CIN)

Total CIN in the last 6 months 2,774

CIN started in the last 6 months 622

CIN ceased in the last 6 months 577

Current children in need (snapshot) 2,197

Child Protection Plans (CPP)

Total CPP in the last 6 months 252

CPP started in the last 6 months 94

CPP ceased in the last 6 months 104

Current children subject of a child protection plan (snapshot) 148

Children Looked After (CLA)

Total CLA in the last 6 months 384

CLA started in the last 6 months 66

CLA ceased in the last 6 months 64

Current children looked after (snapshot) 320

Care leavers

Care leavers currently in receipt of leaving care services 348

Adoptions

Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 months 42

Children adopted in the last 12 months 5

Children waiting to be adopted (snapshot) 27

Children with decision reversed in the last 12 months 4

Adopters

Prospective adopters in the last 12 months 0

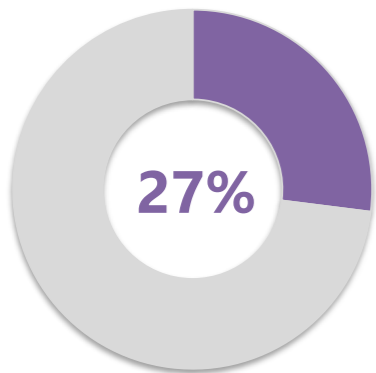
Contacts in the last 6 months

from 12/05/2020
to 11/11/2020

8778 contacts

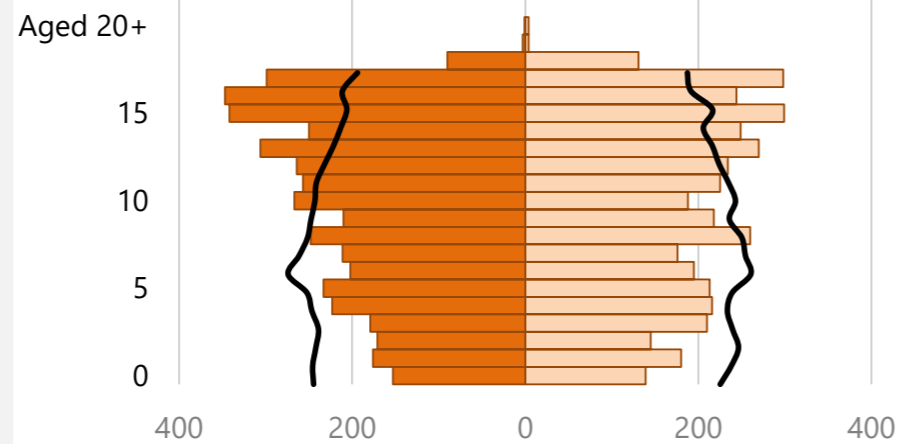
Contacts that also appear on the Referrals list

Yes No



Age and gender

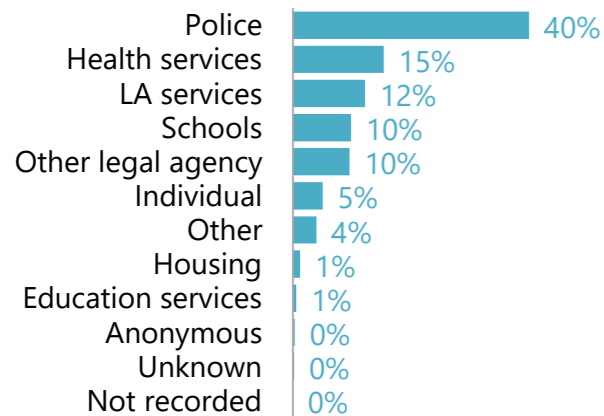
4432 Males (50%) 248 Other (not shown) (3%)
4098 Females (47%) — 0-17 population estimate



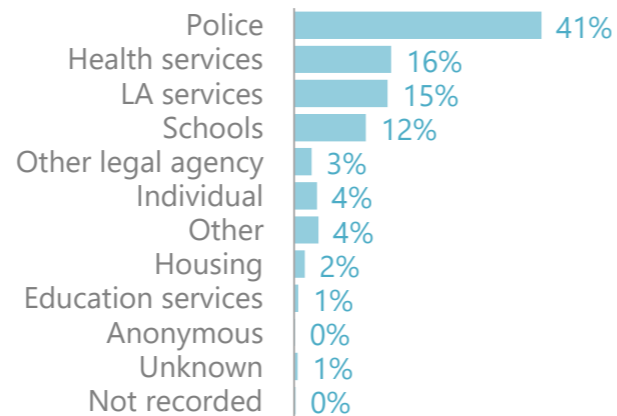
Other' includes not recorded, not stated, or neither M/F

Source of contacts compared to source of referrals

Contact source



Referral source comparison



Children with multiple contacts in period



Ethnic backgrounds

White	31%
Mixed	12%
Asian or Asian British	7%
Black or black British	13%
Other ethnic group	11%
Not stated	24%
Not recorded	1%

See page 20 for comparisons

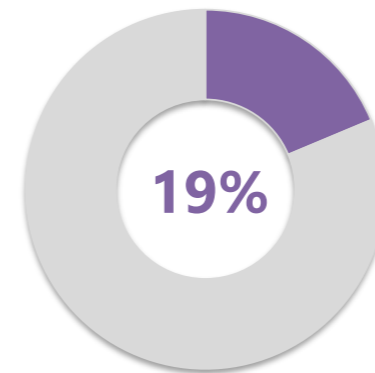
Early Help in the last 6 months

from 07/05/2020
to 06/11/2020

1375 Early Help / Common / Targeted Assessments

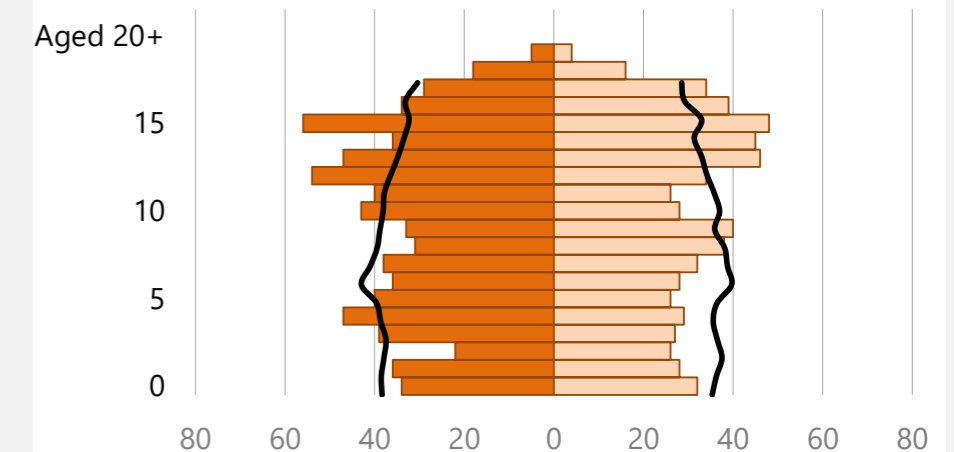
Early Help cases that also appear on the Referrals list

Yes No



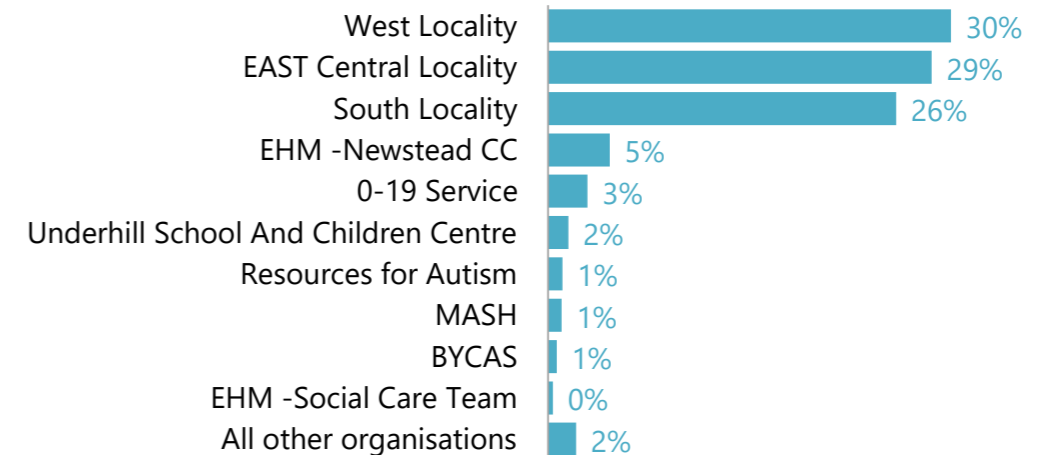
Age and gender

718 Males (52%) 31 Other (not shown) (2%)
626 Females (46%) — 0-17 population estimate

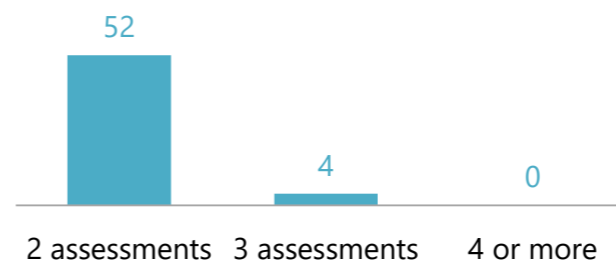


Other' includes not recorded, not stated, or neither M/F

Organisation completing assessment



Children with multiple records in period



Ethnic backgrounds

White	38%
Mixed	11%
Asian or Asian British	9%
Black or black British	16%
Other ethnic group	10%
Not stated	13%
Not recorded	0%

See page 20 for comparisons

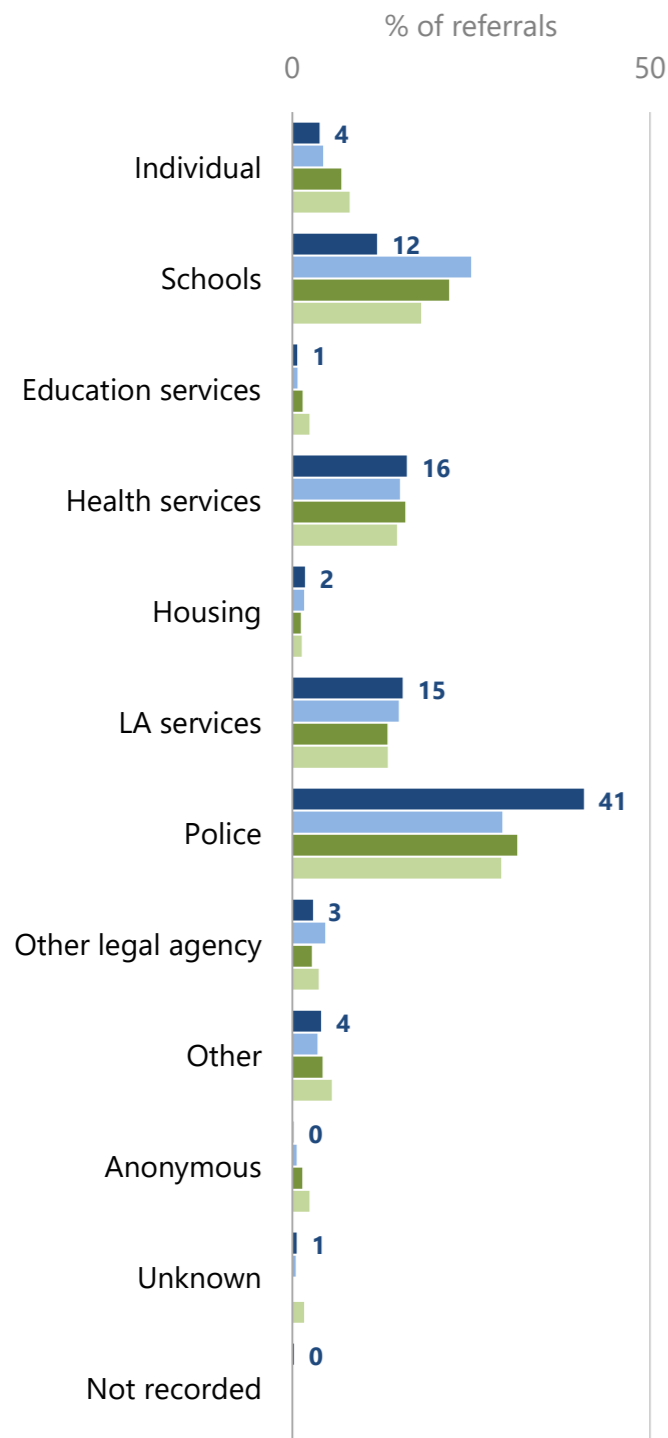
Referrals in the last 6 months

from 12/05/2020
to 11/11/2020

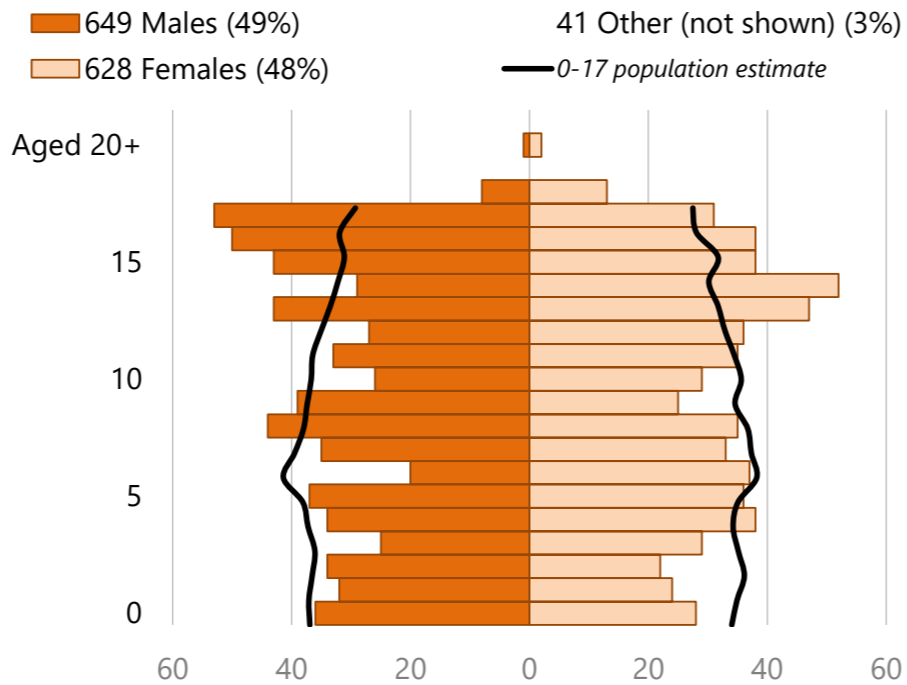
1318 referrals

Source of referral

■ Last 6 months ■ LA 18-19 ■ SNs 18-19 ■ Eng 18-19



Age and gender



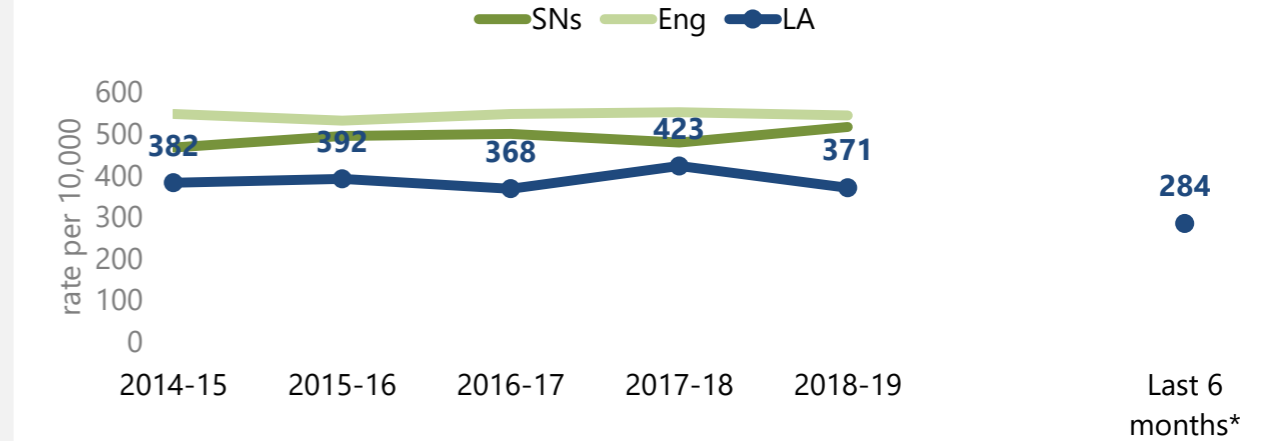
Other' includes not recorded, not stated, or neither M/F

Ethnic backgrounds

White	33%
Mixed	15%
Asian or Asian British	9%
Black or black British	17%
Other ethnic group	14%
Not stated	9%
Not recorded	0%

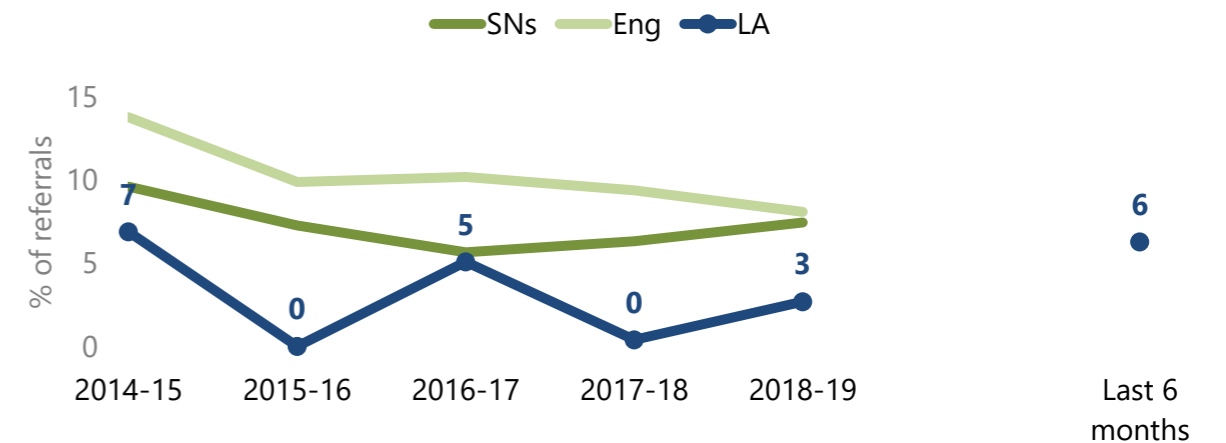
See page 20 for comparisons

Rate of referrals per 10,000 children aged 0-17



*Annualised rate for comparison purposes

Referrals with No Further Action (NFA)

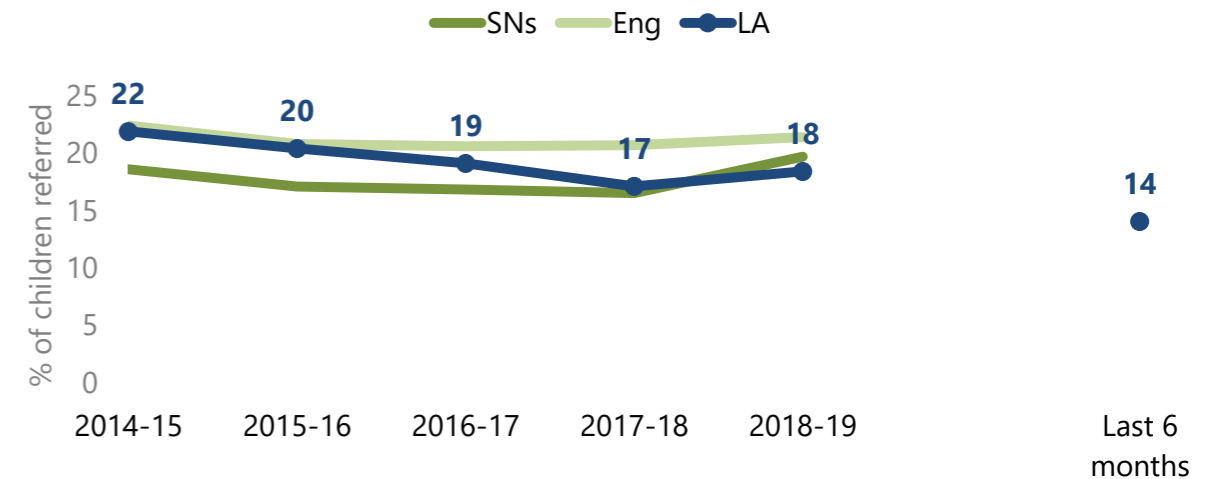
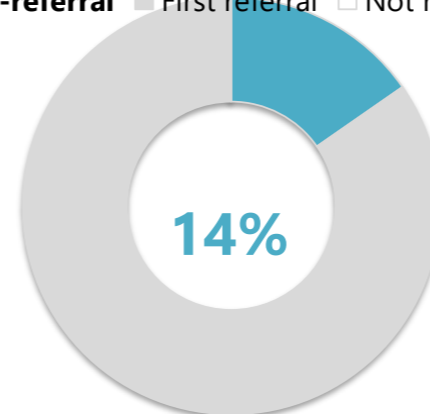


Re-referrals: children with a previous referral within 12 months of their latest referral

176 children with previous referrals within 12 months of latest referral

First referral	1,078
1 prev referral	149
2 prev referrals	26
3 prev referrals	1
4+ prev referrals	0
Not recorded	0

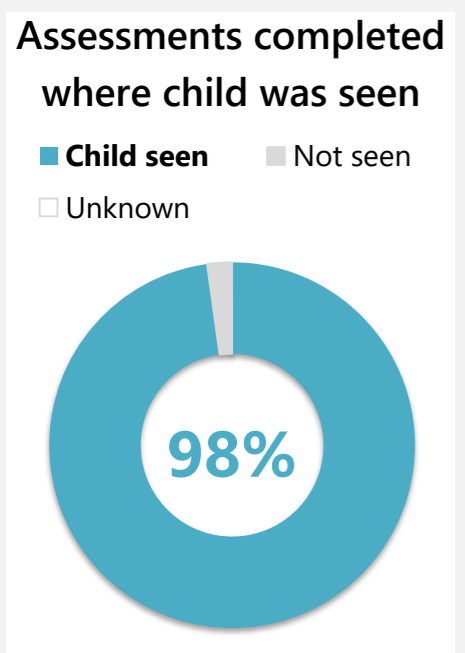
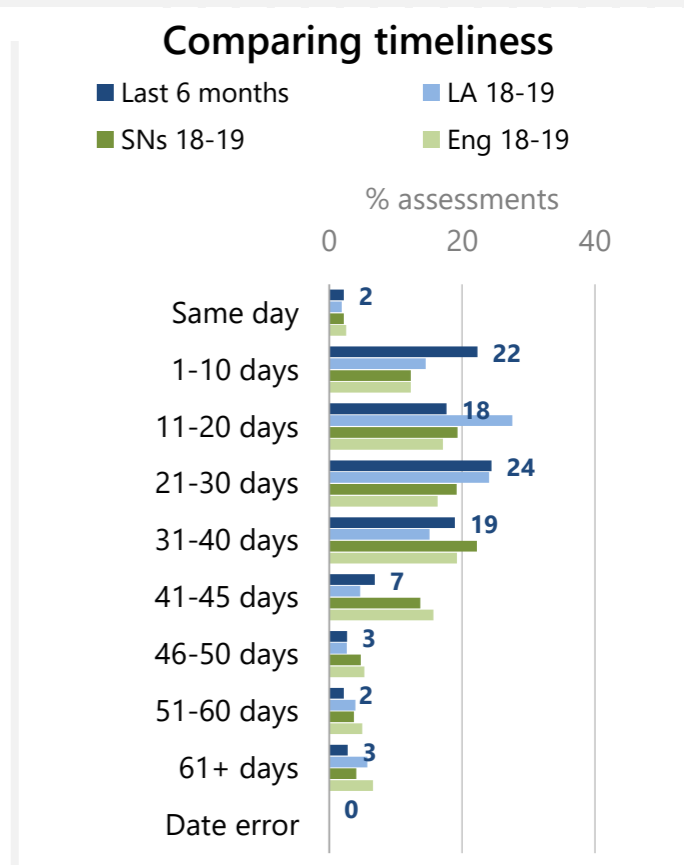
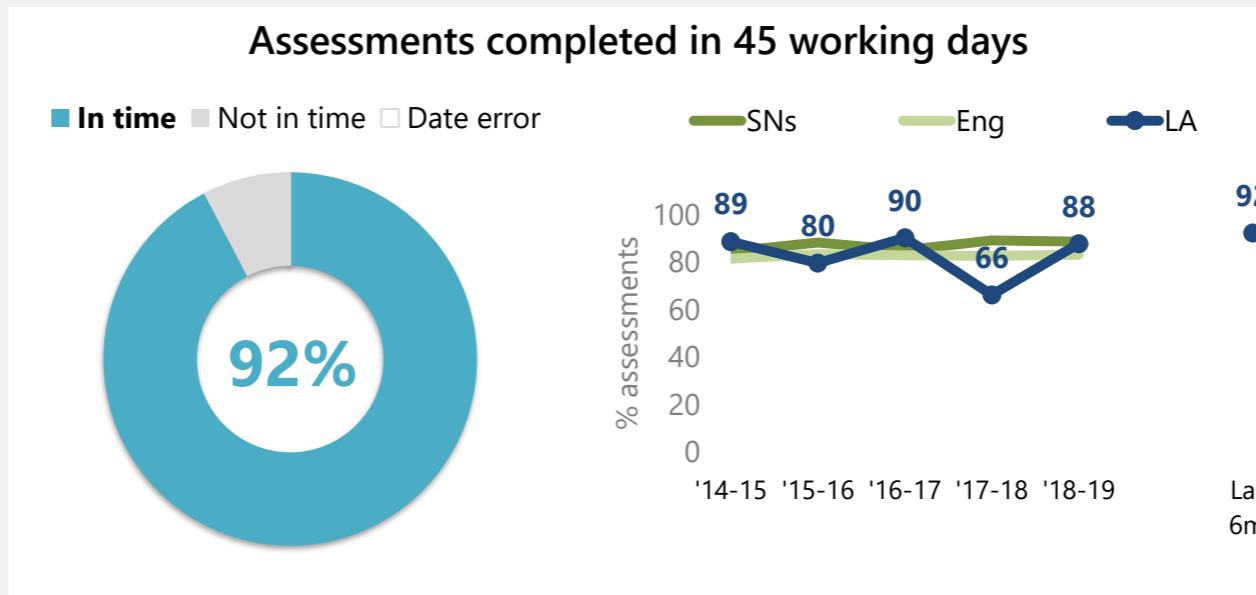
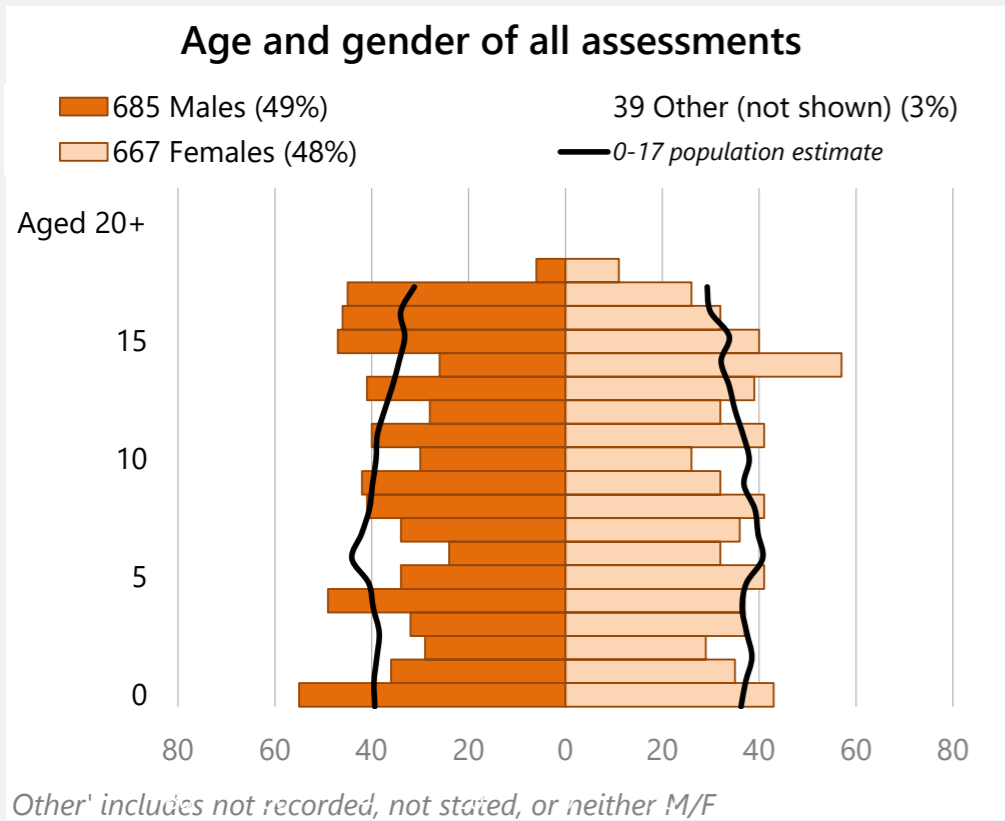
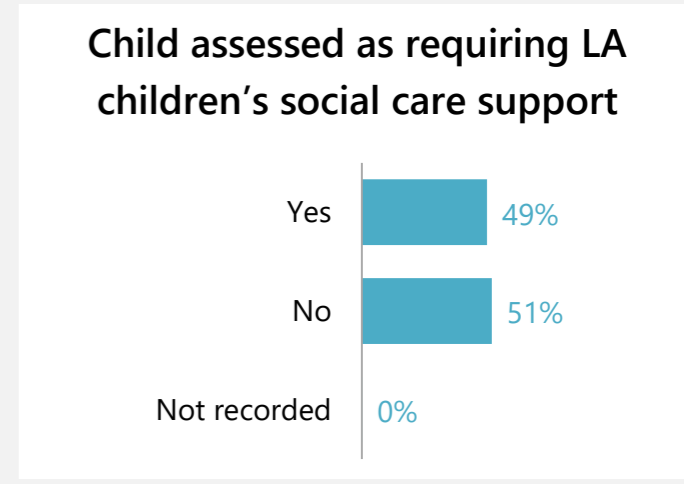
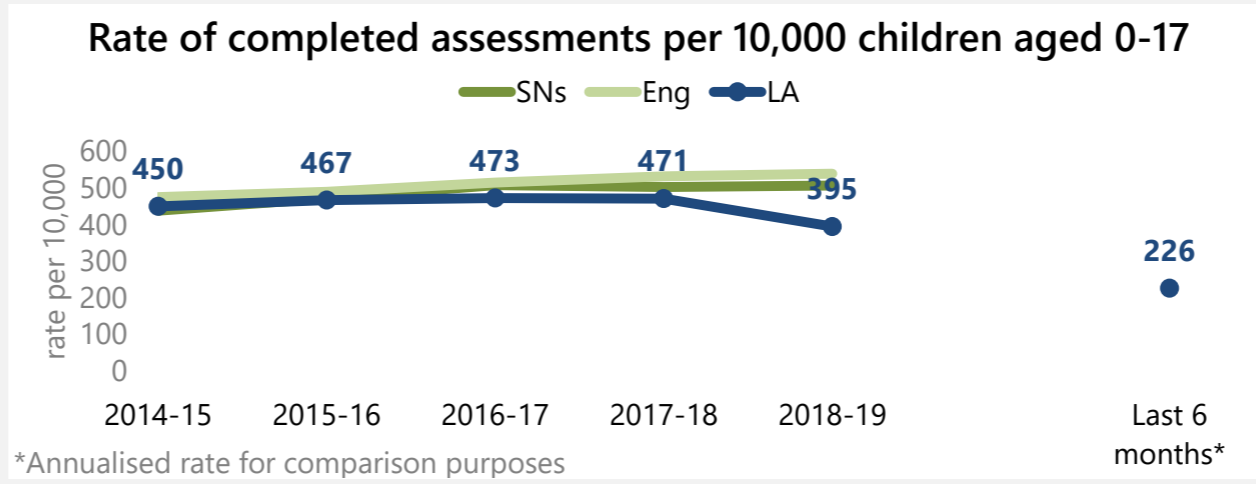
■ Re-referral ■ First referral ■ Not recorded



