

Meeting of the Council of the London Borough of Barnet

TO BE HELD ON

TUESDAY 30TH JANUARY, 2024 AT 7.00 PM

VENUE

HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4BQ

SUMMONS AND AGENDA



All Councillors are hereby summoned to attend the Council Meeting for the transaction of the business set out.

Agenda and Timetable
Tuesday 30th January, 2024

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3.	Elect a Member to preside if the Mayor is absent		
4.	Words from Young People in Barnet		
5.	Declarations of Interest		
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8.	Public Questions to the Leader & Porfolio holders		
9.	Deputations		
10.	Petitions from Members and the Public		
11.	Announcements from the Leader & Portfolio holders		
12.	Member Questions to the Executive & Chairs of Committees		
13.	Member Questions about joint arrangements & external organisations		
14.	Motions (45 minutes)		
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15.1	Report of the Cabinet Member for Family Friendly Barnet - Corporate Parenting Annual Reports		41 - 200
16.	Reports of Officers		
16.1	Report of the Executive Director of Strategy & Resources - Outturn, Quarter 1 & Mid year Treasury Management Strategy & Performance Update 2023-24		201 - 216
16.2	Report of the Director of Early Help & Childrens Social Care - Youth Justice Plan 2023-25		217 - 310

16.3	Report of the Executive Director of Assurance - Revised Gambling Statement of Principles		311 - 404
16.4	Report of the Head of Governance		405 - 420
17.	Motion to Exclude the Press & Public		
18.	Report of the Chief Executive - Severance Payment		REPORT TO FOLLOW

Andrew Charlwood, Head of Governance
2 Bristol Avenue, Colindale, NW9 4EW

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Minutes

OF THE MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF BARNET
held at Hendon Town Hall, The Burroughs, London NW4 4BQ, on 17 October 2023

AGENDA ITEM 6

PRESENT:-

The Worshipful the Mayor (Councillor Nagus Narenthira)
The Deputy Mayor (Councillor Tony Vourou)

Councillors:

Ernest Ambe	Jennifer Grocock	Matthew Perlberg
Richard Barnes	Rohit Grover	Alex Prager
Zahra Beg	Kamal Gurung	Simon Radford
Andrea Bilbow OBE	Lachhya Gurung	Barry Rawlings
Rishikesh Chakraborty	Marianne Haylett	Danny Rich
Anne Clarke	Ross Houston	Tim Roberts
Pauline Coakley Webb	Anne Hutton	Ella Rose
Dean Cohen	Giulia Innocenti	Gill Sargeant
Philip Cohen	Andreas Ioannidis	Alan Schneiderman
Joshua Conway	Humayune Khalick	Mark Shooter
Sara Conway	Paul Lemon	Caroline Stock
Geof Cooke	David Longstaff	Daniel Thomas
Alison Cornelius	Linda Lusingu	Woodcock-Velleman
Richard Cornelius	Kath McGuirk	Lucy Wakeley
Edith David	Nick Mearing-Smith	Sarah Wardle
Val