Assessments in the last 6 months

from 07/05/2020
to 06/11/2020

1391 total assessments
343 open assessments
1048 completed assessments

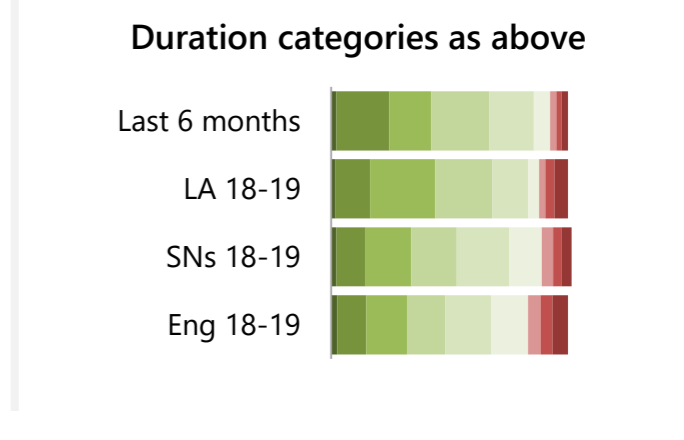
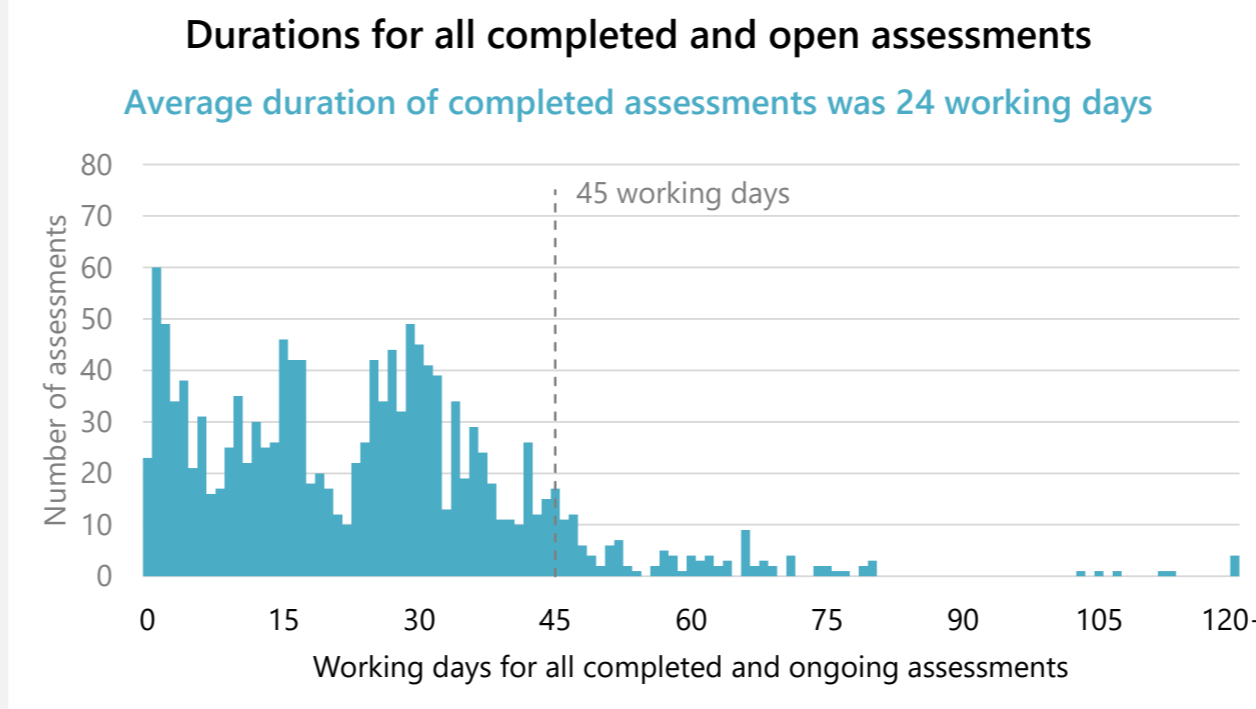


Ethnic background

White	35%
Mixed	16%
Asian or Asian British	9%
Black or black British	18%
Other ethnic group	14%
Not stated	3%
Not recorded	0%

See page 20 for comparisons

60 assessments (4%) for children with a disability

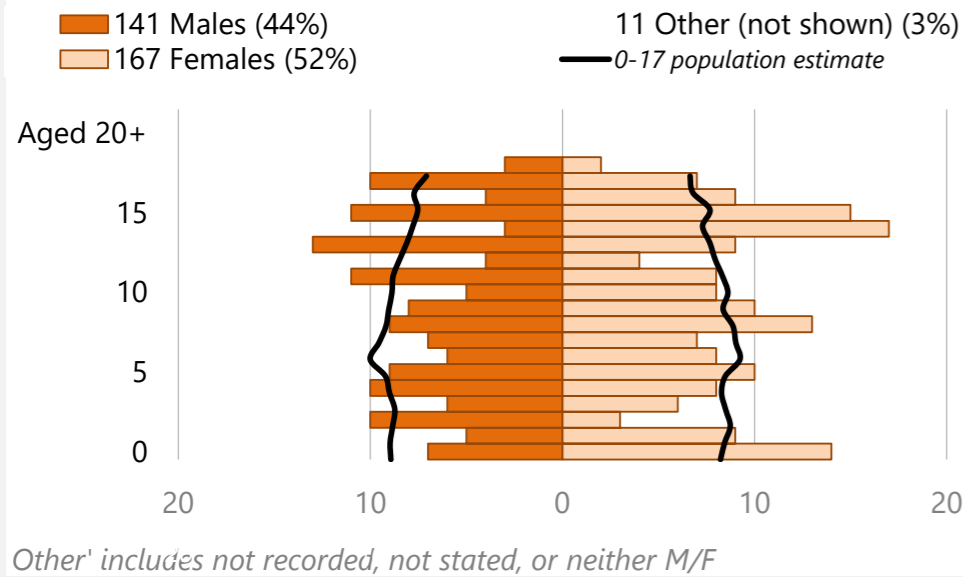


Section 47 enquiries in the last 6 months

from 07/05/2020
to 06/11/2020

319 Section 47 enquiries

Age and gender



86 Initial Child Protection Conferences (from S47 in period)

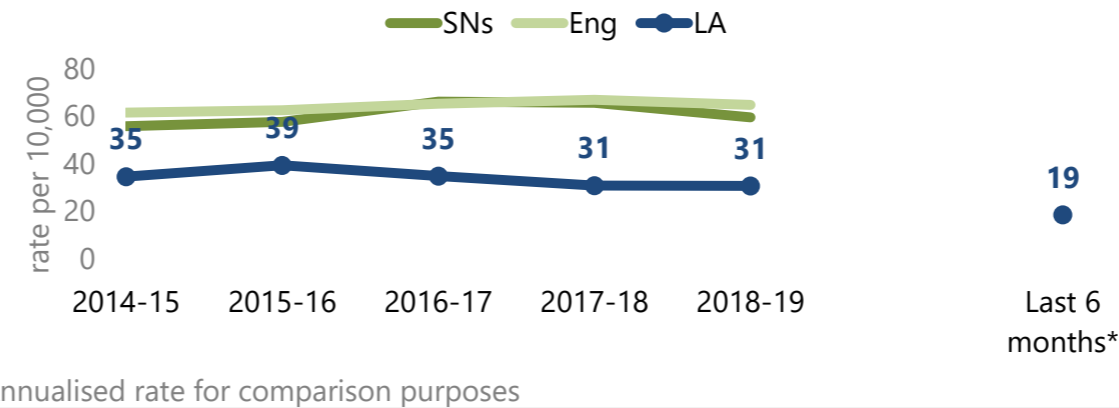
71% of completed S47s **did not require an ICPC**

ICPC not required may include S47s for open CPP where ICPC was not required, and may exclude children where an ICPC was required but has not yet occurred

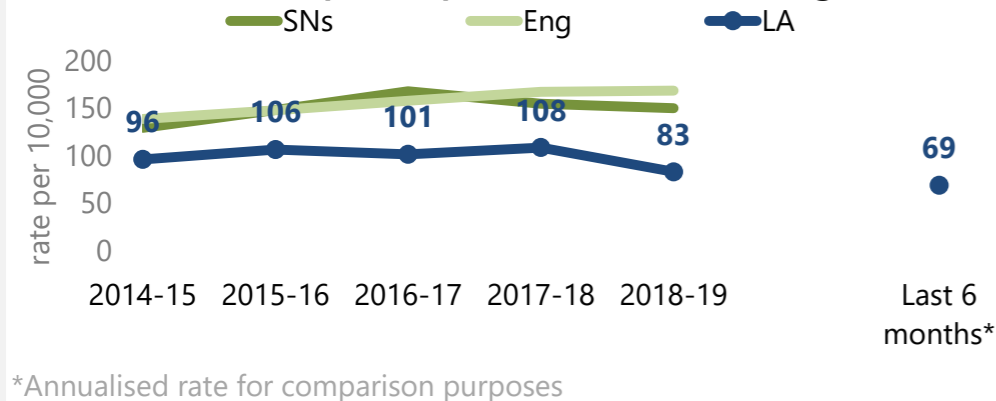
4 child(ren) with a repeat ICPC within 12 months of latest Section 47

84% of ICPCs resulted in a child protection plan

Rate of ICPCs per 10,000 children aged 0-17



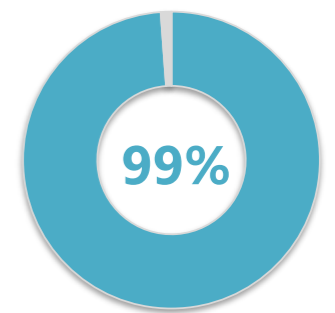
Rate of S47 enquiries per 10,000 children aged 0-17



ICPCs occurred within 15 working days of the strategy discussion date

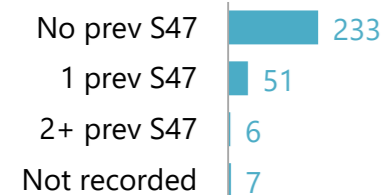


■ In time
■ Not in time
□ Date error



15 S47s (5%) for children with a disability

Children with a repeat S47 within 12 months of latest

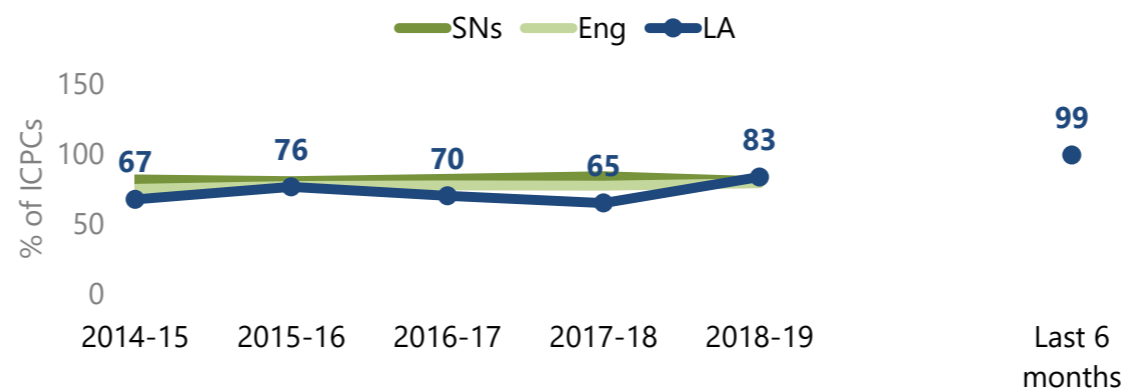


Ethnic background

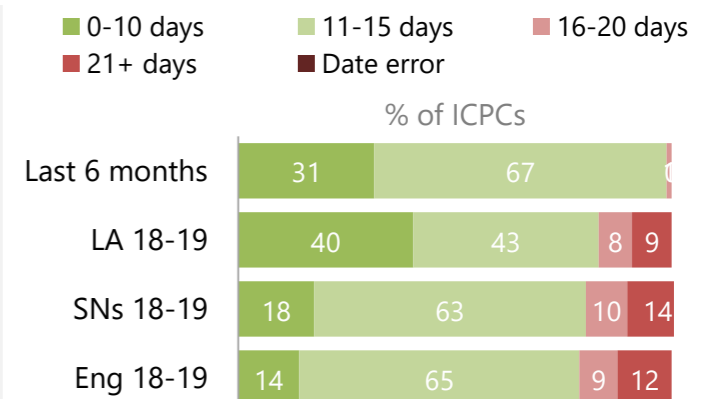
White	37%
Mixed	23%
Asian or Asian British	8%
Black or black British	13%
Other ethnic group	11%
Not stated	4%
Not recorded	0%

See page 20 for comparisons

Trend of ICPC timeliness (within 15 days of S47 start)



Comparing ICPC durations



Children in Need (CIN) - total, started, and ceased in the last 6 months

from 07/05/2020
to 06/11/2020

2774 total CIN in 6 months*

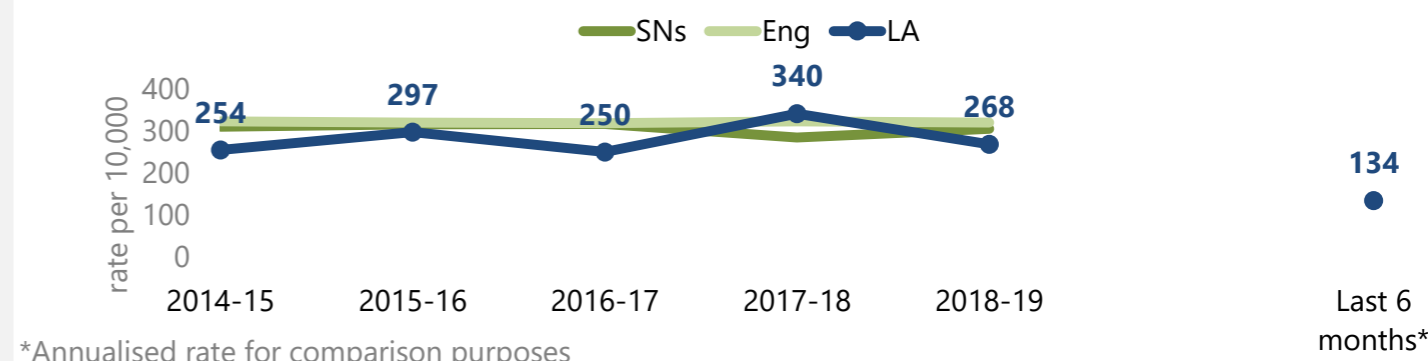
***Note: the numbers of children in need reported in ChAT are not directly comparable to published CIN census statistics due to an undercount of referrals and care leavers.**

The children in need census includes any child referred to children's social care services in the year as well as any open case for whom the local authority was providing services. Ofsted's Annex A List 6 largely covers this cohort, with the exception of those with only an open referral and those accessing leaving care services.

For this reason the published children in need census statistics are not directly comparable to ChAT, however there is considerable overlap with ChAT undercounting the true value as it excludes open referrals and care leavers.

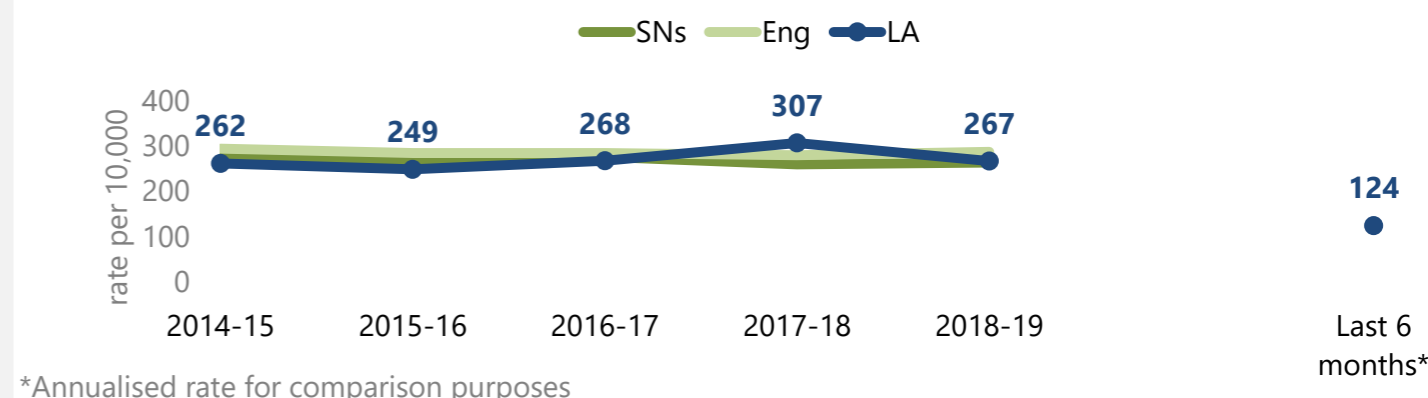
622 CIN started in 6 months

Rate of children who started an episode of need per 10,000 children aged 0-17



577 CIN ceased in 6 months

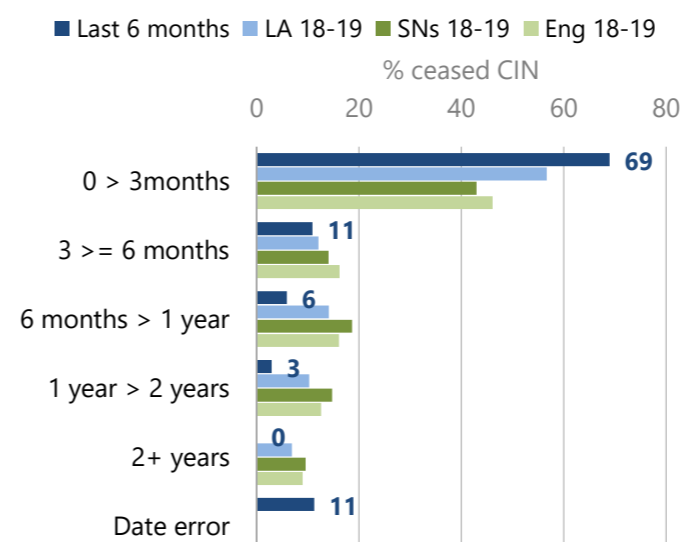
Rate of children who ended an episode of need per 10,000 children aged 0-17



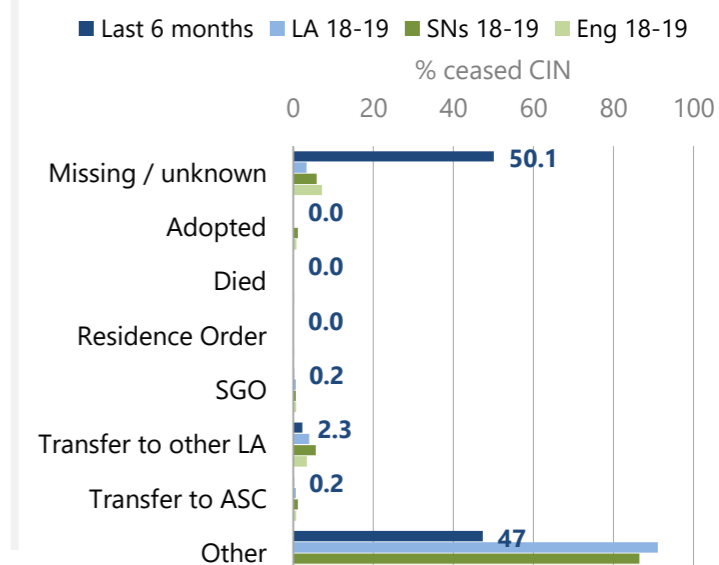
Cases included in Annex A / ChAT

Case status of children on CIN list	Number	Percentage
Looked after child	317	11%
Child protection plan	140	5%
Child in need plan	446	16%
Open assessment	253	9%
Closed episode	1,374	50%
Case status not recorded	244	9%
Total (excluding case status unknown)	2,530	91%

Comparing CIN ceased durations



Comparing CIN ceased reasons



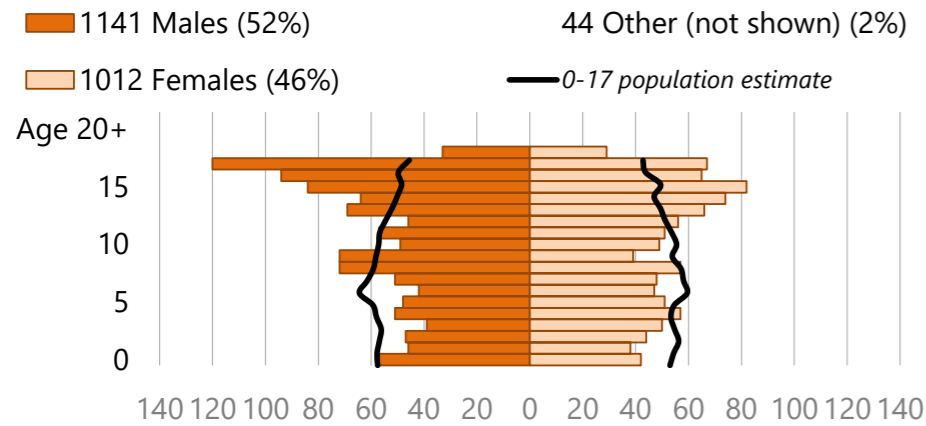
Children in Need (CIN) with an open episode of need

Snapshot 06/11/2020

2197 Children in Need with an open episode of need*

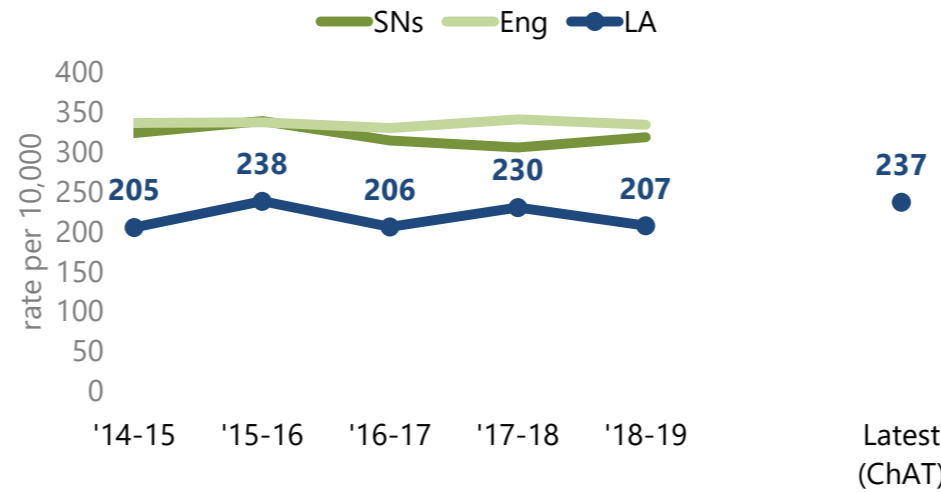
*Note: Annex A figures in this section are not directly comparable to the published Children in need census statistics (see note on page 8)

Age and gender

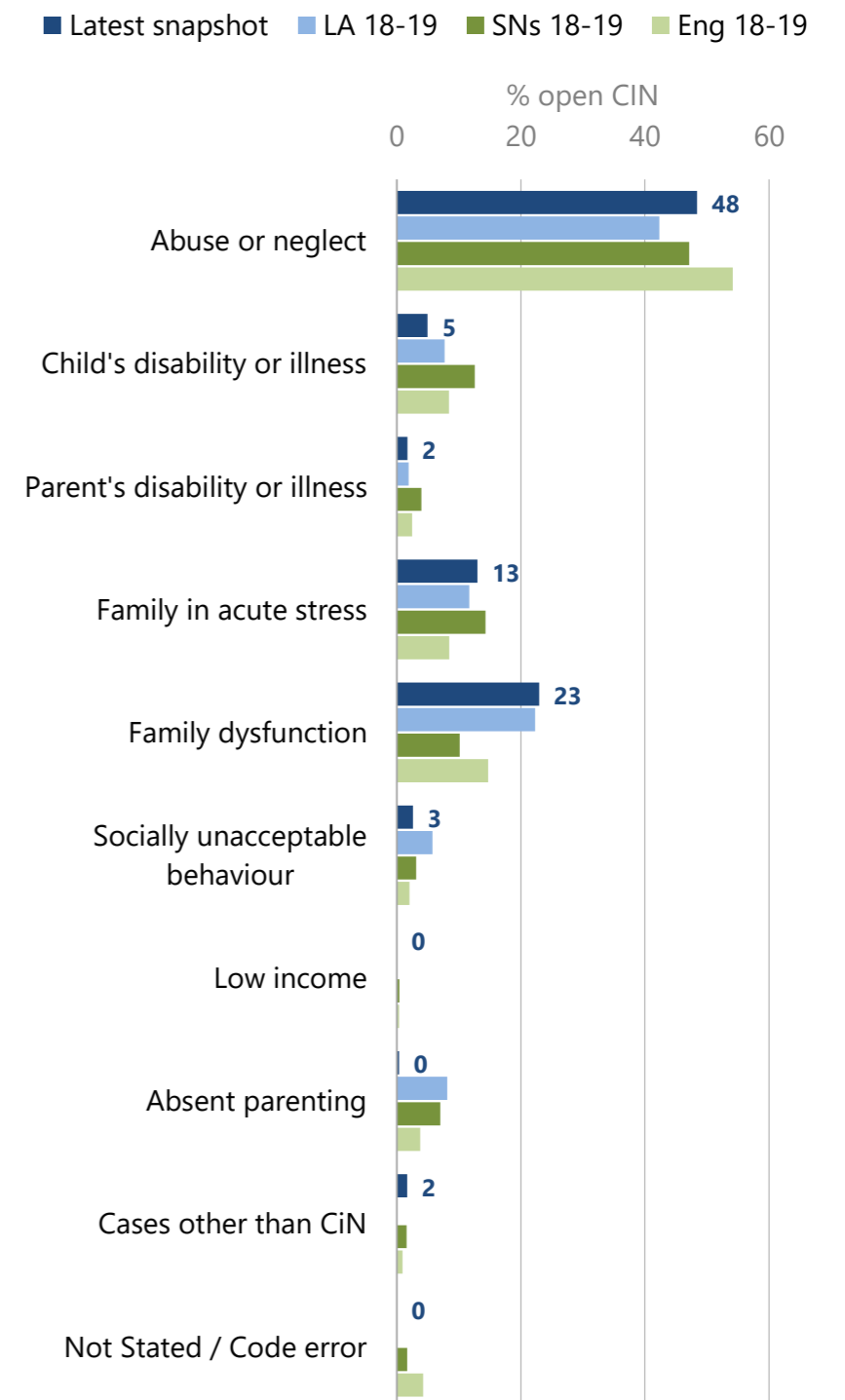


'Other' includes not recorded, not stated, or neither M/F

Rate of open CIN per 10,000 children aged 0-17*

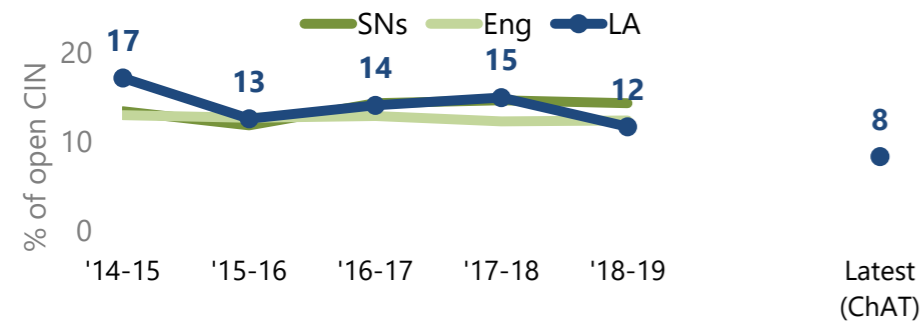


Comparing primary need of open CIN

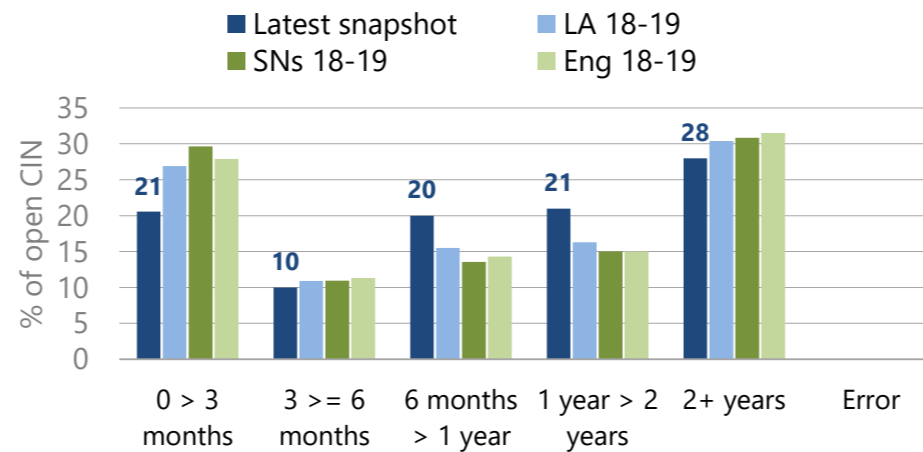


183 children (8%) with a disability

CIN with an open episode of need with a disability



Comparing episode duration of open CIN

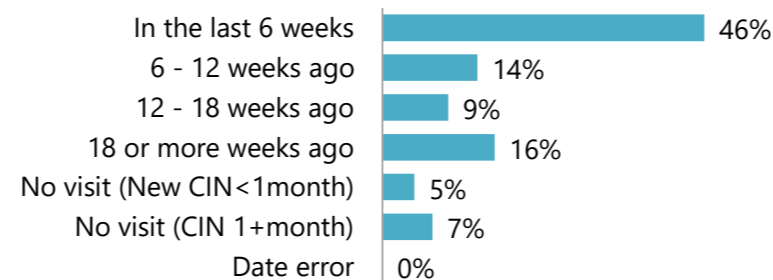


Ethnic background

White	37%
Mixed	16%
Asian or Asian British	9%
Black or black British	16%
Other ethnic group	14%
Not stated	6%
Not recorded	0%

See page 20 for comparisons

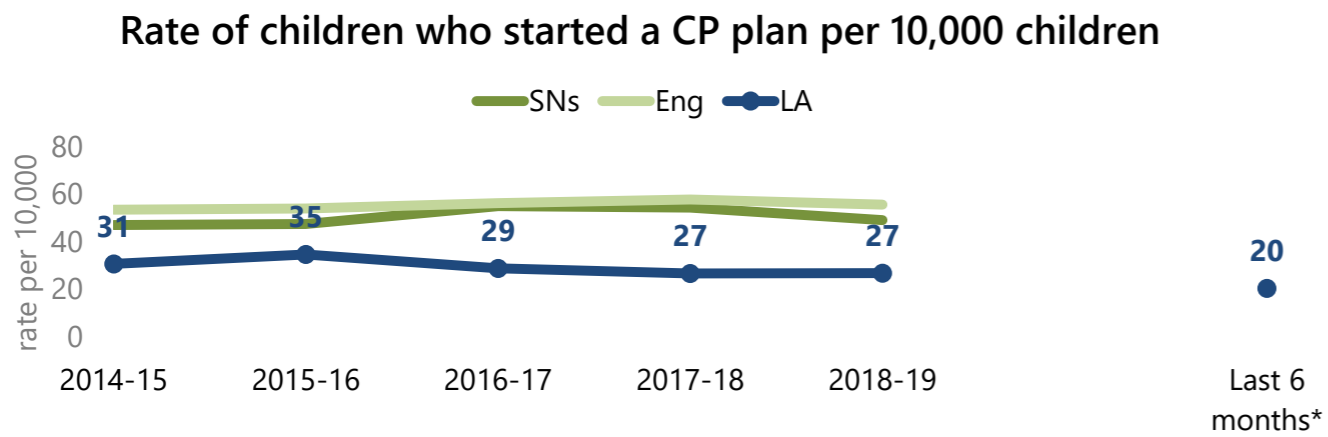
Time since the child's latest social worker visit



Child Protection Plans (CPP) started and ceased in the last 6 months

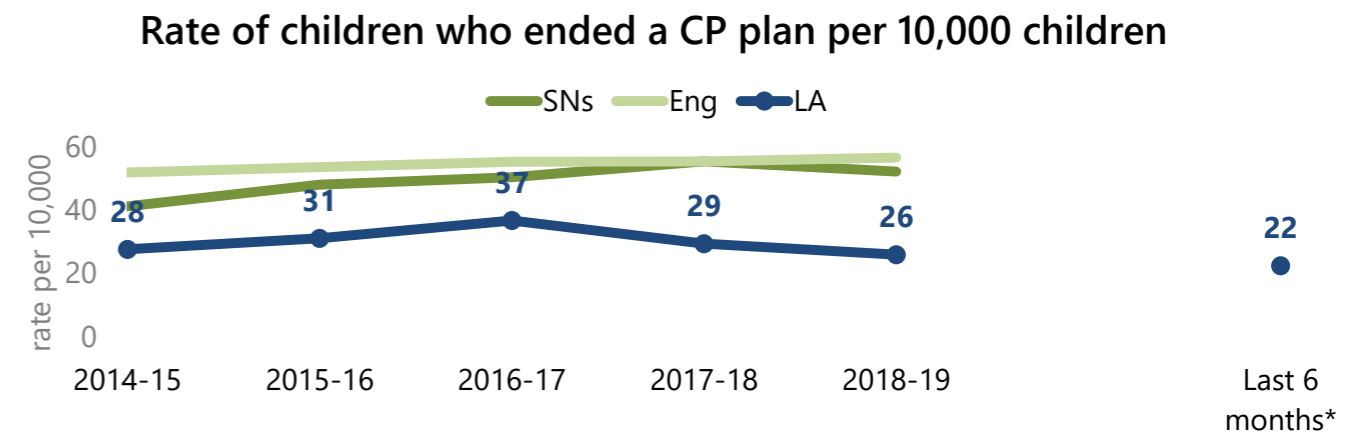
from 07/05/2020
to 06/11/2020

94 CPP started in 6 months



*Annualised rate for comparison purposes

104 CPP ended in 6 months

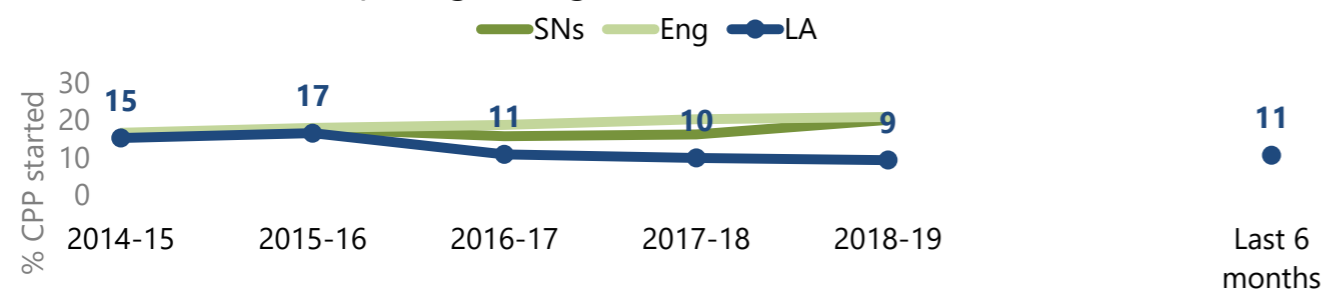


*Annualised rate for comparison purposes

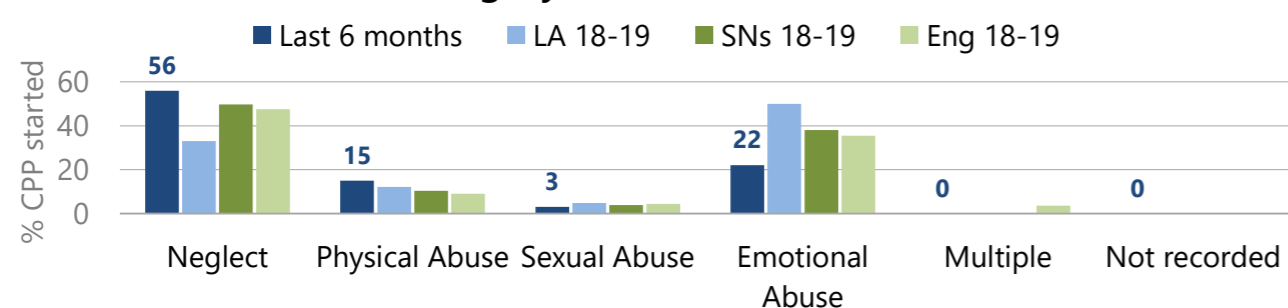
Re-registrations for children who started on a CP plan (ever)



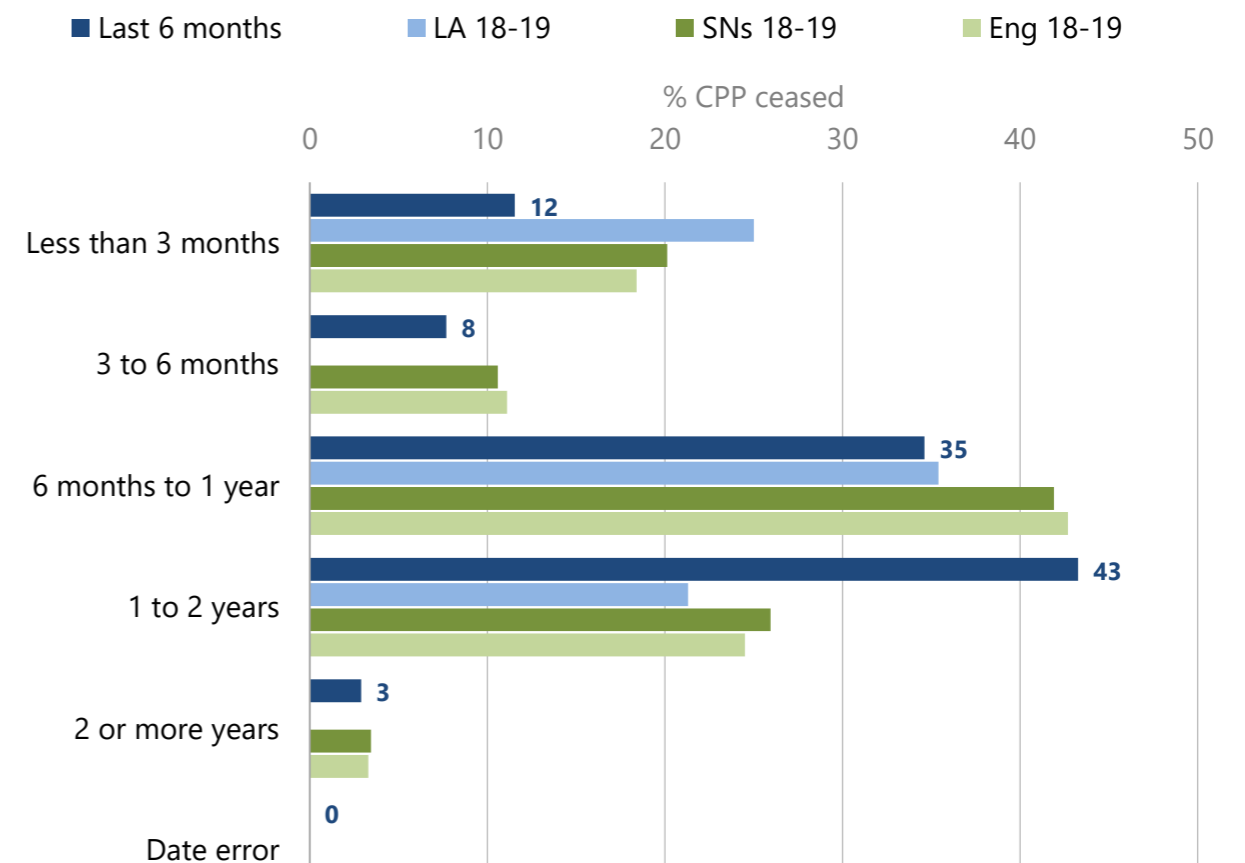
Comparing re-registrations for CPP started



Initial category of abuse for CPP started



Comparing plan durations for CPP ended



3 of 104 children ended a CP plan after 2 years or more

Child Protection Plans (CPP) currently open

Snapshot 06/11/2020

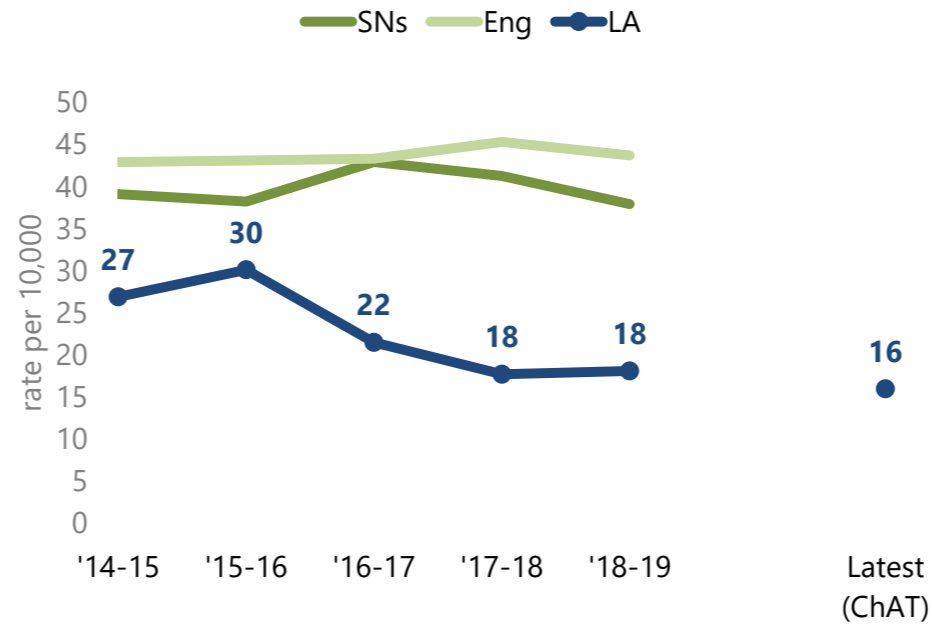
148 children currently subject of a Child Protection Plan (CPP)

Age and gender

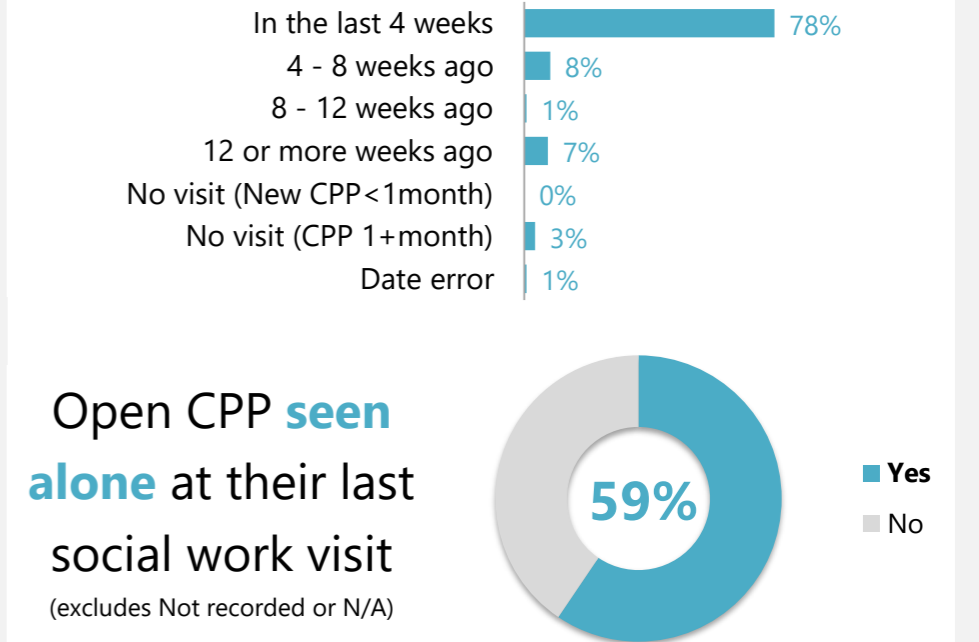


Other' includes not recorded, not stated, or neither M/F

Rate of CPP per 10,000 children aged 0-17



Time since the child was last seen



Ethnic background

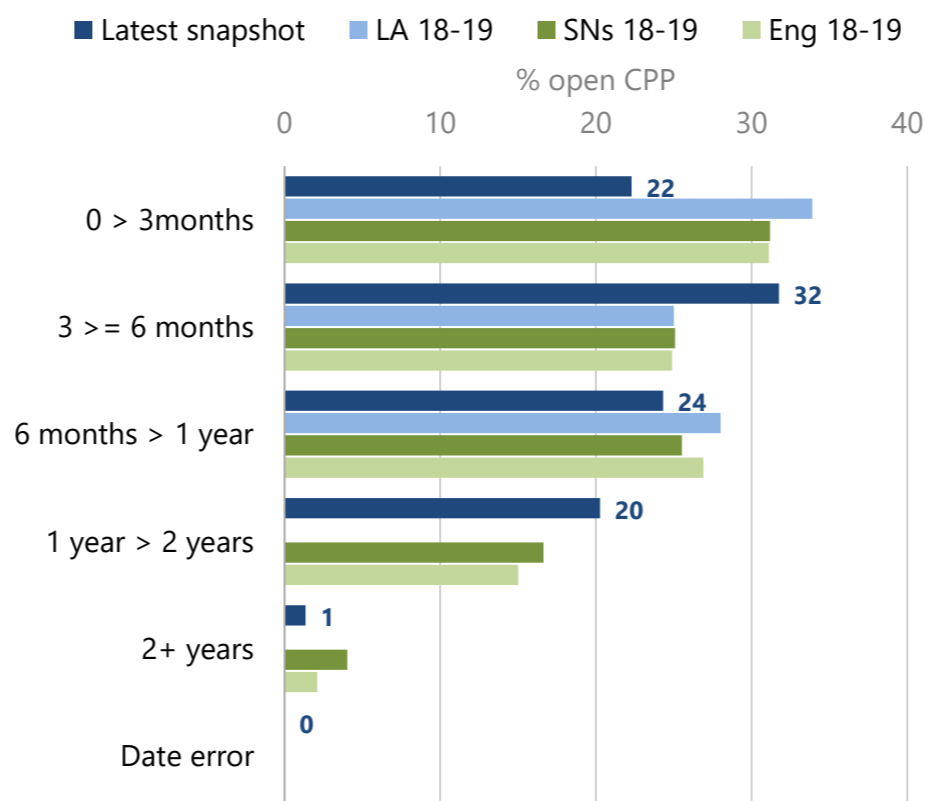
White	43%
Mixed	20%
Asian or Asian British	2%
Black or black British	21%
Other ethnic group	8%
Not stated	1%
Not recorded	0%

See page 20 for comparisons

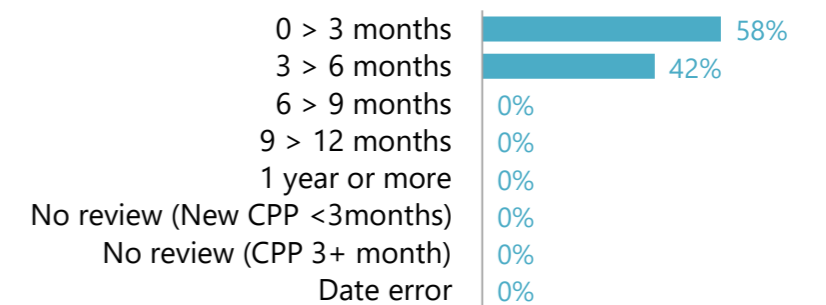
12 children (8%) with a disability

8 open CP subject to Emergency Protection Order or Protected Under Police Powers in last 6 months

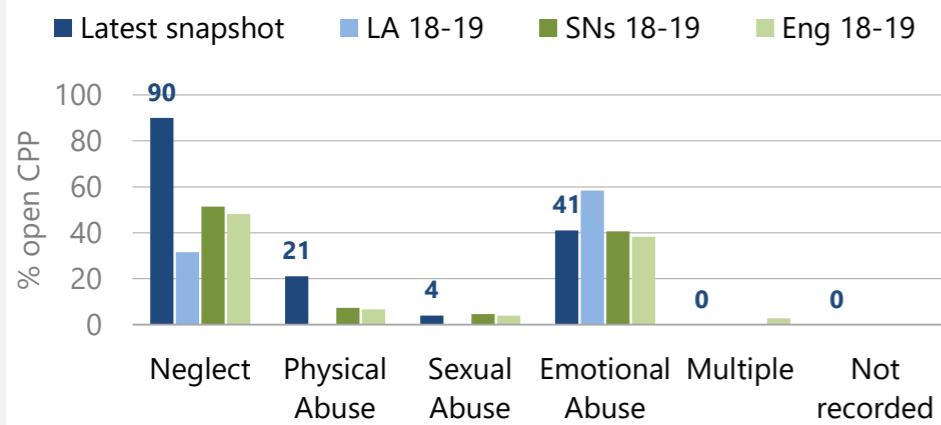
Comparing duration of open CP plans



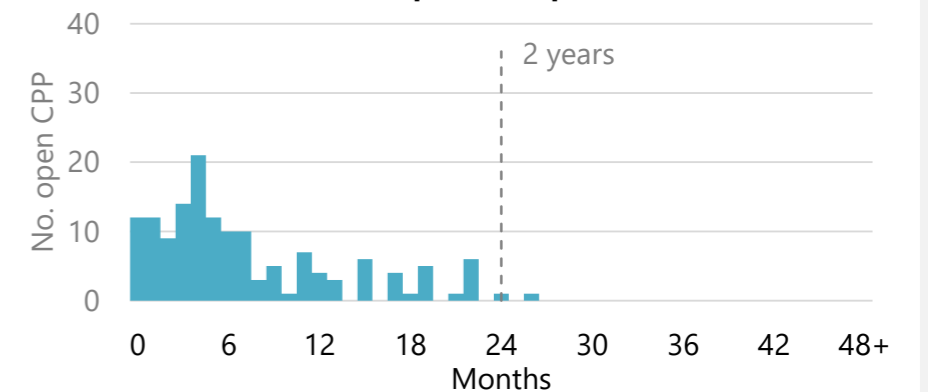
Time since the child's latest review



Latest category of abuse for current CP plans



Duration of current open CP plans (in months)

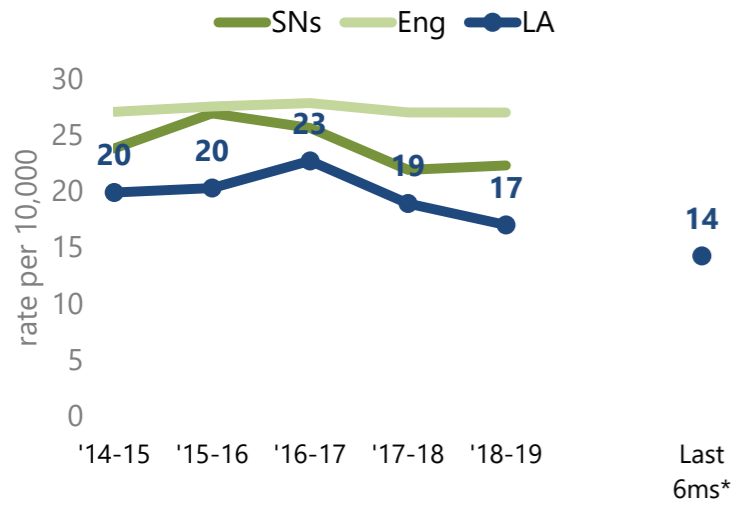


Children Looked After (CLA) started and ceased in the last 6 months

from 07/05/2020
to 06/11/2020

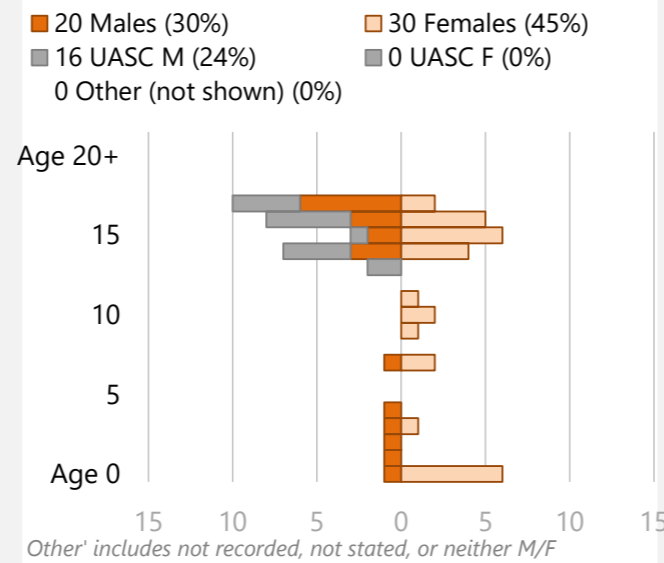
66 CLA started in the last 6 months

Rate of CLA started per 10,000 children



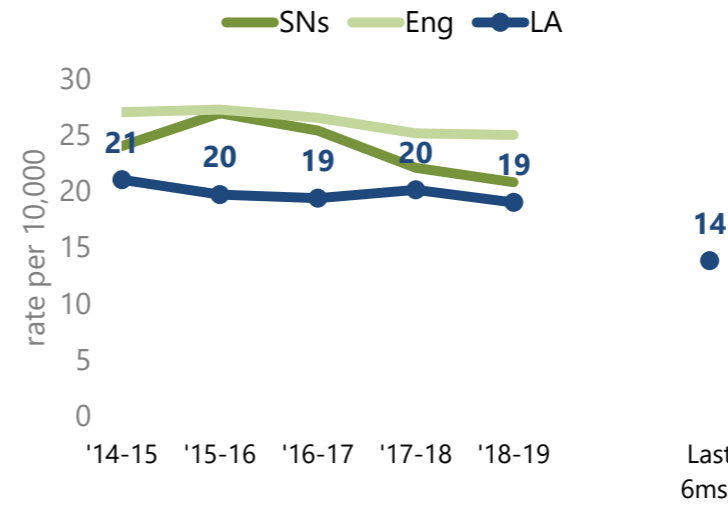
*Annualised rate for comparison purposes

Age and gender



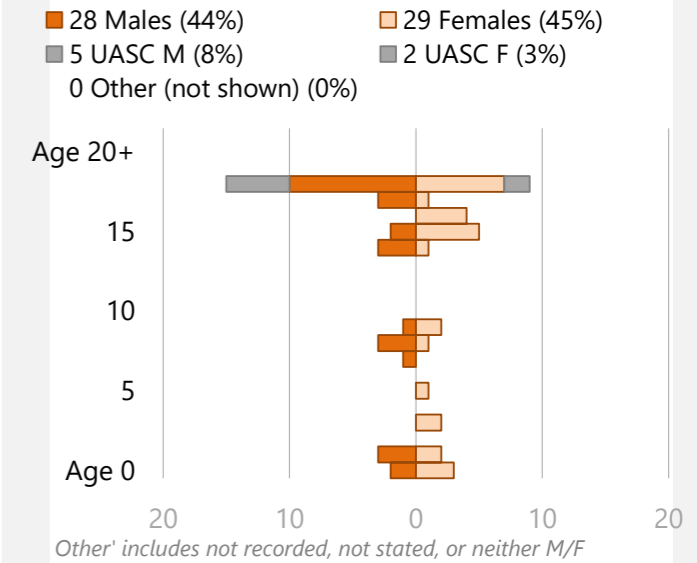
64 CLA ceased in the last 6 months

Rate of CLA ceased per 10,000 children



*Annualised rate for comparison purposes

Age and gender



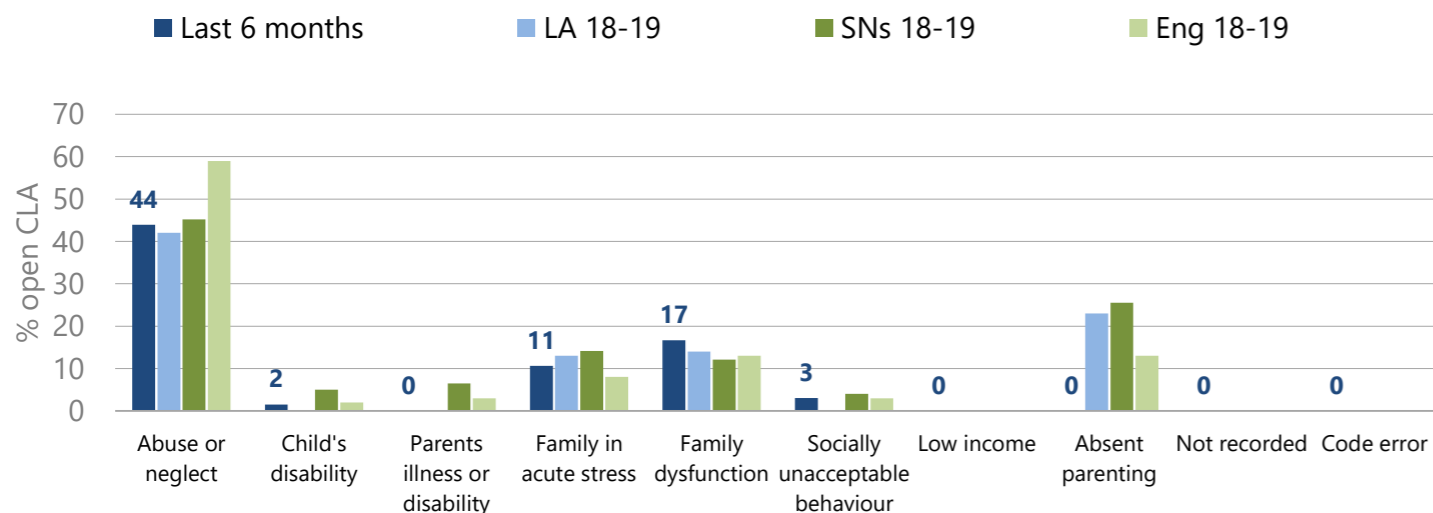
16 of the 66 CLA starters were unaccompanied asylum seeking children (UASC)

24%

9 of the 66 CLA starters have previously been looked after

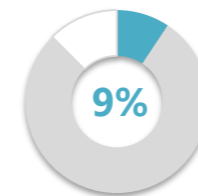
14%

Comparing the primary need of CLA starters



Reason episode of care ceased

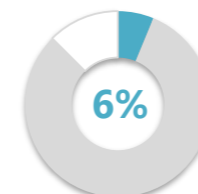
Adopted



Last 6 months 9%

2018-19 (published)
LA 7% SNs 8% Eng 12%

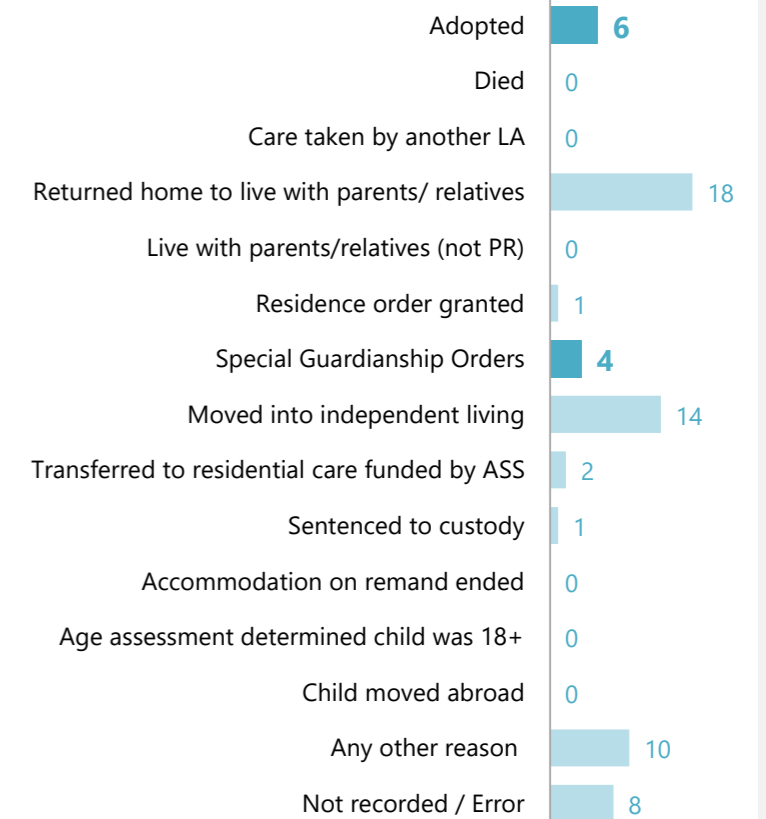
Special Guardianship Order



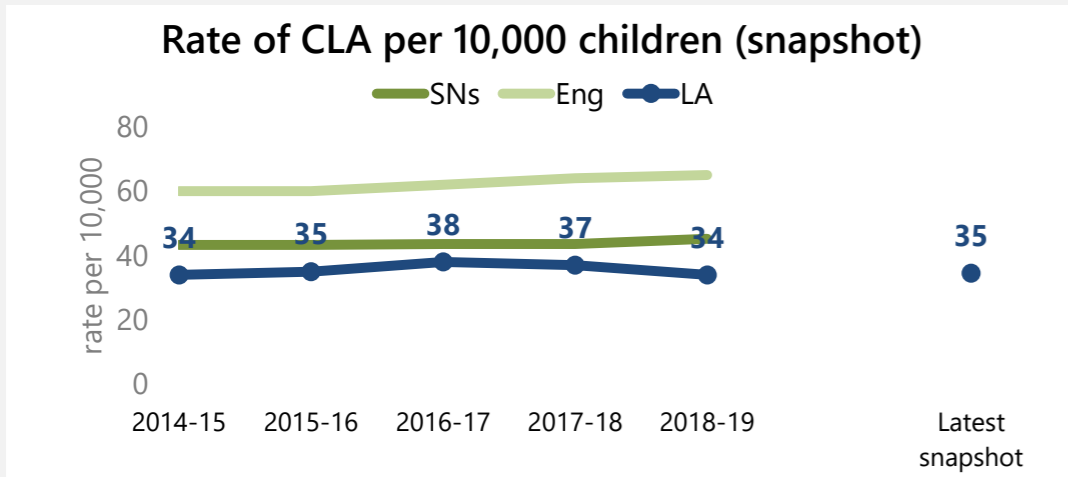
Last 6 months 6%

2018-19 (published)
LA 3% SNs 19% Eng -

Number of CLA ceased by reason in the period



320 Children Looked After (CLA) with an open episode of care



Ethnic background

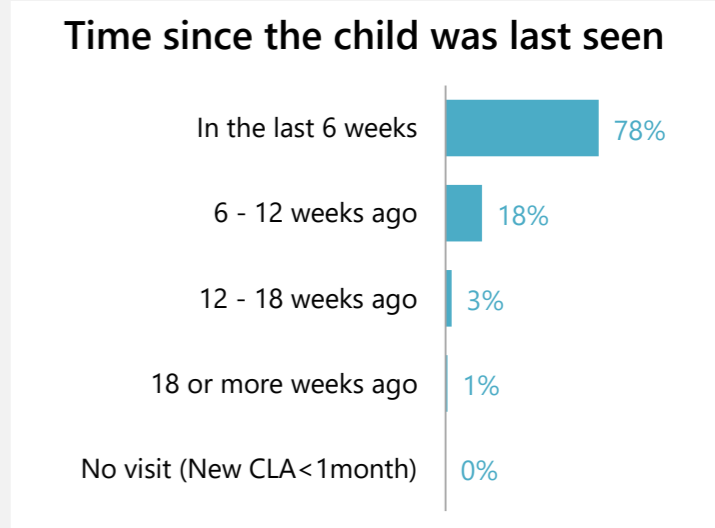
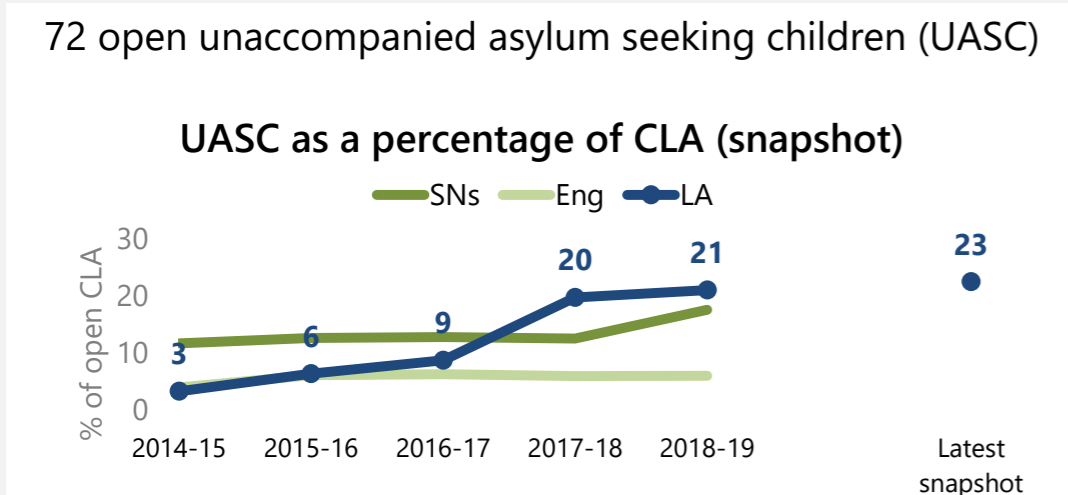
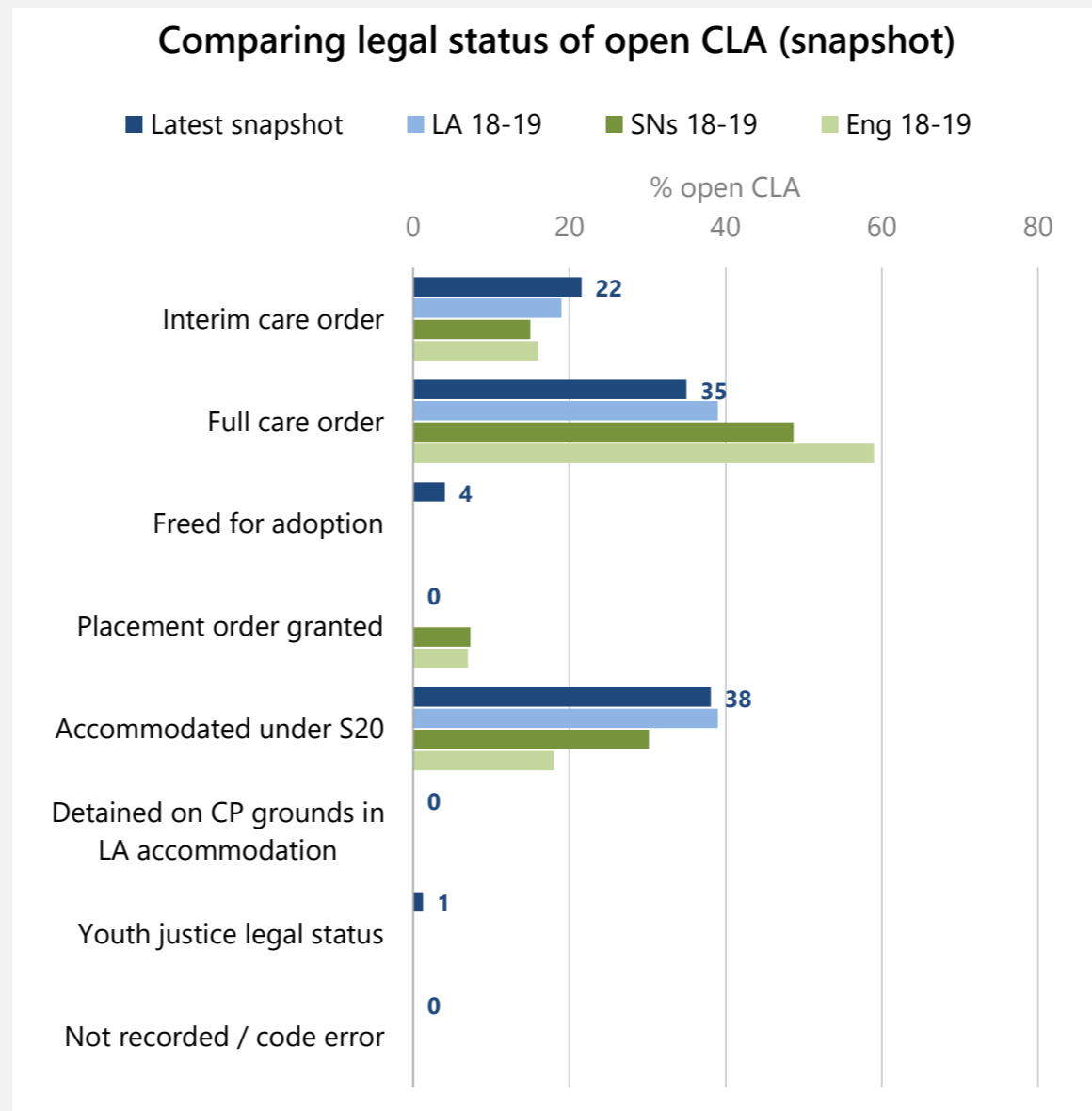
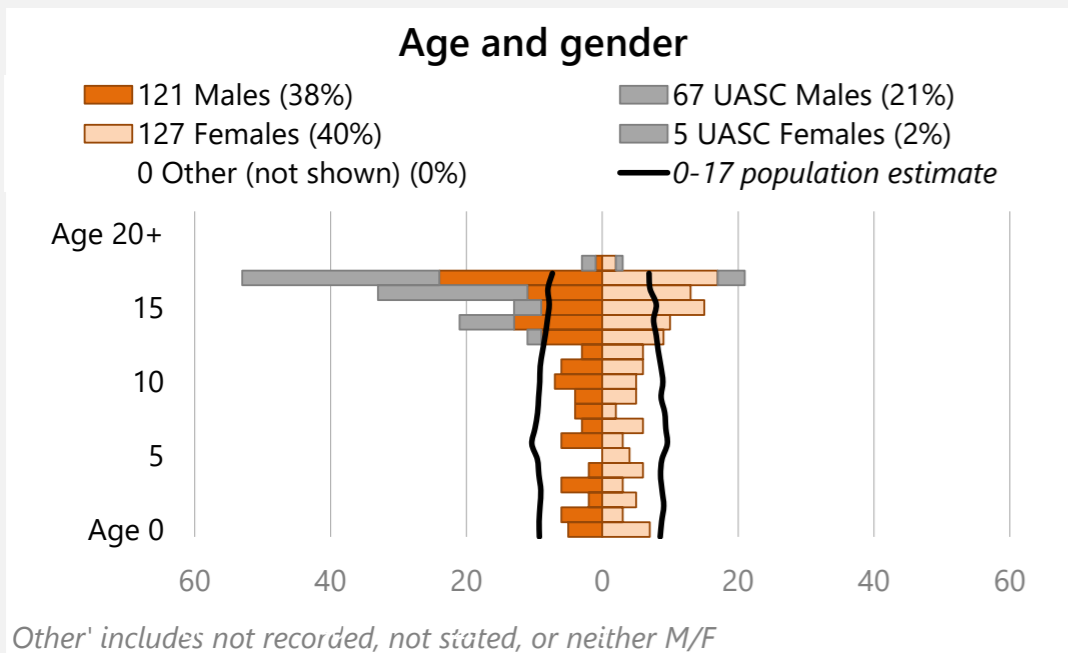
	All CLA	Not UASC	UASC
White	36%	45%	6%
Mixed	20%	26%	0%
Asian or Asian British	6%	3%	14%
Black or black British	18%	19%	15%
Other ethnic group	18%	6%	59%
Not stated	2%	1%	4%
Not recorded	0%	0%	1%

See page 20 for comparisons

30 children (9%) with a disability

Permanence plan

	Number	%
Return to family	0	0%
Adoption	0	0%
SGO/CAO	0	0%
Supported living	0	0%
L/T residential	0	0%
L/T fostering	0	0%
Other	0	0%
Not recorded	320	100%

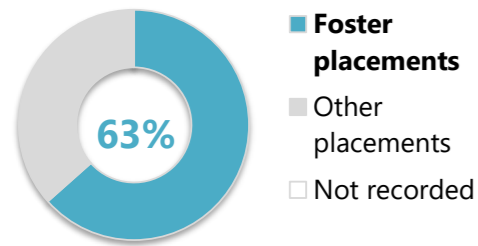


Children Looked After (CLA) placements

Snapshot 06/11/2020

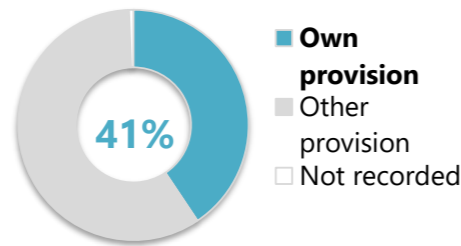
CLA placements by type and provision

Foster placements



LA 2018-19 65%
SNs 2018-19 70%
Eng 2018-19 72%

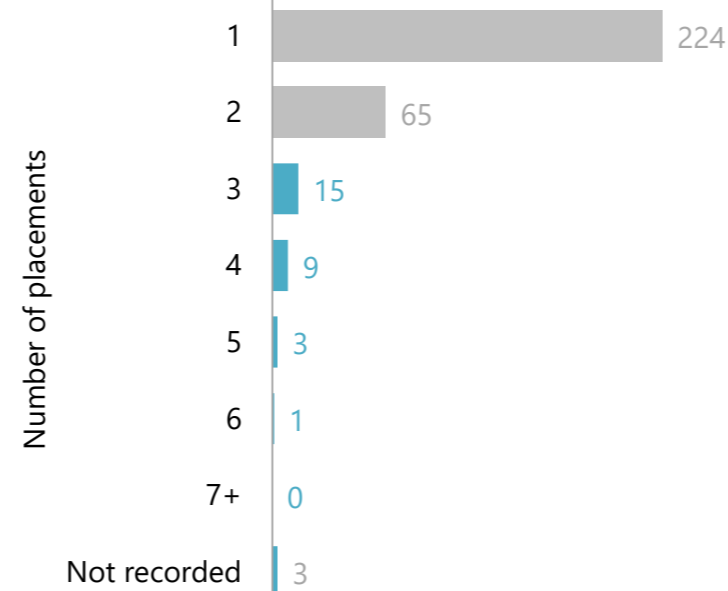
Own provision



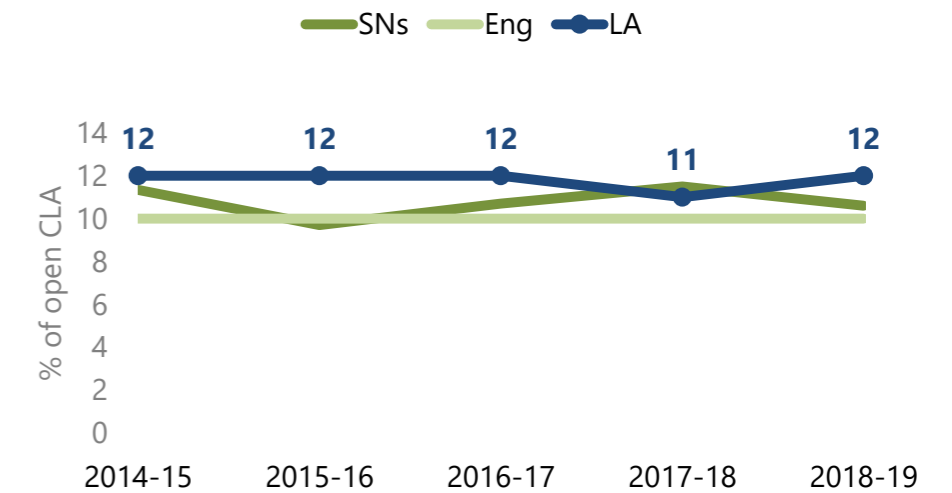
LA 2018-19 47%
SNs 2018-19 41%
Eng 2018-19 50%

Placement type (open CLA)	Own LA	Private	Other	Total
Foster placement	113	85	5	203
Placed for adoption	7	0	3	10
Placed with parents	0	0	9	9
Independent living	0	0	0	0
Residential employment	0	0	0	0
Residential accommodation	2	52	0	54
Secure Children's Homes	0	2	0	2
Children's Homes	8	25	2	35
Residential Care Home	0	0	0	0
NHS/Health Trust	0	0	1	1
Family Centre	0	3	0	3
Young Offender Institution	0	1	1	2
Residential school	0	1	0	1
Other placements	0	0	0	0
Temporary placement	0	0	0	0
Total placements	130	169	21	320

Number of placements in the last 12 months

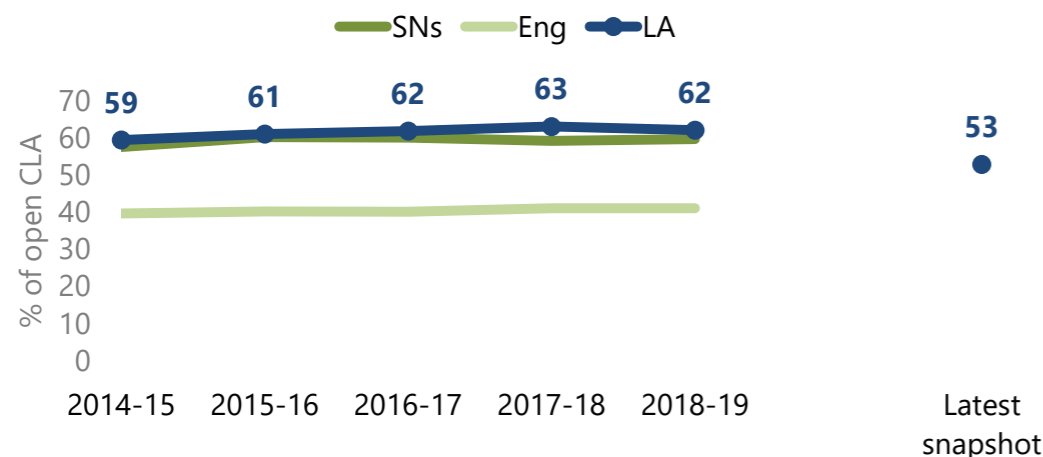


Comparing short term placement stability



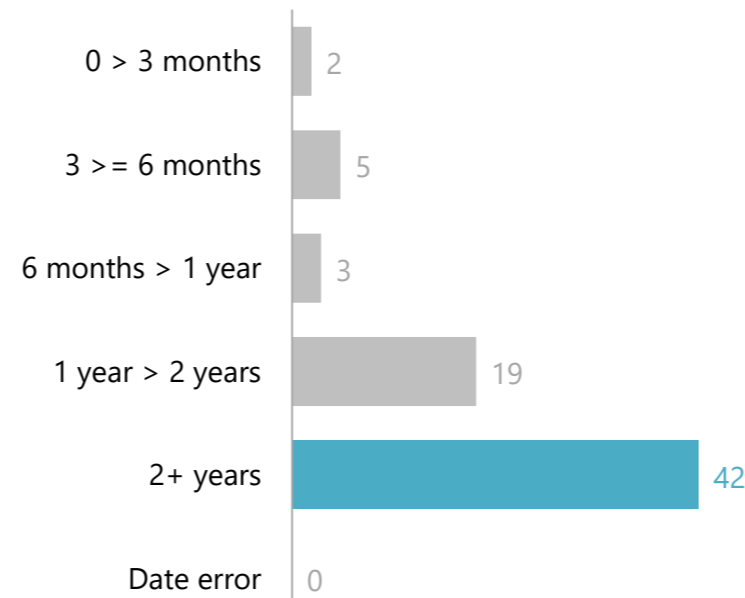
Due to limited data in the Annex A dataset, ChAT does not present short-term stability alongside published statistics

CLA placements out of borough

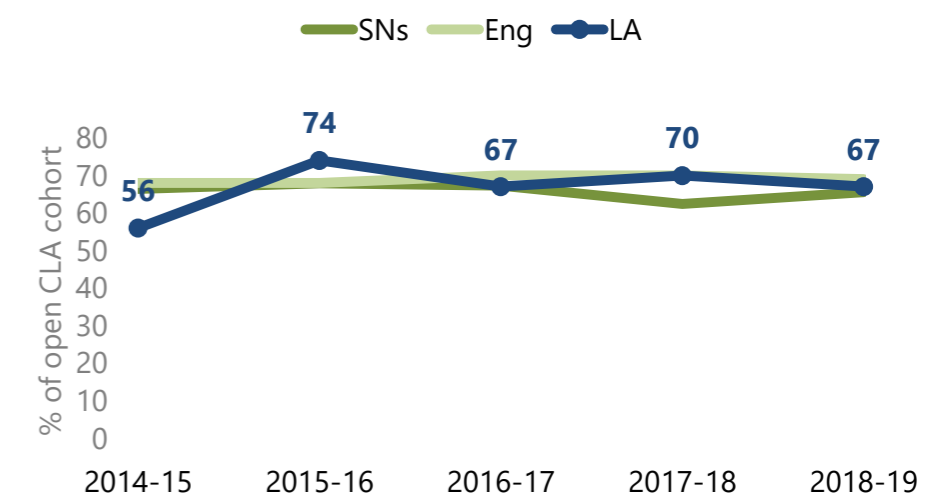


Duration of placements

Duration of latest placement for each current CLA aged under 16 who have been looked after for 2½ years or more



Comparing long term placement stability



Due to limited data in the Annex A dataset, ChAT does not present long-term stability alongside published statistics

Children Looked After (CLA) health and missing/absent from placement

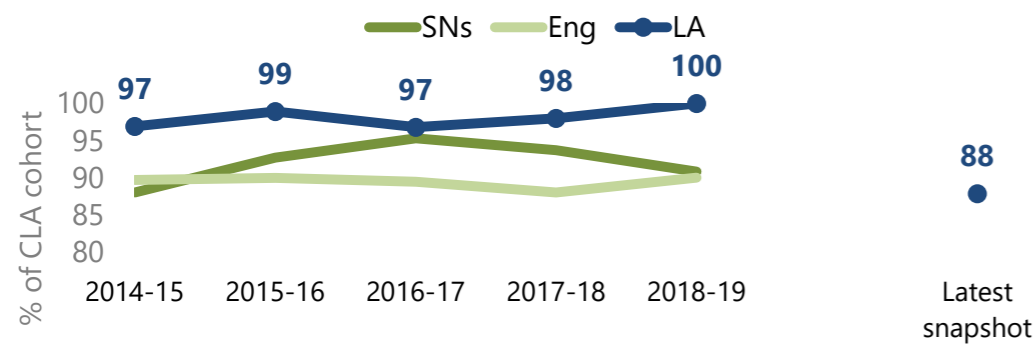
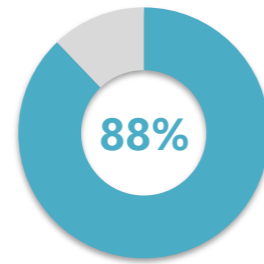
Snapshot 06/11/2020

Health

214 current open CLA looked after for at least 12 months

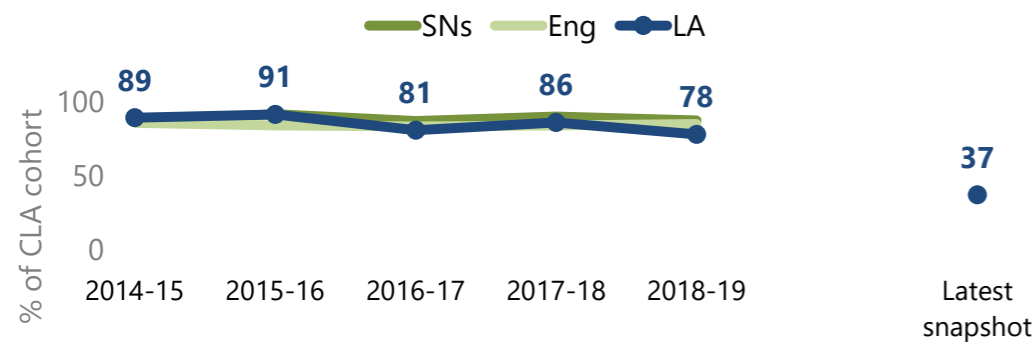
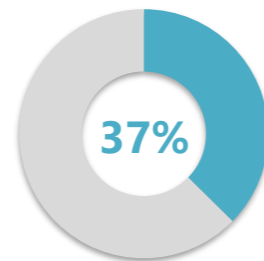
Health assessments

Current open CLA who have been looked after for at least 12 months with an up to date health assessment (in the last 6 months for CLA aged under 5, and in the last 12 months for CLA aged 5-plus)



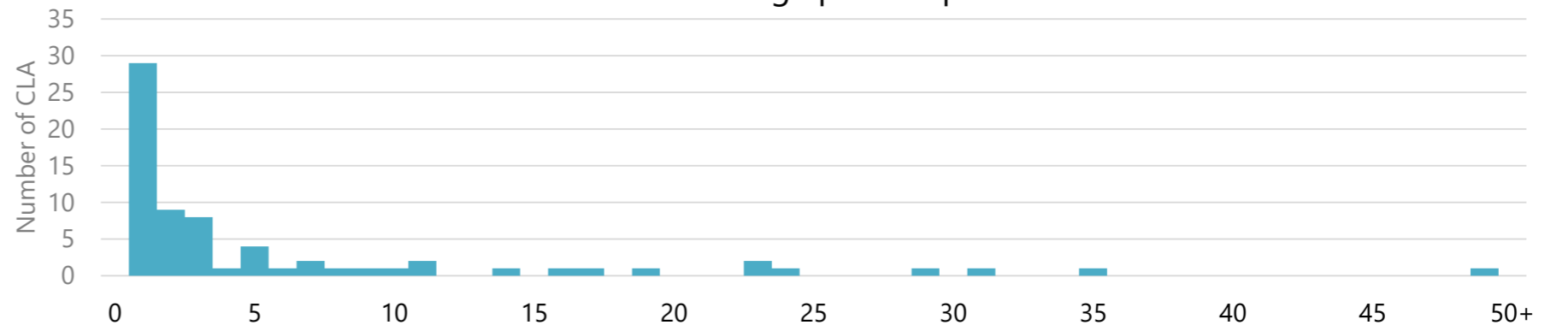
Dental checks

Current open CLA who have been looked after for at least 12 months who have had a dental check in the last 12 months.



Missing from placement

Number of missing episodes per CLA



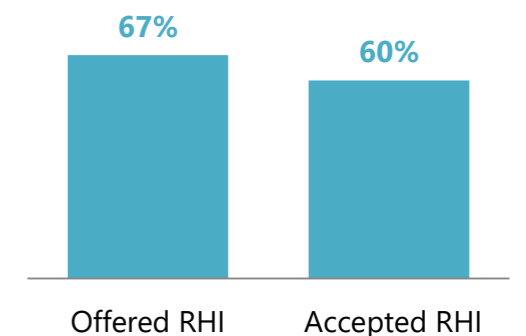
70 of 384 looked after children had a missing incident in the last 12 months

	Latest data	LA 18-19	SNs 18-19	Eng 18-19
Number of all CLA with a missing incident	70 of 384	87		
Percentage of all CLA with a missing incident	18%	18%	13%	11%
Total number of missing incidents for all CLA	444	856		
Average number of incidents per CLA who went missing	6.3	9.8	5.8	6.2

Missing incidents - return home interviews

	Latest data	
Missing children offered return interview	47 of 70	67%
Missing children not offered return interview	23 of 70	33%
Missing children return interview offer not recorded	0 of 70	0%
Missing children where return interview was n/a	0 of 70	0%

	Latest data	
Missing children accepted return interview	28 of 47	60%
Missing children not accepted return interview	19 of 47	40%
Missing children return interview acceptance not recorded	0 of 47	0%



Absent from placement

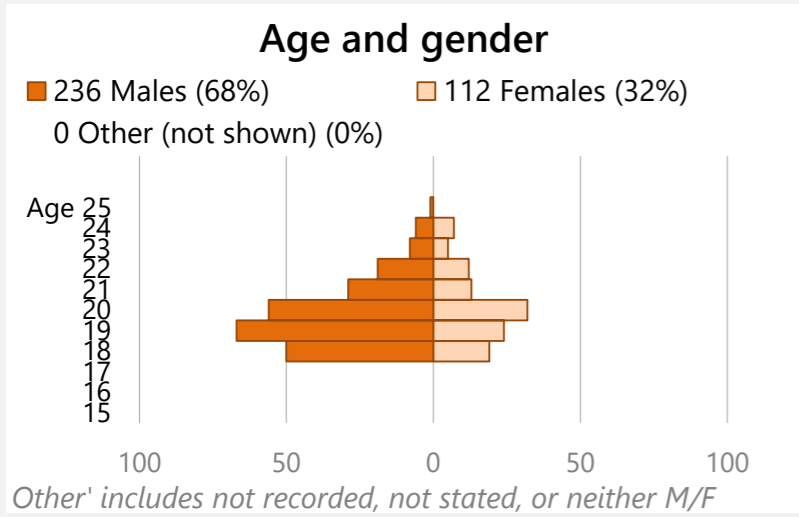
39 of 384 looked after children had an absent incident in the last 12 months

	Latest data	LA 18-19	SNs 18-19	Eng 18-19
Number of all CLA with an absent incident	39 of 384	49		
Percentage of all CLA with an absent incident	10%	10%	7%	3%
Total number of absent incidents for all CLA	186	213		
Average number of incidents per CLA who were absent	4.8	4.3	3.4	3.8

Care leavers currently in receipt of leaving care services

Snapshot 06/11/2020

348 care leavers

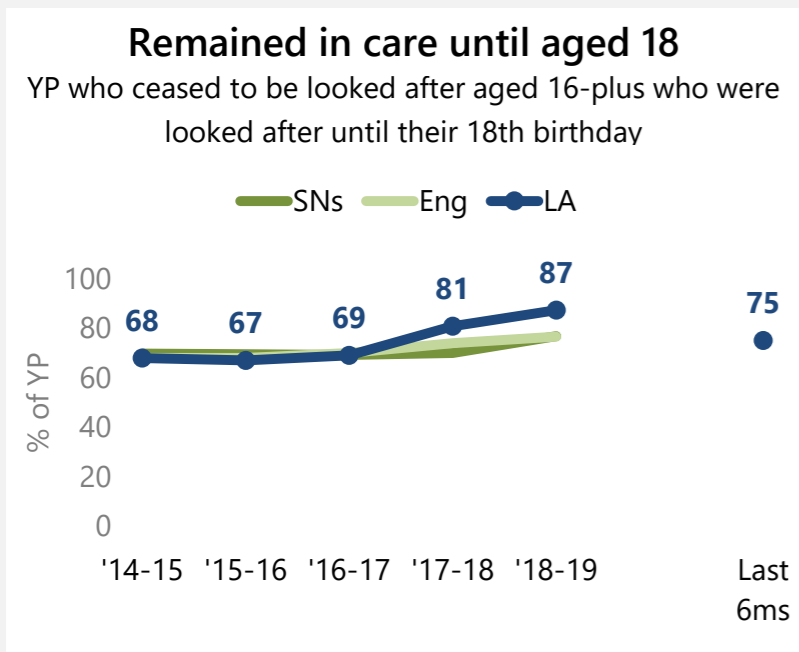


Ethnic background

White	31%
Mixed	14%
Asian or Asian British	11%
Black or black British	23%
Other ethnic group	21%
Not stated	0%
Not recorded	0%

See page 20 for comparisons

37 (11%) care leavers with a disability



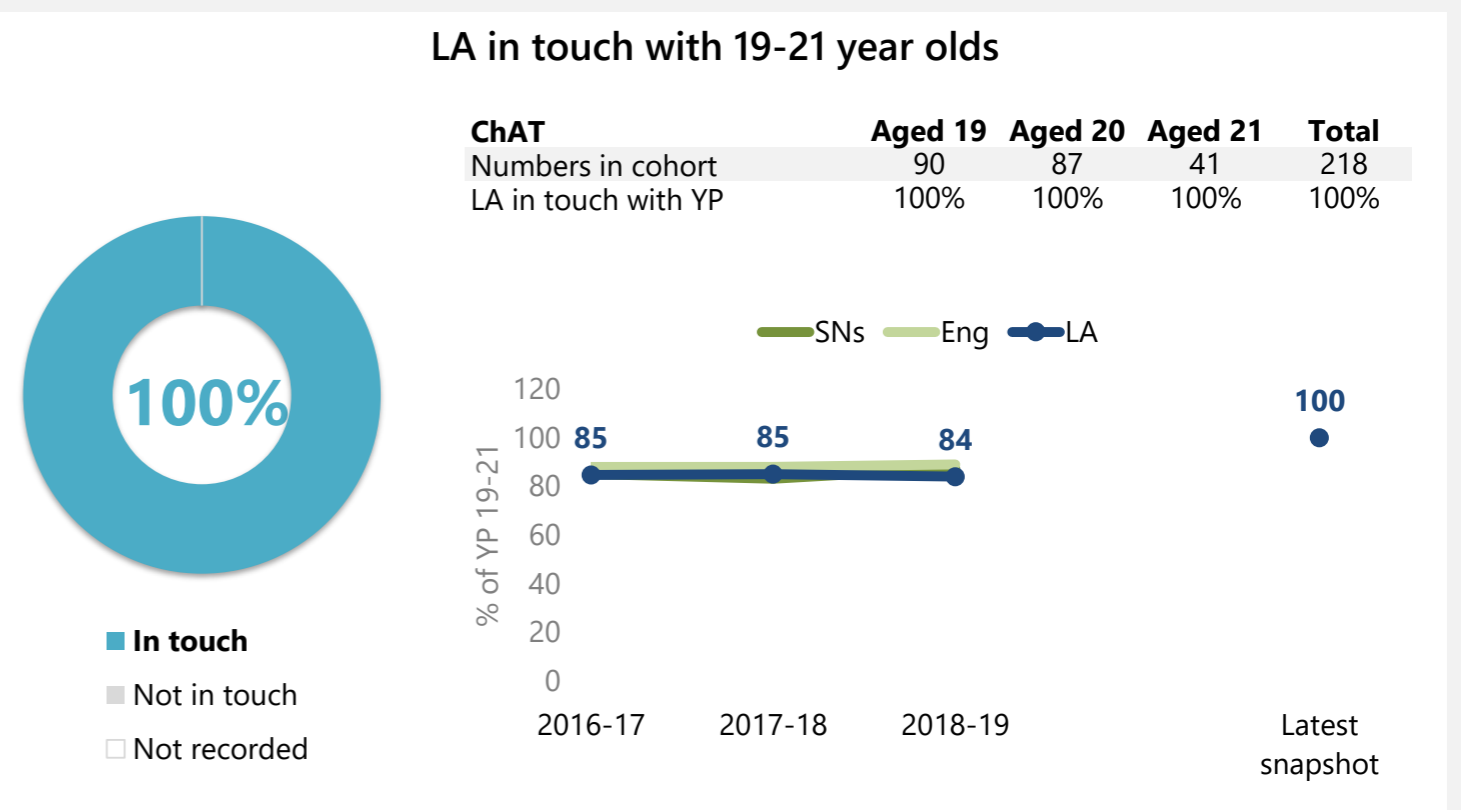
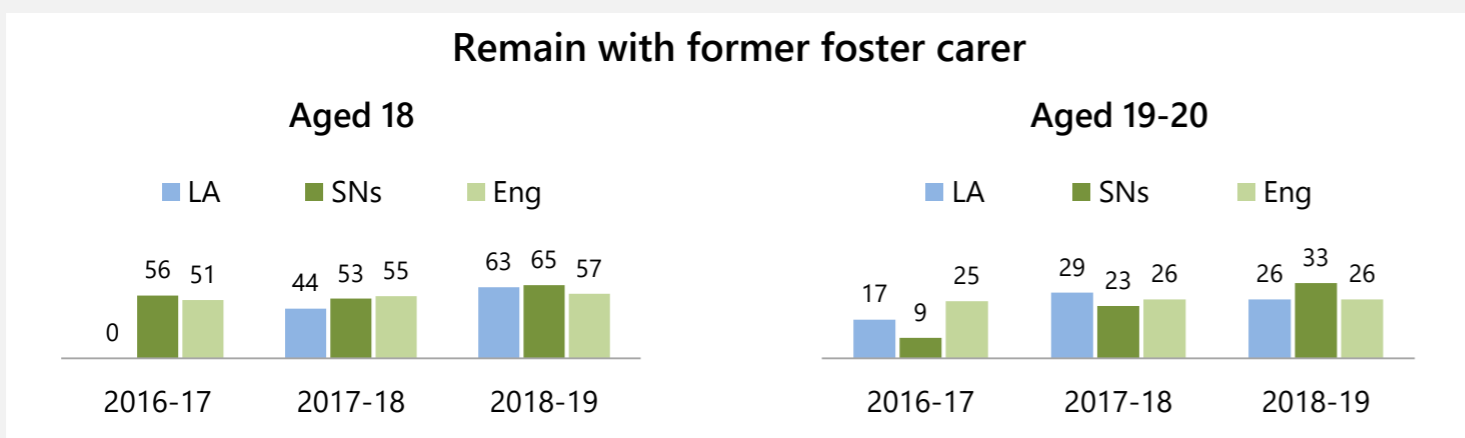
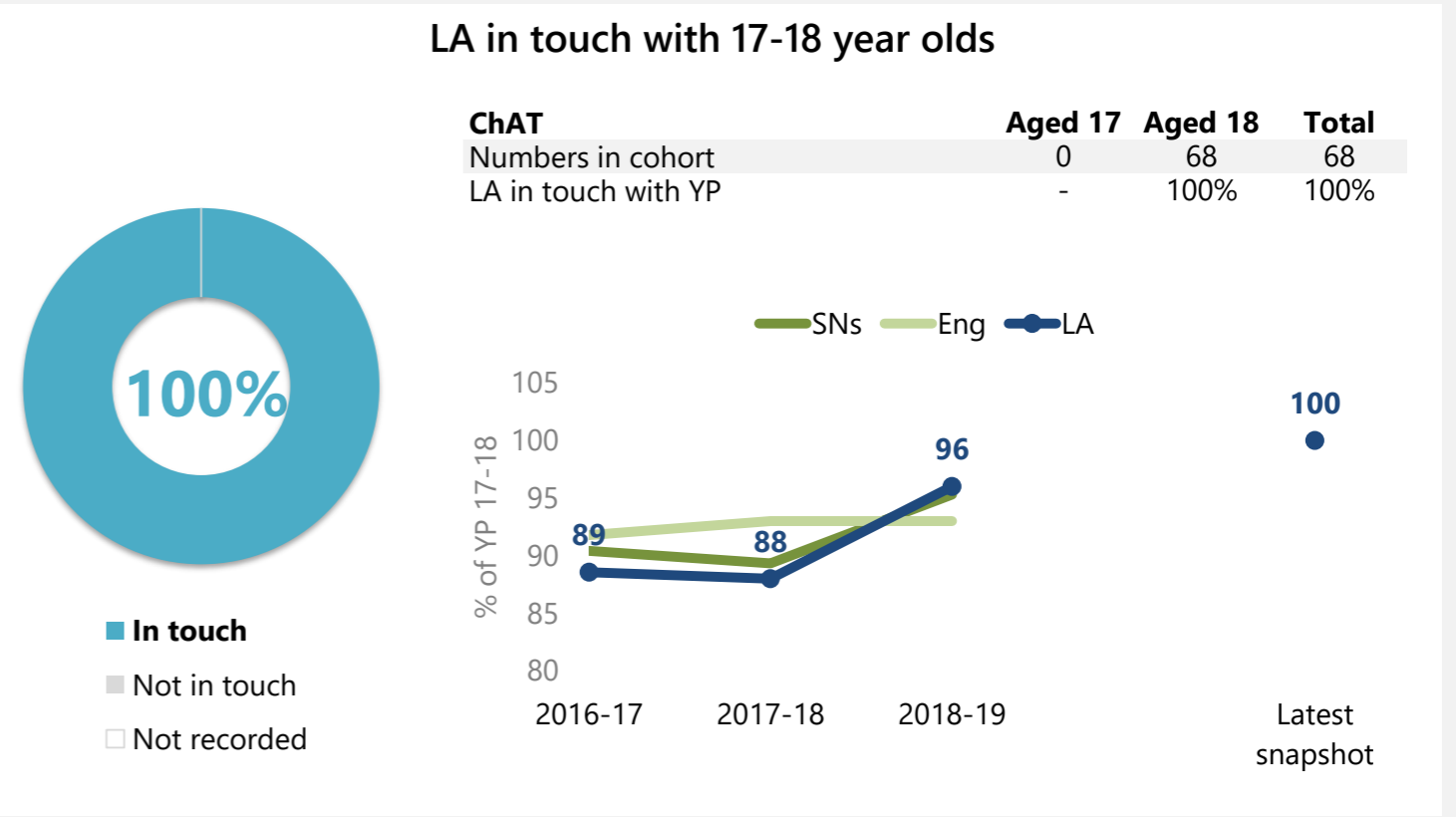
Eligibility category

Relevant	0
Former relevant	343
Qualifying	3
Other	1
Not recorded	1

Relevant = YP aged 16-17 no longer looked after and eligible for leaving care services.

Former relevant = YP aged 18-25 eligible for leaving care services.

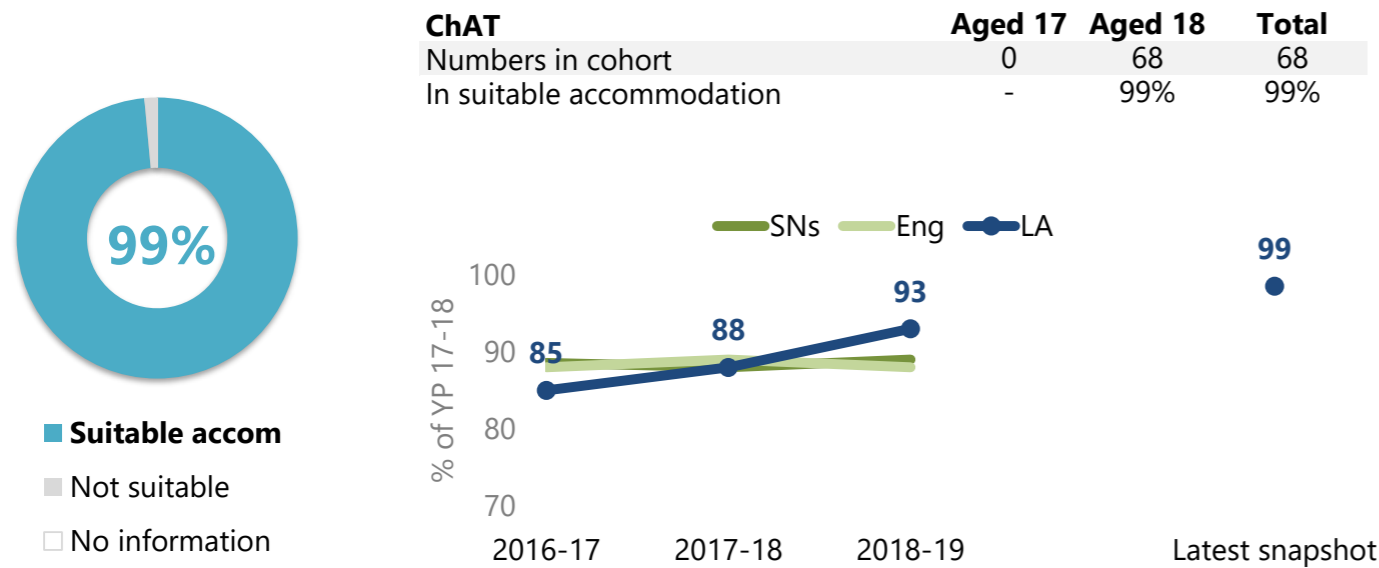
Qualifying = YP aged 18-25 in receipt of support but not eligible for full leaving care services.



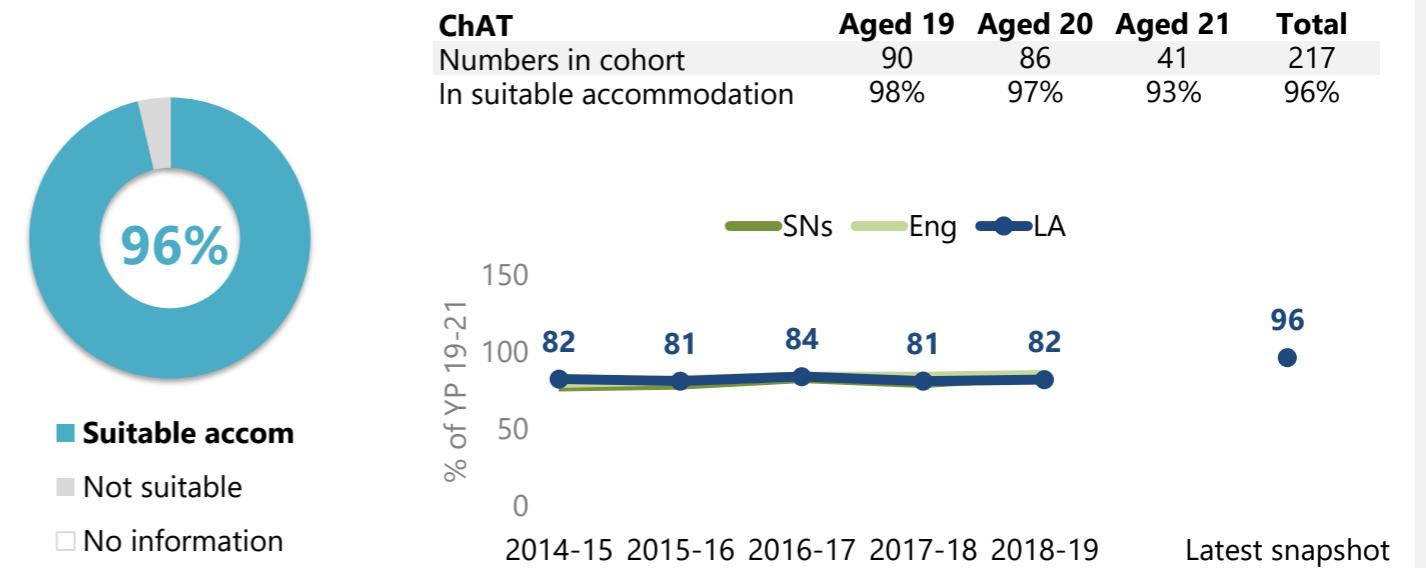
Care leavers accommodation suitability and type

Snapshot 06/11/2020

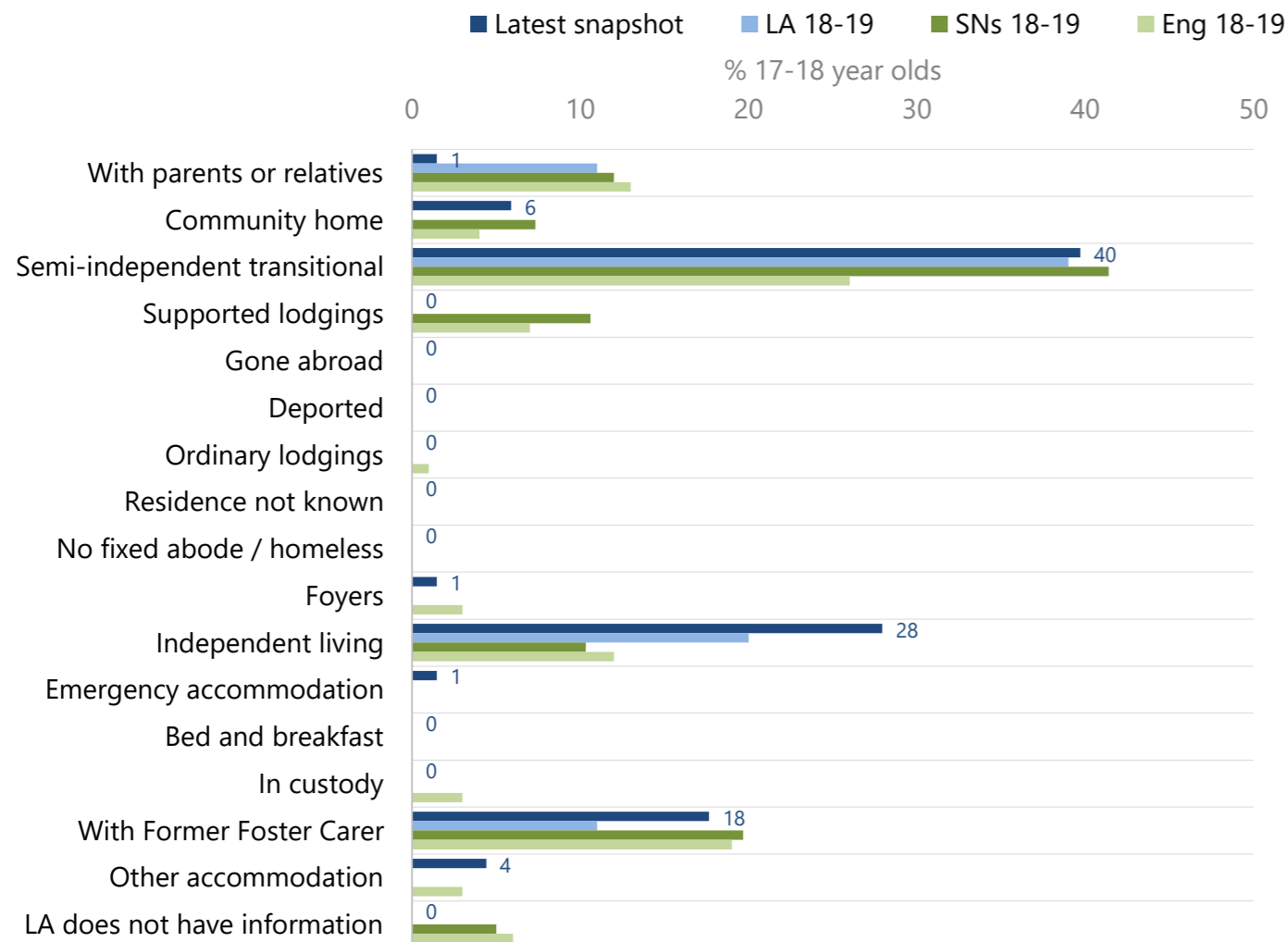
Accommodation suitability of 17-18 year olds



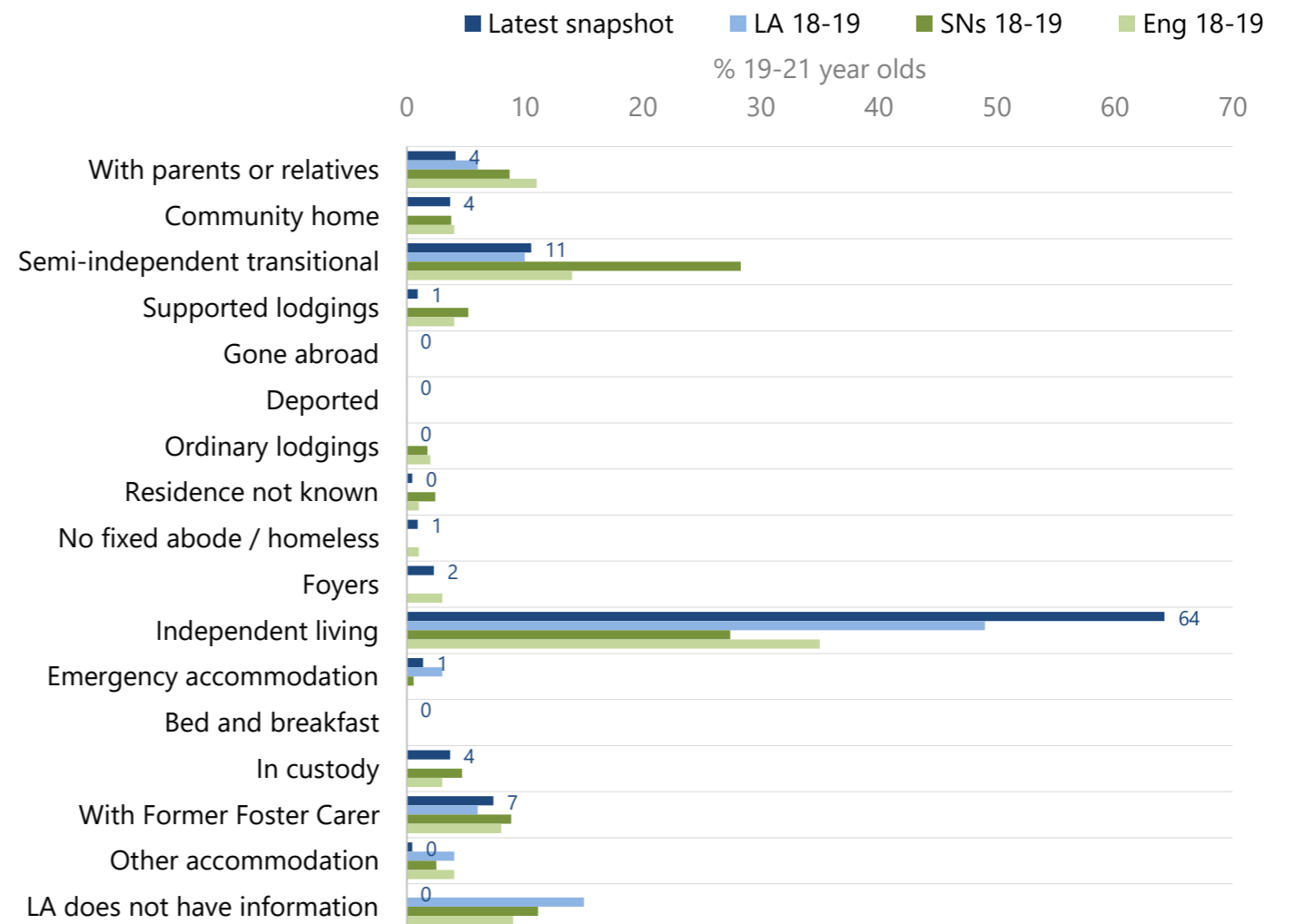
Accommodation suitability of 19-21 year olds



Accommodation types of 17-18 year olds



Accommodation types of 19-21 year olds

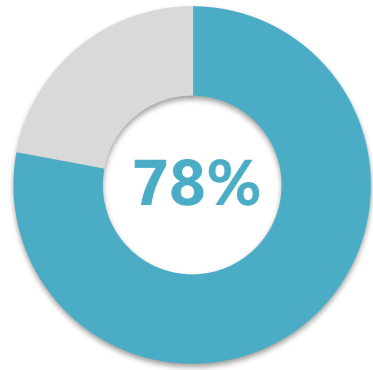


Care leavers activity (Education, Employment, or Training)

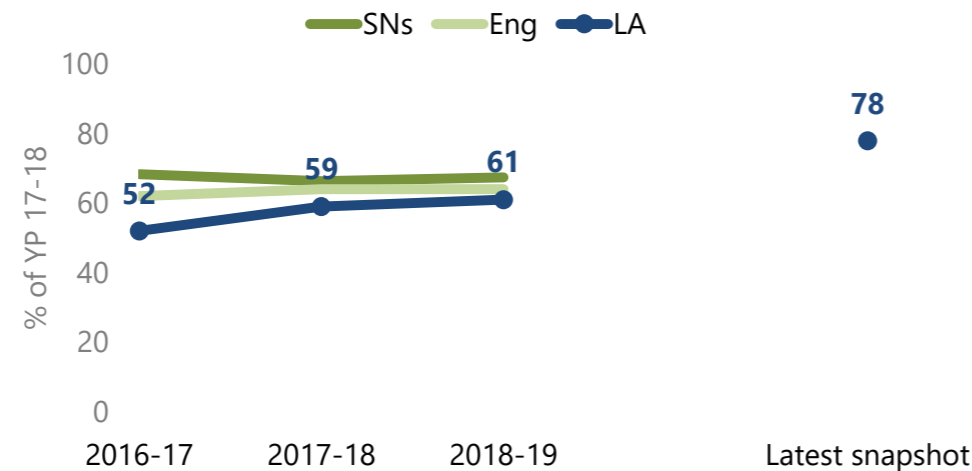
Snapshot 06/11/2020

Education, Employment, or Training (EET) of 17-18 year olds

ChAT	Aged 17	Aged 18	Total
Numbers in cohort	0	68	68
In EET	-	78%	78%

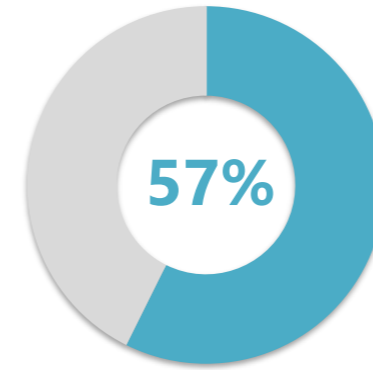


■ YP in EET ■ NEET
□ No info

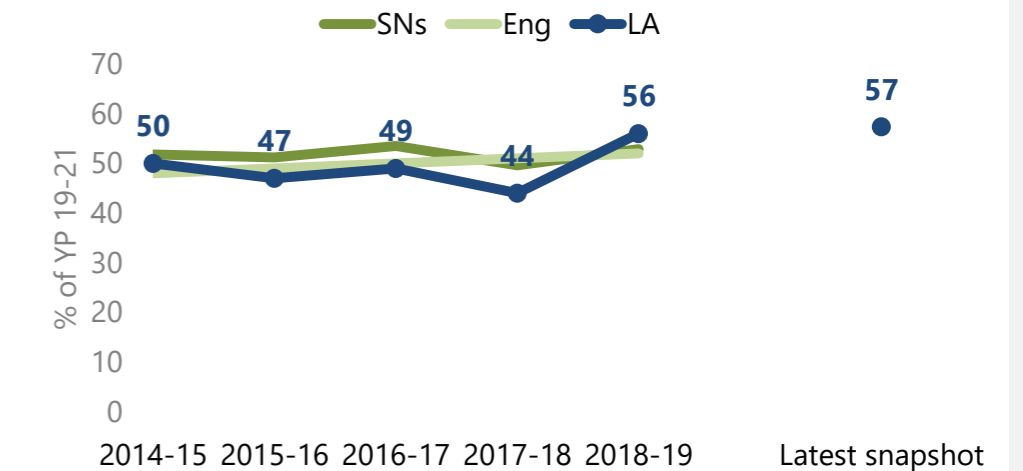


Education, Employment, or Training (EET) of 19-21 year olds

ChAT	Aged 19	Aged 20	Aged 21	Total
Numbers in cohort	90	87	41	218
In EET	61%	55%	54%	57%

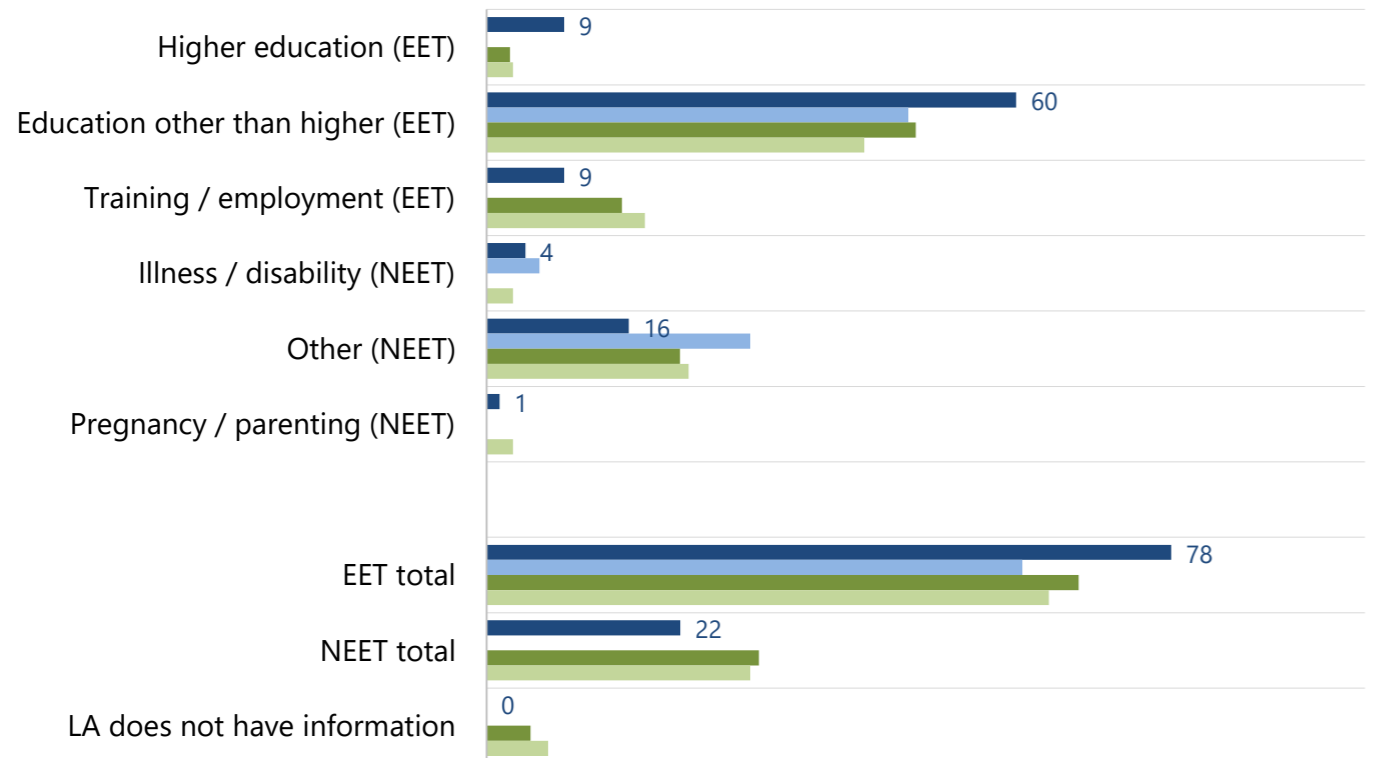


■ YP in EET ■ NEET
□ No info



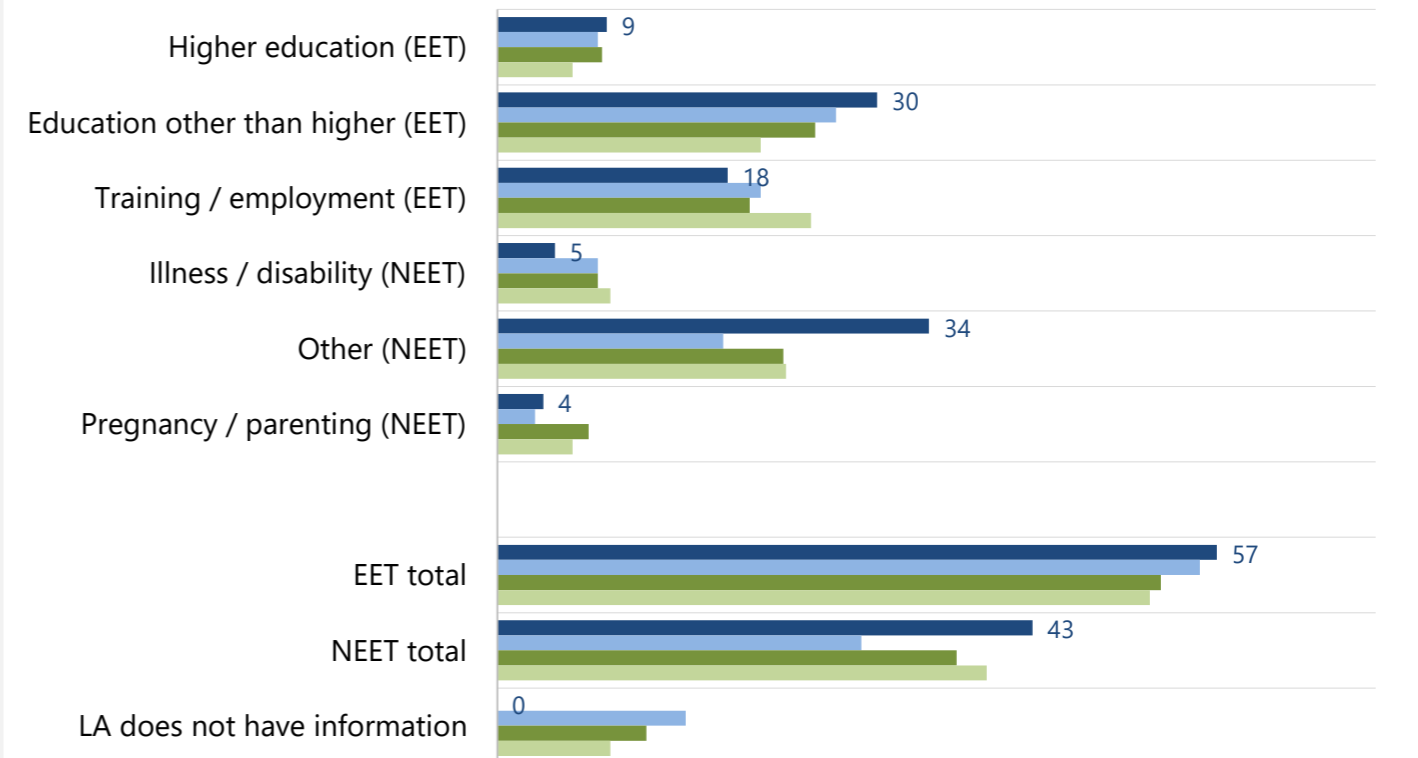
Activity types of 17-18 year olds

Activity Type	Latest snapshot	LA 18-19	SNs 18-19	Eng 18-19
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Activity types of 19-21 year olds

Activity Type	Latest snapshot	LA 18-19	SNs 18-19	Eng 18-19
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Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 months

from 07/11/2019 to 06/11/2020

42 children

- 5 Child/ren adopted last 12 months
- 27 Child/ren waiting to be adopted (18 Child/ren waiting with placement order)
- 4 Child/ren with decision reversed

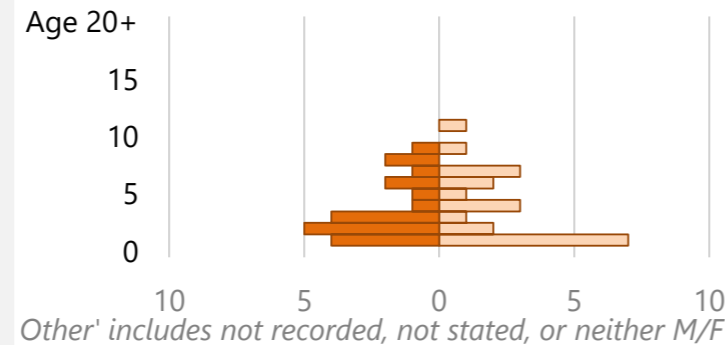
Ethnic background

White	55%
Mixed	33%
Asian or Asian British	5%
Black or black British	7%
Other ethnic group	0%
Not stated	0%
Not recorded	0%

See page 20 for comparisons

Age and gender

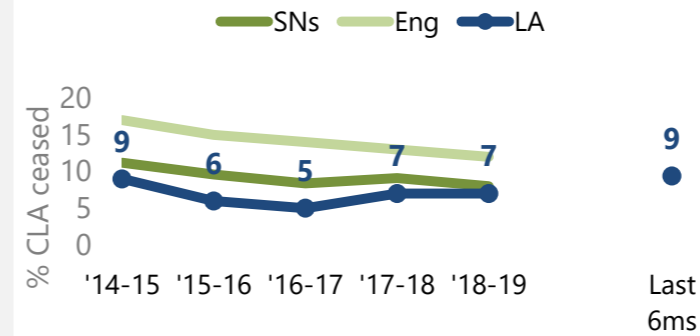
21 Males (50%) 21 Females (50%)
0 Other (not shown) (0%)



2 children (5%) with a disability

Of the 64 children who ceased to be looked after in the last 6 months, 6 was/were adopted (9%)

Children ceased who were adopted



Children aged 5-plus who were adopted

7.7%

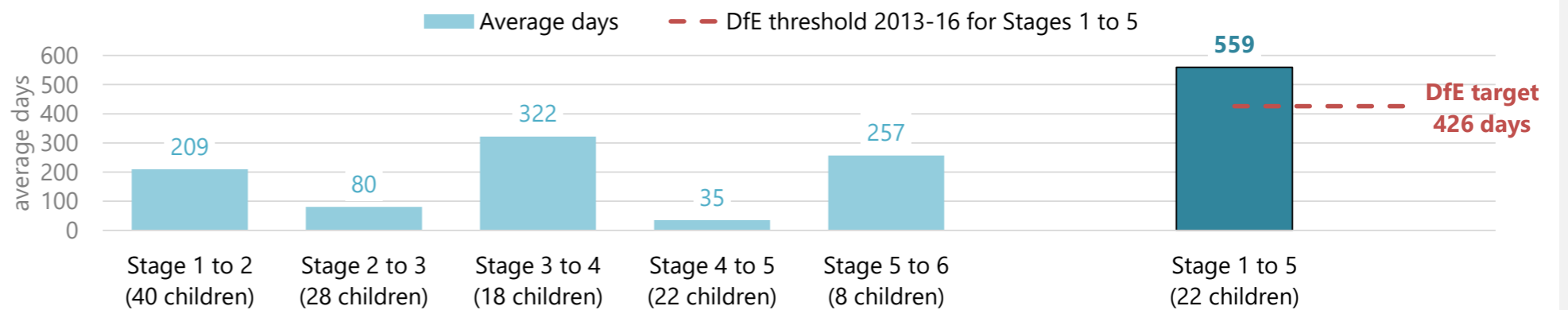
4 of the 52 children aged 5-plus who ceased to be looked after in the last 6 months were adopted

Comparing 5-plus adoptions

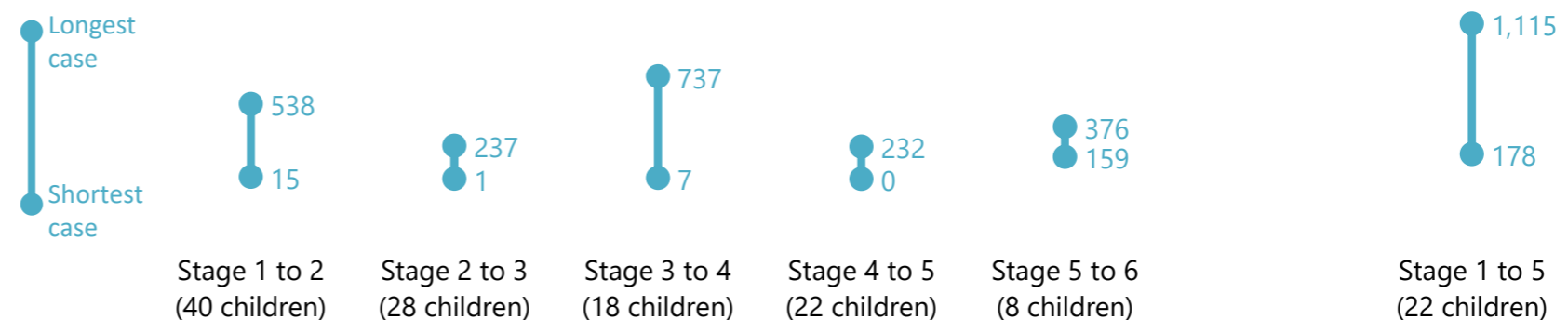
LA last 6 months	7.7%
LA 2013-16 (3 yr average)	2.0%
SNs 2013-16 (3 yr average)	5.0%
Eng 2013-16 (3 yr average)	5.0%

Timeliness of each stage of the adoption process

Average duration of each stage (number of days)



Range in days between shortest and longest cases at each stage

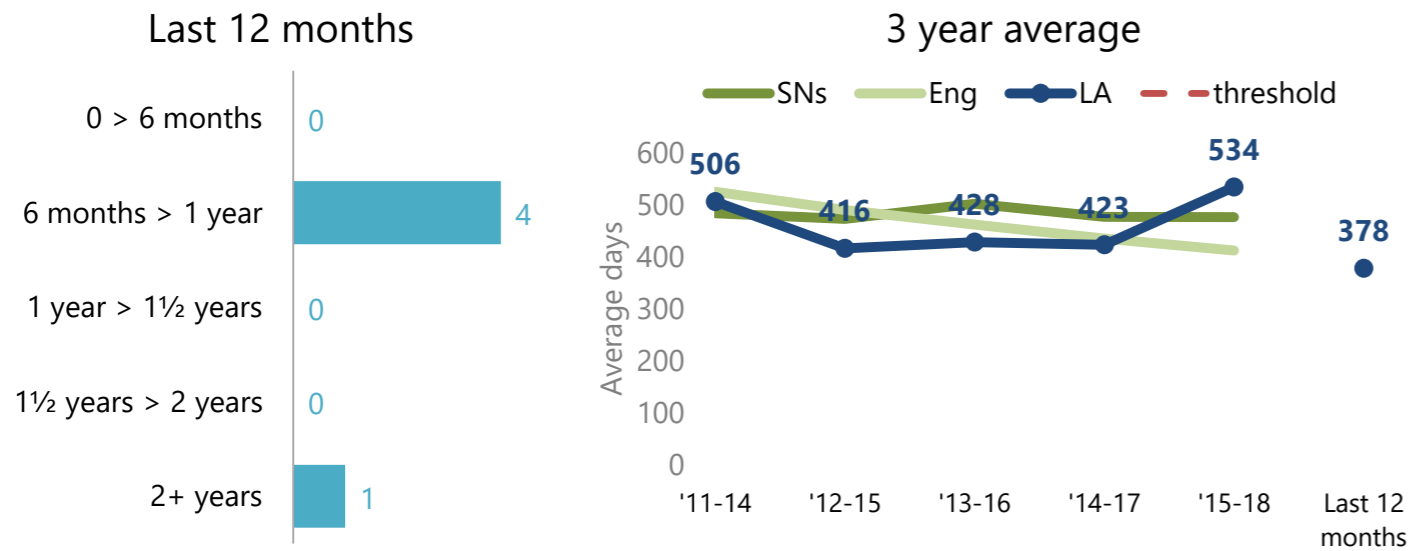


Adoption benchmarking

from 07/11/2019
to 06/11/2020

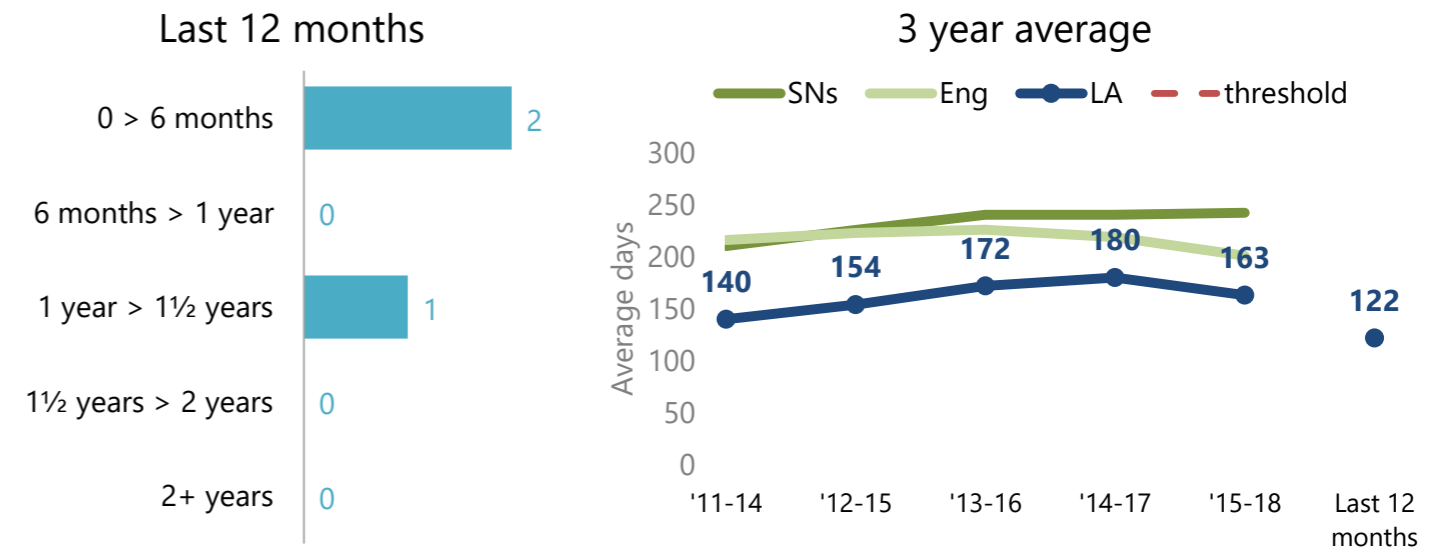
(A10) Time between entering care and placed with family for adopted children

378 days Average number of days between entering care and moving in with adoptive family for adopted children (adjusted for foster carer adoptions)
5 children



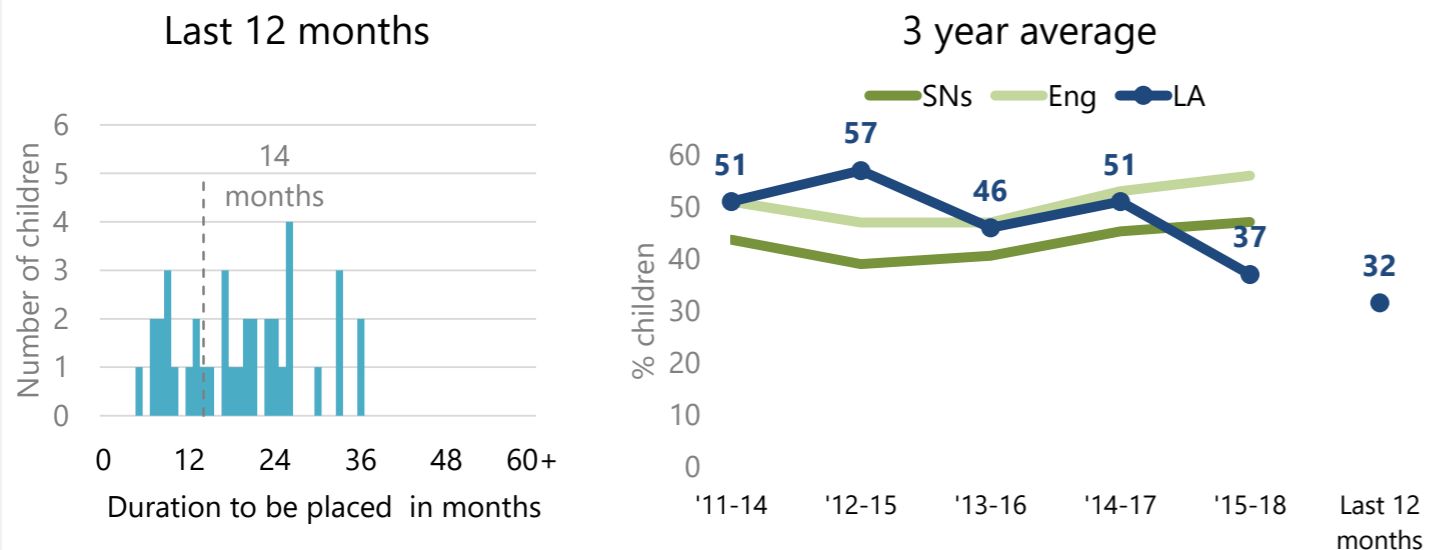
(A2) Time between placement order and deciding on a match

122 days The average number of days from the date of the placement order to the date the child was matched to prospective adopters
3 children



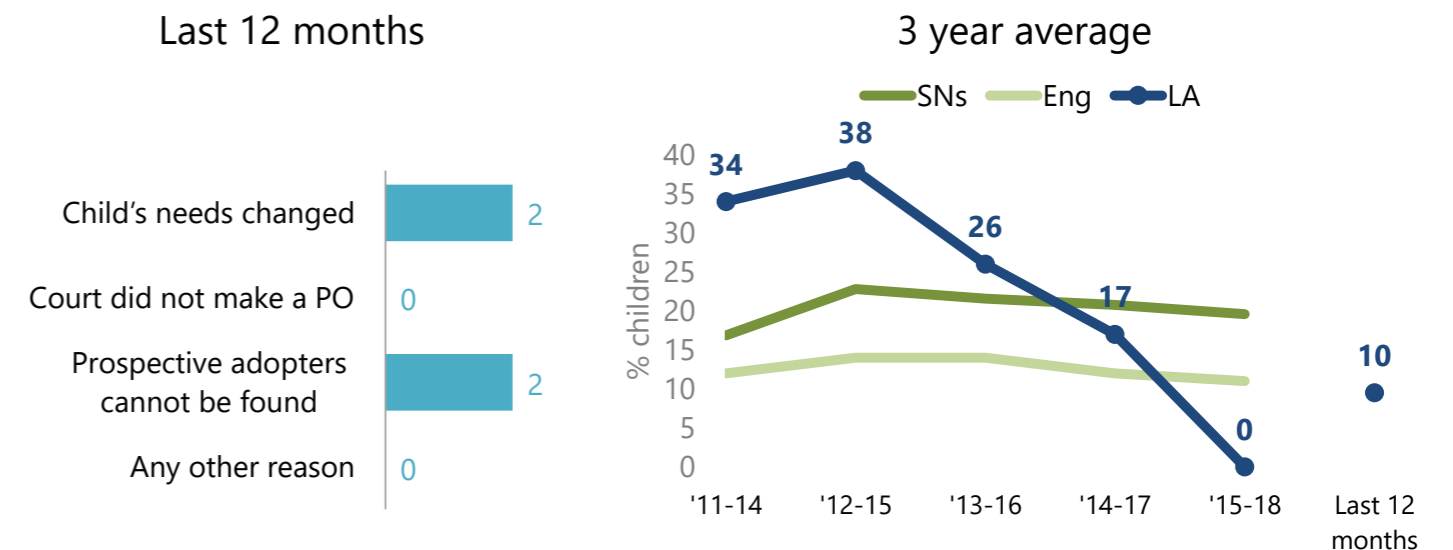
(A3) Time between entering care and placed for adoption

32% Children placed who waited less than the threshold between entering care and being placed for adoption (threshold: 14 months for 2013-16)
12/38 children



(A5) Permanence decision changed away from adoption

10% Children where there was a decision that the child should no longer be placed for adoption
4/42 children



Prospective adopters in the last 12 months

from 07/11/2019
to 06/11/2020

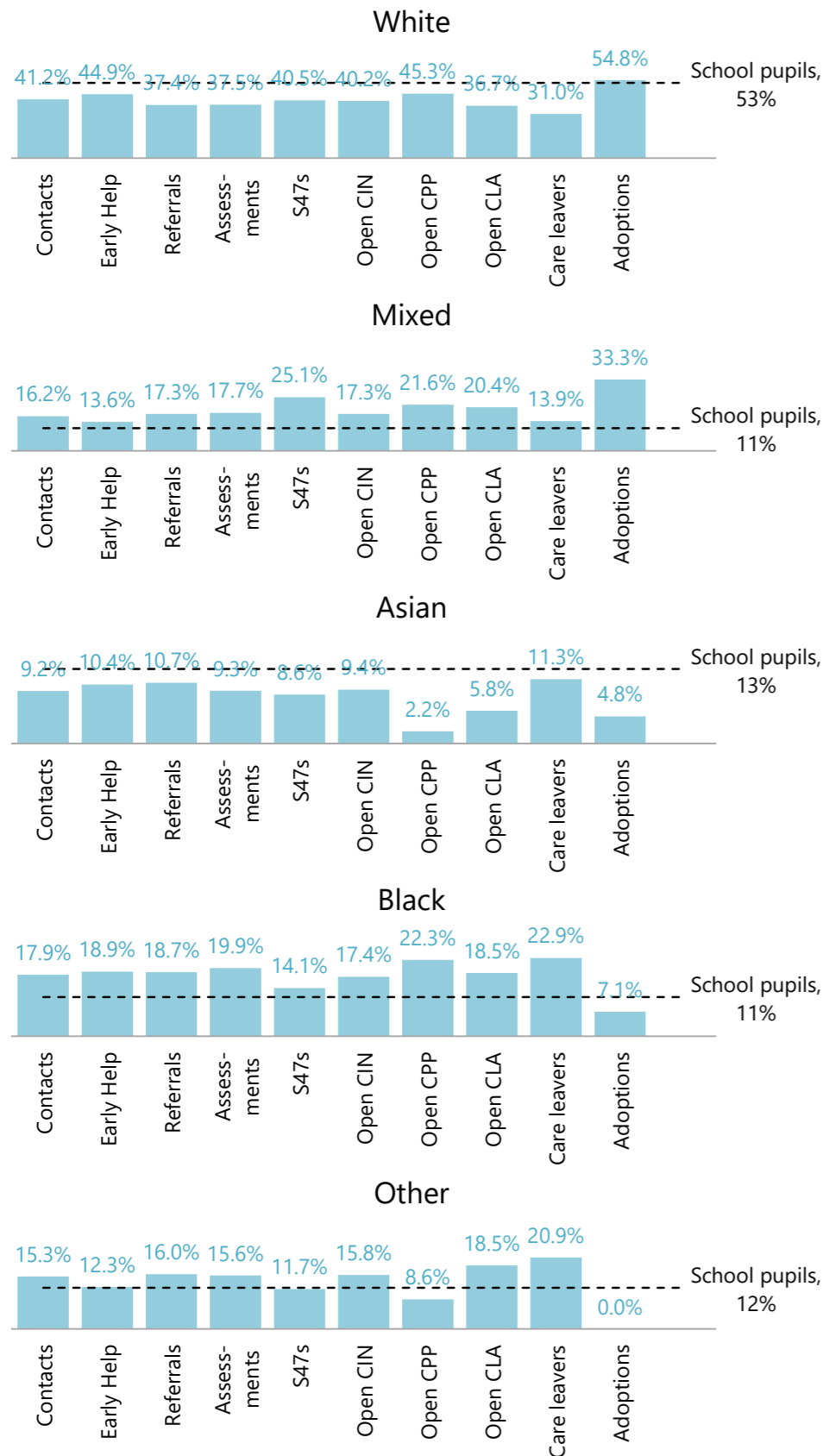


Demographics of children across all areas of children's social care

Snapshot 06/11/2020

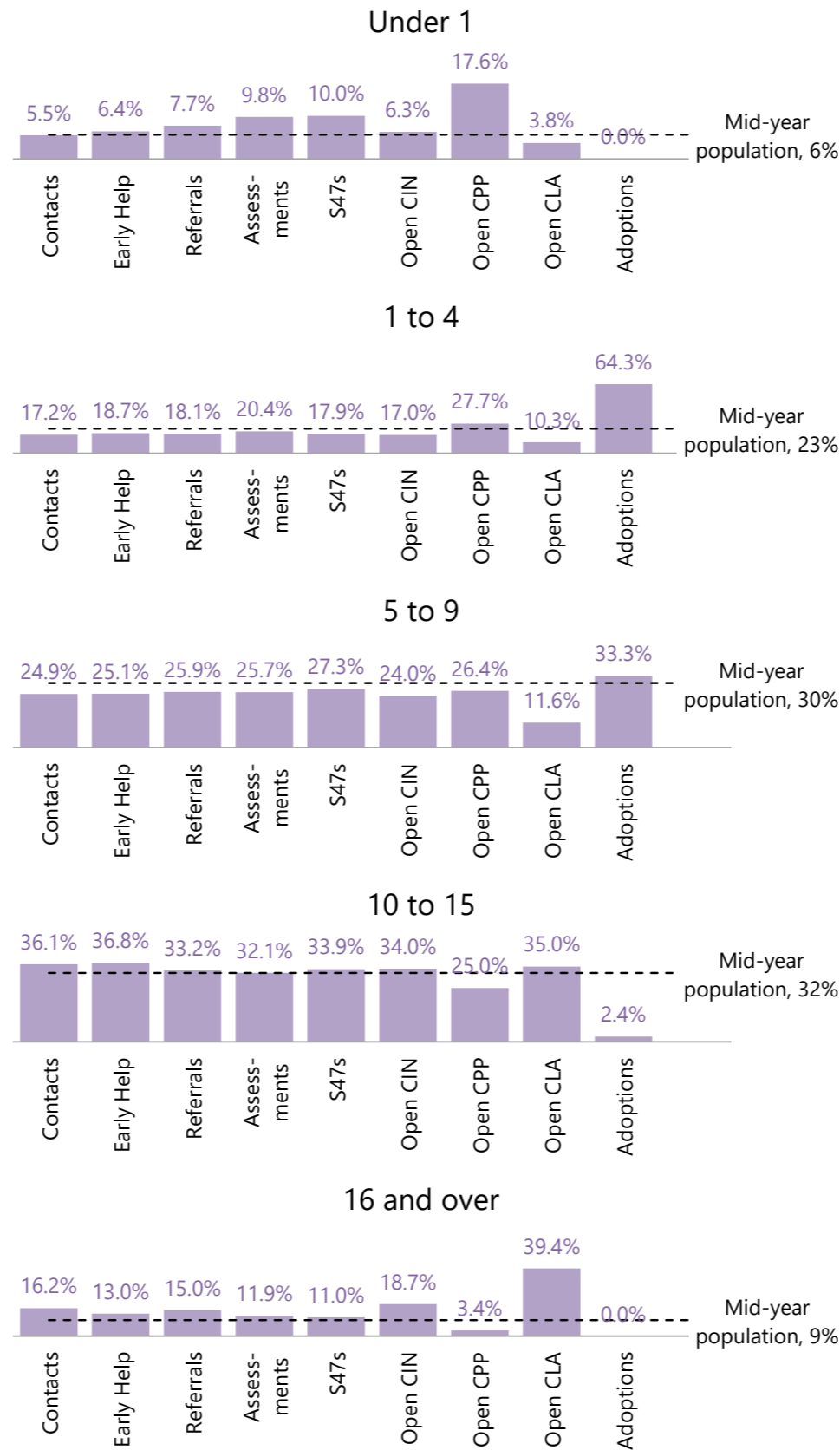
Ethnicity

ChAT* compared to pupils in the LA schools (Jan-19)
*percentage of known ethnicity only



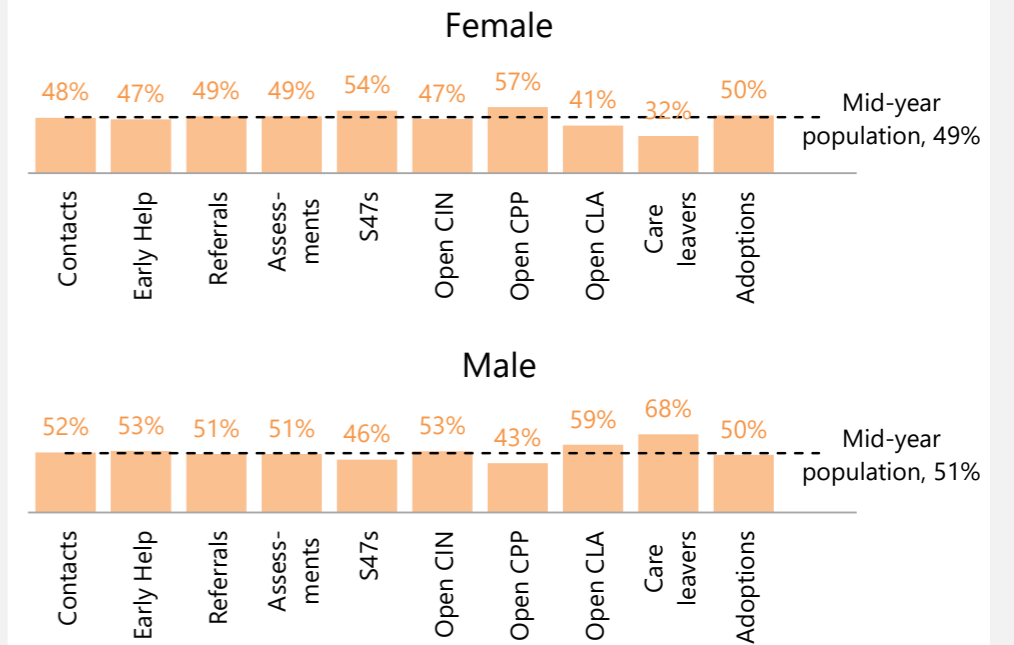
Age

ChAT* compared to mid-year population estimates (ONS-2018)
*percentage of known age only



Gender

ChAT* compared to mid-year population estimates (ONS-2018)
*percentage of Male / Female genders only, excludes Other



Comparing CLA demographics

CLA figures compared to published population statistics

Ethnicity

	LA Latest snapshot			LA 2019			Eng 2019		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
White	37	53	lower -32%	42	53	lower -21%	74	74	no dif 0%
Mixed	20	11	higher 89%	19	11	higher 79%	10	6	higher 64%
Asian	6	13	lower -57%	c	13		4	11	lower -65%
Black	19	11	higher 58%	17	11	higher 48%	8	6	higher 38%
Other	19	12	higher 51%	15	12	higher 25%	4	2	higher 64%

Age




	LA Latest snapshot			LA 2019			Eng 2019		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Under 1	4	6	lower -34%	6	6	higher 6%	5	5	lower -6%
1 to 4	10	23	lower -55%	9	23	lower -61%	13	23	lower -43%
5 to 9	12	30	lower -61%	12	30	lower -60%	18	29	lower -39%
10 to 15	35	32	higher 9%	36	32	higher 12%	39	32	higher 20%
16-plus	39	9	higher 323%	37	9	higher 297%	24	10	higher 138%




Gender

	LA Latest snapshot			LA 2019			Eng 2019		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Male	59	51	higher 14%	59	51	higher 15%	56	51	higher 9%
Female	41	49	lower -15%	41	49	lower -16%	44	49	lower -10%

Comparisons of headline figures and performance data to published statistics

The table below shows the Local Authority's latest data for each indicator as calculated in ChAT, and the direction of travel since the latest published statistics (where available).

Decreasing, low is good 
 Increasing, high is good 
 No change, not RAG rated 

Lowest 25% quartile, low is good 
 Highest 25% quartile, high is good 
 Mid 50% range, not RAG-rated 

Indicator	Latest data (ChAT)			Latest published statistics for all local authorities					
	LA	Direction of travel		LA	SNs	Eng	LA compared to mid-50% range of all LAs		Date
Referrals received (annual rate per 10,000 of children)	284	Decrease	←	371	517	545	Lower	○	2018-19
Referrals to social care that were within 12 months of a previous referral (%)	14	Decrease	←	18	20	21	In range	○	2018-19
Assessments completed (annual rate per 10,000 of children)	226	Decrease	←	395	506	539	Lower	○	2018-19
Assessments completed within 45 working days (%)	92				89	83			2018-19
Children subject to section 47 enquiries (annual rate per 10,000 of children)	69	Decrease	←	83	150	168	Lower	○	2018-19
Children subject of an initial child protection conference (annual rate per 10,000 of children)	19	Decrease	←	31	60	65	Lower	○	2018-19
Initial Child Protection Conferences held within 15 working days of the start of the section 47 enquiry (%)	99	Increase	→	83	80	79	In range	○	2018-19
Children in need (snapshot rate per 10,000 children)	237	Increase	→	207	318	334	Lower	○	2018-19
Children who are the subject of a child protection plan (snapshot rate per 10,000 children)	16	Decrease	←	18	38	44	Lower	○	2018-19
Children who became the subject of a CP plan for a second or subsequent time (%)	11	Increase	→	9	20	21	Lower	○	2018-19
Children who ceased to be on a CP plan whose plan lasted 2 years or more (%)	3	-	↑ ↑	c	3	3	Higher	○	2018-19
Children who are looked after (snapshot rate per 10,000 children)	35	Increase	→	34	45	65	Lower	○	2018-19
Children looked after who had a missing incident in the period (%)	18	Increase	→	18	13	11	Higher	○	2018-19
Children looked after who were away without authorisation in the period (%)	10	Increase	→	10	7	3	Higher	○	2018-19
Children looked after who had their teeth checked by a dentist in the last 12 months (%)	37	Decrease	←	78	88	85	Lower	○	2018-19
Children looked after who had their annual health assessment (%)	88	Decrease	←	100	91	90	Higher	○	2018-19
Children who ceased to be looked after in the period who were adopted (%)	9	Increase	→	7	8	12	Lower	○	2018-19
Children who ceased to be looked after in the period due to a Special Guardianship Order (%)	6	Increase	→	3	19	-	Lower	○	2018-19
Children leaving care over the age of 16 who remained looked after until their 18th birthday (%)	75	Decrease	←	87	77	77	Higher	○	2018-19
Care leavers aged 19-21 in suitable accommodation (%)	96	Increase	→	82	85	85	In range	○	2018-19
Care leavers aged 19-21 in education, employment, or training (%)	57	Increase	→	56	53	52	In range	○	2018-19
A1 - Average time between entering care and moving in with family for children who were adopted (days)	378	Decrease	←	576	577	486	Higher	○	2015-18
A2 - Average time between LA receiving placement order and LA deciding on a match with family (days)	122	Decrease	←	163	242	201	In range	○	2015-18

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By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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23 November 2020

Mr Chris Munday
Executive Director Children's and Family Services
London Borough of Barnet
Building 4, North London Business Park
Oakleigh Road South
London
N11 1NP

Email: chris.munday@barnet.gov.uk

Dear Chris

Education focused meeting with Ofsted held on 16 November 2020

Thank you for your time last week and for the notes that you sent through to support our discussions. As planned, we talked about what is working well and what is of concern to you during the COVID-19 (coronavirus) pandemic. We focused on provision in early years, schools, and in further education and skills.

Present at the meeting were: Gaynor Roberts (Senior HMI) from Ofsted; Chris Munday (Executive Director of Children's and Family Services) from the London Borough of Barnet; Ian Harrison (Chief Executive and Director of Education and Learning), Neil Marlow (Director, School Improvement and Traded Services) and Helen Phelan (Director, SEND and Inclusion) from Barnet education and learning service (BELS).

From our discussions, I noted:

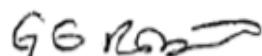
- You described how leaders have worked together over the course of the pandemic to support children and families. In particular, you noted strengthened partnerships between the local authority, public health and early years providers.
- Local authority leaders are carefully tracking the attendance of children and young people at their educational settings. Since September all settings have been open. At the time of our meeting you noted that absence related to the pandemic was rising with 4% of primary-aged pupils and 8% of primary school teachers away from school. The number of children attending early years settings has fallen causing concern about the sustainability of some of these businesses.
- You reported a significant rise in requests for elective home education (EHE). Over the previous three years, the borough received, on average, 15 requests in September. In September 2020, 76 requests were received. The reason

given by most families for their request was related to COVID-19. Some families have expressed a wish for this arrangement to be temporary, and understand that their child may not be able to return to the same school in future. Leaders are carefully cross-referencing this information to ensure that any children or young people known to social care or who have special educational needs and/or disabilities (SEND) are given the support they need.

- Leaders have worked closely with post-16 providers to make sure that young people leaving school are able to take up an appropriate offer. The local authority produced a prospectus of all local sixth form provision to ensure that accurate and full information was available. Barnet and Southgate College launched a 'Back on Track' scheme guaranteeing a place to every young person who applied to the college. The proportion of those who are not in education, employment or training (NEET) is low among 16/17 year olds, but you have noticed a significant rise in those aged over 18 who are NEET.
- Local authority officers have adapted their support for school leaders, providing information and advice on remote education, for example. Another example is the safeguarding advice provided to school leaders on a weekly basis.
- We discussed individual cases where concerns have been raised, either through Ofsted's processes or through the local authority's school improvement monitoring. It was helpful to hear an update on safeguarding arrangements at some of the independent schools in the borough.
- You reported a positive response to the interim visits carried out by Ofsted in the borough this term. This includes the visit to the local area to consider arrangements for children and young people with SEND.

Thank you once again for a very helpful meeting, and for all the work that officers, headteachers and staff across the local authority are doing on behalf of children, young people and their families at this extraordinary time.

Yours sincerely

A handwritten signature in black ink, appearing to read "G Roberts".

Gaynor Roberts
Her Majesty's Inspector
Senior HMI, London

Please note: This letter is not published by Ofsted and the comments made have not been evaluated as part of an inspection.

Housing Needs of Care Leavers

October 2020

1. Executive Summary

- 1.1. This paper has been prepared by Family Services in conjunction with Barnet Homes, in response to the housing needs of care leavers. It focuses on the challenges of care leavers entitlement to suitable and appropriate housing; the banding of care leavers and how direct offers are made. Recommendations are included for how we should jointly respond to the current and future level of housing needs and ensure that care leavers housing duty can be met.
- 1.2. Operationally there is a clear commitment and investment in the housing and support needs of care leavers. Family Services and Barnet housing teams work together to identify positive solutions for our individual young people. Care Leavers have entitlement to housing via Barnet Homes irrespective of where they live. Family Services' longer-term sufficiency model encompasses a range of accommodation and support options (supported lodgings, Staying Put, Moving Forward, floating support, supported accommodation, amongst others) to reflect the needs of our diverse care leavers. To address the need of those living outside of the borough Family Services has collaborated with Barnet Homes on the 'Let 2 Barnet' project which enables young people to access housing via the private sector in or out of borough. This is supported by early and robust transition planning.
- 1.3. Within the current housing strategy and joint protocol Barnet Homes has a current target of moving 4 care leavers per month into permanent housing. This equates to 48 care leavers per year. Our high number of care leavers, up from 259 in October 2018, to 343 October 2020, means that we need more housing availability to support the number of care leavers now and into the future. This includes both permanent housing offers and transitional (temporary) accommodation.
- 1.4. This issue has been amplified through the Covid-19 pandemic. Barnet's resources and housing stock faced an unprecedented challenge, with Government's plans to prevent the spread of the virus placing additional duties on Local Authorities to house people under the pandemic. During the COVID-19 lockdown period Barnet Homes housed 195 rough sleepers and continue to house 126 rough sleepers in temporary accommodation with a requirement to provide move on plans for them all. Department for Education (DfE) also issued guidance that no care leaver should have to leave care or change placement during the pandemic, which have meant that we have not been able to move care leavers onto their permanent housing option. This guidance was in place for 6 months, during which 24 care leavers would in normal circumstances have been made an offer.
- 1.5. The DfE guidance on children in care and care leavers was lifted in October, and any move now should be right for that young person and take into account their wishes and feelings. Family Services and Barnet Homes are working effectively on moving care leavers onto their permanent offers. Barnet Homes is reporting that the existing target of 48 young people will be met this year, however this will not be sufficient to address the numbers needing housing.
- 1.6. A joint strategic approach is needed to firstly address the current number of care leavers requiring housing and secondly to review the banding, allocation and targets for care leaver housing by Barnet Council. It is timely to consider a formal review of the Housing strategy and Allocations Scheme. Capital investment to acquire additional housing within and beyond the borough will need to be explored. To address the current surge in need up to 30 additional properties would produce some

relief to the increasing demand and will allow care leavers the opportunity to move directly from their supported environment to permanent housing, bypassing the need to use TA.

- 1.7. The large number of care leavers, as well as the impact of Covid-19 regulations, means that there is a cohort of care leavers that are awaiting housing nomination. This contributes to additional waiting times for young people that have been banded. It is important to note that Band 1 is reserved for those with exceptional need, for example specific urgent medical or other needs, and almost all young people leaving care will be banded Band 2. The Allocation Scheme was reviewed in 2014 and the Housing Committee agreed at that time to waive the community contribution and agree for all care leavers to be placed in Band 2 for allocation. Family Services and Barnet Homes would like to explore the possibility of all care leavers automatically receiving a Band 1, which would show clear commitment to our young people and may reduce waiting times for allocation. This variation to the Allocation Scheme would need to be presented to the Housing and Growth Committee if it was considered feasible.
- 1.8. At the point of analysing the data during October, 87 care leavers were banded band 2 and awaiting allocation of permanent housing, 2 were due to be banded, as well as 3 young people who have been banded band 4. Analysis shows that more than half of the cohort (56%) are ready to live independently in their own long-term accommodation, but are awaiting a housing offer. The numbers waiting in current placements or transitional arrangements change constantly but as the care leaver cohort grows their numbers needing housing will grow over time, as more young people turn 18 and/or receive permanent leave to remain.
- 1.9. 28% (26) of the banded care leavers are not currently ready to move into permanent housing, this can be due to a variety of reasons, including not turned 18 yet (5), not ready to live independently (15); at university (3); or in custody (3). However, only 8 of these are officially on 'hold', indicating that an offer could potentially be considered for part of the cohort, for example together with floating support, or as soon as they turn 18.
- 1.10. 63% (54) of the cohort currently live independently, the majority (52%; 45) of these are currently living in transitional accommodation (what Barnet Homes call Temporary Housing). On average, this cohort of young people has lived in transitional housing for 1.33 years. The Covid-19 restrictions contributed to longer waiting times in transitional accommodation, but there are also other contributing factors, such as young people wishing to live in specific parts of the borough, rent arrears that prevent them from allocation in Band 2 and personal circumstances that may prevent them from being able to confidently transition to permanent housing. Given that many of our care leavers will need to remain in transitional arrangements prior to securing a tenancy, we need to find solutions and allocate available housing effectively. Reviewing the booking arrangements for transitional accommodation which are currently allocated on an on-the-day availability basis and moving to a system whereby properties are acquired and are prioritised for care leavers will increase the capacity and provide stability for care leavers.
- 1.11. Having identified suitable accommodation for care leavers will support our broader sufficiency planning and would assist in the efficient delivery of our planned floating support model. The aim of floating support is to enable young people to settle in, connect with their local community, further develop independent living skills and to thrive as effective adults. By 'ring-fencing' properties for care leavers, there is the potential to increase pressure within the housing system for other high needs groups, however the welfare of our care leavers needs to be prioritised.

Recommendations:

- Review the Care Leaver Housing Protocol, including the target of housing 4 new care leavers per month
- Housing to review current local housing stock that is either social housing or housing via Housing Association/private developments at LHA rent levels to explore other options such as shared accommodation in larger properties to ensure more permanent tenancies can be secured by care leavers, reflecting growth in this cohort.
- Seeking capital investment through Barnet Homes using existing borrowing arrangements to purchase up to 30 additional flats/HMO and use the Infrastructure delivery plan to generate a further number of properties.
- Show our commitment and support to care leavers, by exploring the option of changing banding options for care leavers
- When sourcing additional temporary accommodation, ensure suitability for care leavers and acquire new provision that specifically meets the needs of increased numbers of care leavers.
- Review the booking policy for transitional / TA accommodation for care leavers moving away from the nightly booking arrangement to enable stability within ring-fenced units.

What young people are telling us*

A received his housing nomination and was offered a flat but realised that he was not ready to live on his own. He really appreciated the support of his foster carer and he wanted the opportunity to continue to develop his independent living skills. His PA liaised with housing and they agreed to put his offer on hold until he felt he was in the right place to transition to independence. This has allowed him to develop at his own pace and take charge of his own transition.

B waited more than a year to be nominated for housing. She feels that not knowing where she would be living stopped her looking for employment opportunities. She has now signed a tenancy and has an interview for a job role next week.

C spent time in custody. His housing offer was put on hold until he is due to be released which will help minimise any time spent in transitional accommodation. Secure long-term accommodation will help minimise the risk of re-offending.

Due to a breakdown at her placement, D requested to move into independent accommodation. Within weeks it was clear that D was unable to manage independent living due to her vulnerabilities and was therefore moved to supported accommodation. Since the move, D's ability to manage independence was assessed, and as a result, on her behalf we negotiated a request for her long term offer to be placed on hold whilst an intervention plan was developed to progress her independent living skills. Without the ability to place a hold on her nomination for longer-term housing, D would have moved into her long-term accommodation with a likely outcome that she could have lost this tenancy and face future homelessness.

*details have been changed.

2. Housing Duty

2.1. Good housing underpins success in other areas of life. Secure, safe and stable accommodation is an essential building block for success and achievement in education, training and employment, and has a direct impact on emotional health and wellbeing. It is therefore essential that a multi-agency approach is adopted when securing accommodation for care leavers. Agencies must work together to meet their statutory duties and corporate parenting responsibilities, in order to provide a safe and supportive pathway to independent living (Barnet Joint housing protocol)

2.2. Barnet Council is responsible for the care and support of care leavers and will make sure that they are provided with the opportunities they need; the same as any parent. The Local Authority has a statutory duty to support care leavers up to the age of 25 and this includes services assisting care leavers in preparing for adulthood and in independent living through housing and accommodation

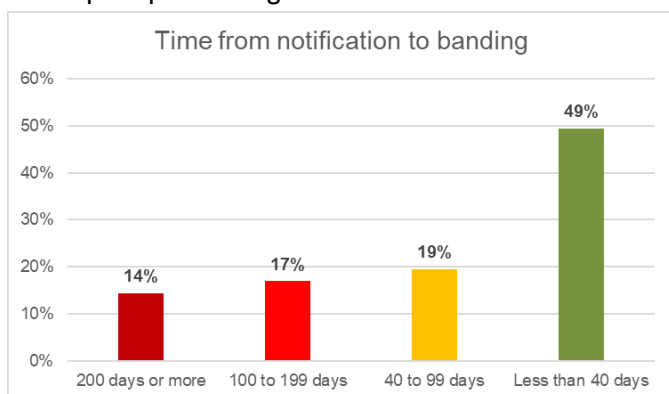
services. This is clearly outlined in the Local Offer: a guide for young people leaving care¹. As Council Officers, we also have the role of Corporate Parent to these young people to support them in their transition to independence. As of 5th October 2020, Barnet has 343 care leavers. This compares to 259 in October 2018, and 309 in October 2019. Our aspiration is for care leavers to be living independently in their own accommodation or living at university. Currently, 59% are living independently. Housing are supporting this goal by successfully providing Transitional Accommodation to our care leavers, and by working flexibly with the timing and type of offers of permanent accommodation.

2.3. We have high aspirations for all of our young people and our staff and partners work hard to support them to develop the skills to live independently, to study and/ or secure a job which enables them to be financially independent. The journey out of care is a particularly important, but sometimes challenging transition. Securing suitable accommodation for care leavers is about much more than just finding them somewhere to stay, it is about supporting them to become independent young adults that can meet the challenges and thrive.

3. Nomination process

3.1. Our Joint Housing Protocol and process, has ensured that 64% of young people are now successfully banded when they are 17.5-18.5 years old². Best practice states that pathway planning for care leavers should have permanence planning start early enough whilst they are still in our care, to enable a smooth transition into their permanent home and minimise waiting times. In Barnet we start developing the pathway plan with the young person when they are 16.5 years old. Following agreement with Housing in 2018, Family Services are now able to notify housing from the age of 17.5. In 80% of cases, the notification to housing was made when the young person was aged 17.5-18 years old. Were a notification is done at a later stage, this can be due the young person coming into care when they are older; personal circumstances such as staying put arrangements or where the young person is a former unaccompanied asylum seeker (UASC). Notification can only be made when the young person has permanent leave to remain. In the banded cohort, 25 young people are former UASC.

3.2. Care leavers receive a priority for housing nominations. For young people with entitlement to housing as a care leaver in Barnet, a referral is made by Social Care to the Housing Options team. This process ensures that young people do not have to make the applications themselves or attend a housing appointment, as this application is made by their social worker on their behalf. It reflects excellent partnership working between Barnet Homes and Family Services, placing the young person's needs first. When Family Services notify Housing, a housing officer will be allocated within 5 days of receiving the nomination. The housing assessment is expected to be completed within 33 days, however, this is dependent on all the supporting documents being provided by the young person to support their assessment. In 86% of cases, care leavers are notified of their banding within 200 days. As standard practice, care leavers are usually placed into priority band-2, the second highest priority category possible. Priority Band-1 is reserved for those with exceptional need, for example specific urgent medical.



Base: 77. Excludes those not banded, and data recording issues.

¹ https://www.barnet.gov.uk/sites/default/files/020948_barnet_care_leavers_a4_digital.pdf

² Analysis of 90 banded care leavers

3.3. The Housing Needs team also have potential, and are willing to make, direct offers to care leavers that are banded and where there is a need for secure housing offer, rather than transitional accommodation, for example, for a young person that is pregnant. This may be following a decision made at the Social Care High-Risk Case Forum, which Housing attend on a monthly basis, or through direct conversation with Housing when an urgent move is needed.

4. Overview of our current banded cohort

4.1. At the point of writing there were 87 care leavers³ that are banded priority band 2, and a further 2 that are due to be banded. 3 young people are in priority band 4. This compares to just 33 pending offers this time last year and just 9 in the same week in 2018. Out of these young people that are banded, only 53 are currently ready to move into their own permanent accommodation, and are currently delayed by availability of housing stock that is either social housing or affordable rented accommodation. For other young people, the following applies:

- 4% of young people are likely to shortly move into their own accommodation, as they have recently been made an offer.
- 4% have requested to live somewhere else, or may not be able to live in Barnet due to safety reasons. The pan-London housing protocol enables us to request housing out of Borough for someone who cannot live in Barnet. Young people can also be supported to access housing in the private sector via Let 2 Barnet, this includes a landlord incentive scheme and is not limited to area.
- Furthermore, not all are currently ready to move into their permanent housing at this stage (28%).

Current key factor?	No.	%	Comment
Housing stock	47	51%	Some of these young people may not have been ready for housing previously
Housing stock - but restricted area	5	5%	These are known cases - other young people may restrict their areas without informing us
Offer has recently been made	4	4%	E.g. young person in process of viewing property/ moving.
Wants/needs to live out of borough	4	4%	Due to young person's wishes, or safety concerns - e.g. delay not due to Barnet Homes
Not ready for housing - any reason	26	28%	E.g. not turned 18 yet (5), not ready to live independently (15); at university (3); or in custody (3)
Other	6	7%	For example, re-assessing banding due to changes in circumstances
Total	92	100%	

5. Key reasons for delays in permanent offers

5.1. More than half of the cohort (56%) are over 18, and are ready to live independently in their own long-term accommodation, but are unable to move due to lack of available, affordable housing options. Thus far, they have waited an average of 286 days from being banded. The temporary hold due to Covid-19 would have impacted this cohort. However, some young people have also restricted their search area (5%), and others may have been on hold at an earlier date due to other reasons. Waiting times can delay permanence for young people as seen by the 29% (15) of this cohort who are 20 years or older. Out of the young people that are currently waiting due to housing stock as the prime reason, 28% have waited more than a year for an offer, from their banding date (or 18th Birthday, were nomination was done prior to it).

³ 6 of these young have open care plans as they are 17/very recently turned 18, and are therefore not classified as care leavers, and a further 4 young people have had their pathway plan closed – e.g. they do not need any further assistance from Onwards and Upwards.

Young people not ready to live independently, or on 'hold'

- 5.2. 28% are currently not ready to live independently. E.g. not turned 18 yet (5), not ready to live independently (15); at university (3); or in custody (3). Only 8 of these young people are officially on 'hold', indicating that an offer could be considered for part of the cohort on review of their circumstances.
- 5.3. Some of those young people who have been banded and are on the housing waiting list at any given time are subject to a negotiated pause in their nominations (currently 8 young people; some young people would have been in on hold previously).
- 5.4. Placing a hold on nominations to allow for appropriate referrals and interventions are key to preventing future homelessness and achieved through Onwards & Upwards and Housing working in partnership. These 'holds' are primarily as a result of young people being in-custody, a significant deterioration in their physical and/or mental health, concerns about substance misuse issues, anti-social behaviour, significant budgeting concerns or any other matters that would negatively impact on a young person's ability to maintain a tenancy. Holds can be for a short period of time, for example to allow someone to benefit from a period of employment, or longer, for example if someone is in custody or accessing therapeutic support. Young people who had their nomination placed on-hold do not lose their place in the 'queue', and they remain at the same priority. Delaying permanent housing offers through 'holds' is a successful partnership initiative, that has contributed to ensuring that it is now extremely rare for leavers to become homeless.

Lack of affordable housing

- 5.5. Barnet Homes is successfully exploring options for additional temporary and permanent housing. However, there is a general lack of affordable housing in London, which has an impact on all our residents that are banded.

Joint-Housing Protocol: Target of 4 housing offers per month and banding

- 5.6. The Housing Needs team have a current target of 4 housing offers per month. This requires review as it equates to 48 offers in a year. Our high numbers of care leavers, up from 259 in October 2018, to 343 in October 2020, means that we need more housing availability to support the number of care leavers we have now and in the future. This includes both permanent housing offers and temporary (transitional) accommodation.
- 5.7. As there is already a significant cohort that is banded and awaiting housing, the number of young people that are banded is likely to grow over time, as young people turn 18 and/or receive permanent leave to remain. With 52 young people waiting for accommodation and more young people turning 18 coming through the system the need to look at a revised target and explore different permanent housing options is required.
- 5.8. As previously described, care leavers are currently banded category 2. Banding care leavers as category 1 would show our commitment, as well as decrease the waiting times.

Covid-19 Impact

- 5.9. During the initial lockdown period, the 'Everybody In' policy and dedicated support by housing teams to accommodate our most vulnerable residents meant increased pressure on Barnet's accommodation stock. Many of these residents needed single-occupancy properties, the same need as our care leavers. Barnet Homes also experienced delays in being able to complete repair work on vacated or newly acquired properties due to access restrictions and builder merchants being closed and construction/handyman companies being unavailable. The stay on evictions also had a significant impact on the availability of accommodation for those awaiting offers.
- 5.10. The pandemic has created a need for stability in accommodation and support. Young people who have left care, or are just about to, are especially vulnerable right now. As per DfE guidance, all

decisions about their future are carefully considered in the light of the pandemic and with an overriding objective of supporting them during this period and minimising any additional stress for them. In particular, we take the impact of the pandemic into account when making decisions about the transition for those leaving care, and their housing options. The initial guidance was that *all* young people should stay at their current placement or accommodation. The guidance was changed in October 2020, to reflect that “while young people will still be able to move out of care into suitable accommodation, where this happens the move should be right for that young person and take account of their wishes and feelings. Care leavers can also be moved between different accommodation settings, provided that the move is in accordance with the wishes of the young person and that the local authority is assured that the setting they are moving into is safe in relation to risk factors arising from coronavirus (COVID-19).”⁴

- 5.11. Services have had to adapt, with virtual viewings and new ways to offer support to enable young people to move into new properties. Working closely in partnership, Barnet Homes and Family Services have started to move young people into their own accommodation as a result of early permanence planning and good working relationships between the agencies. Family Services have full support from Barnet Group colleagues regarding the identification of practical solutions and prioritisation based on exceptional circumstances and needs.
- 5.12. Nonetheless, this has created a backlog of care leavers that are awaiting permanent offers. In normal circumstances, 24 offers would have been made in the time period between April and September.

6. Transitional options

- 6.1. 63% of the banded young people already live independently; in transitional accommodation (52%, known as temporary accommodation by Barnet Homes), at university (5%), with their partner/ relative (6%) or in private rental property (1%). Young people that are banded pay for their own independent accommodation through housing benefit, their salary or other income such as student grants.
- 6.2. Family Services are working closely together with Housing, ensuring that all young people that are ready to live independently, are given the option. Housing offers transitional accommodation (TA) of a suitable standard in Barnet; they are studio flats which afford privacy and independence. It is reasonable to utilise transitional arrangements for young people waiting to move on to permanent accommodation. TA housing can also be an effective preparatory route for young people before they take on the responsibility of a permanent tenancy. Some young people will have had multiple periods in TA. E.g. move from semi-independent to TA, move in with partner, move back to TA, go into custody/hospital. All the while they remain banded for permanent housing. For a significant proportion of the cohort, it is not a linear process from TA to permanent housing.
- 6.3. Some young people moving into their first independent tenancy require additional support. To mitigate this challenge, Family Services has a clear offer of support for care leavers to ensure that the right support is available at the right time. Their Personal Advisor remains in contact with them, supporting them as required and signposting them to appropriate services as needed.
- 6.4. In addition, Family Services are developing a clear floating support offer and are working with an organisation which has match funding from November 2020 for the next three years. Providing an independent living skills programme will have a positive impact on the young people, enabling them to maintain their first tenancy successfully and reducing the risk of future tenancy management issues.
- 6.5. Time spent living independently prior to having the responsibility of a permanent tenancy can be extremely valuable for some young people as it is a testing period during which they can learn to navigate through all the necessary processes, requirements, and possible hurdles of living independently. Our young people would benefit from some TA that is ‘ring-fenced’ for care leavers.

⁴ <https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-for-childrens-social-care-services/coronavirus-covid-19-guidance-for-local-authorities-on-childrens-social-care#care-leavers>

Ring-fencing specific buildings would ensure that coordinated support through the floating support offer can be allocated for these young people; and it allows for additional consideration, in terms of other criteria such as safety of the area and impact of other residents. There are alternative providers, that Housing could explore together with Family Services, that fall within the agreed London wide rates.

6.6. Care leavers who are at risk of losing their tenancy for any number of reasons will receive additional support from their PA, and the High-Risk Case Forum (HRCF) will review their situation and will consider financially supporting the young person to clear arrears using the funding available through the Homelessness prevention grant has been earmarked to support young care leavers.

6.7. We are also in the early stages of exploring options with Centre Point, about developing a local Independent living offer. This will be an alternative option to transitional accommodation, with the goal of providing support to young people that are starting out, and transitioning some of our young people into alternative housing pathways that will be affordable to those in employment or training.

7. Young people remaining in supportive accommodation

7.1. A smaller number of care leavers require some support to help them transition. Out of the banded cohort, 31 currently live in this type of accommodation.

- 18% of young people live in foyers or semi-independent (supported) accommodation. We have developed our own in-house offer through a partnership arrangement between Housing and Family Services. Moving Forward transitional accommodation was introduced in July 2020, this enables young people to develop their independent living skills further with regular floating support. Out of this current banding cohort, one young person is in Moving Forward.
- In some cases, the best option for the young person is within in a Staying Put arrangement with their former foster family (11%), or in supported lodging arrangement (1 person).

Current accommodation	No.	%
Transitional accommodation	45	52%
Semi-independent/ foyer	16	18%
Staying put	10	11%
With relatives/partner	5	6%
Student accommodation	4	5%
Custody	3	3%
Other	4	5%
Total	87	100%

Excludes 5 young people that are only 17 years old

7.2. Young people that are banded pay for their own accommodation at no cost to the Local Authority. They are eligible for housing benefit, and the large majority are in Education, Employment or Training (EET). However, there are exceptions to this where Family Services contribute towards costs:

- 17-year-olds that have been banded ahead of their 18th Birthday are looked after children and as such are accommodated by the Local Authority (5)
- Young people that are banded, but currently not ready to live independently (7)
- Young people that want to live out of borough (2)
- Young people where we are contributing towards their costs through top-up as rent is high, when comparing to income (2)
- Accommodation during university holidays (1)
- Mother and baby assessment on-going (1)

7.3. There are points within the housing nomination process, were we need to carefully consider the need of the young people. In the banded cohort there are some young people, were the benefit of the young person staying at their current accommodation (primarily staying put arrangements), compared to moving onto their own accommodation, needs to be carefully considered. While the

main reason for the delay is more closely related to care planning/pathways and safeguarding issues, than it being a result of there not being sufficient permanent housing, the young people are primarily in their current accommodation as they are awaiting nomination. It poses a challenge for two reasons - firstly, it is at a cost to Family Services, some of which could potentially be mitigated on an individual by individual basis by ensuring that, where suitable and applicable, young people contribute towards their accommodation costs. Secondly, this affects sufficiency of high quality local supported accommodation for other young people who need a placement with specific support. From the point of the young people being ready to live independently, to today, costs to Family Services for this cohort are at a total of £132k:

- 5 young people that are mostly be ready to live independently, but benefit from the stability of staying put, and the extra support it can offer, and therefore remain in in their current arrangement until a permanent offer is made. The cost to Family Services on 5 young people remaining with carers beyond what is needed is £58k in total for these young people.
- Young people that due to health reasons are vulnerable due to Covid-19 and were transitional accommodation is not suitable (2 young people – this far costing Family Services £42k)
- Young people that are vulnerable in transitional accommodation, due to safety concerns, and need to move straight into their permanent accommodation (2 cases – this far costing Family Services £32k)

8. Why we need to act now

8.1. The impact of delays to moves are as follows:

- The list of care leavers that are awaiting permanent accommodation will grow over time.
- In a few instances, young people are not able to move on from their more expensive supported accommodation or placement - resulting in pressure on the budgets and on MTFs targets.
- Secondary impact on sufficiency of transitional accommodation, supported accommodation and placements for those that need it where care leavers have not moved on
- Potential for young people to become anxious, at a stressful time of transition, without the security of a longer-term tenancy. Housing stability is essential to young people meeting their potential of being economically active, healthy, confident adults who participate and contribute to the community of Barnet.

8.2. We now know that the restrictions under Covid-19 will be in place for a longer period (at least the next 6 months to March 2021), and that there is a risk of further local restrictions, therefore, solutions are required now to avoid further drift and delay.

8.3. If we can move more young people to permanent housing we can maximise access to the match funded floating support programme available from November 2020.

8.4. Issues regarding sustaining employment with a secure income and education and training have been heightened by Covid; resulting in anxiety and financial pressures for young people who are seeking the security of a home. The more housing stability we can provide, the better for enabling young people to focus on gaining control and confidence over other aspects of their lives and maintain levels of motivation and engagement.

8.5. To assist care leavers to achieve this we propose the need for housing to identify more permanent housing locally. Transitional accommodation should be considered as one option amongst a range of housing and support models and not as an inevitable part of the pathway to independence. In instances where transitional housing is the chosen option, complemented by wider support services to meet needs, stability and choice of provision would be further supported through ringfenced allocation of transitional housing stock for care leavers and a change to the booking system.

8.6. Ensuring that a variety of permanent housing options are developed will create opportunities for young people to seamlessly move into permanent housing without experiencing any delays and the anxiety that often goes with the knowledge that their housing is only temporary.

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**London Borough of Barnet
Children, Education and
Safeguarding Committee
Forward Work Plan
2020-2021**

Contact: Naomi Kwasa 020 8359 6146 naomi.kwasa@barnet.gov.uk

Title of Report	Overview of decision	Report Of* (<i>officer</i>)	Issue Type (Non key/Key/Urgent)
10 March 2021			
Family Services Update	The Committee to note the report.	Executive Director for Children and Young People	Non-key
5 May 2021			
Annual Complaints Report Family Services	The Committee to receive and note the report.	Executive Director for Children and Young People	Non-key
Voice of the Child Report	Annual Report on Barnet Youth Parliament and VOC.	Voice of the Child Coordinator Executive Director for Children and Young People	Non-key
Annual Report from the Corporate Parenting Advisory Panel	The Committee to note the report.	Executive Director for Children and Young People	Non-key
Family Services Update	The Committee to note the report.	Executive Director for Children and Young People	Non-key

3
 Reports will be in the name of the Chairman of the Committee (with report officers listed above)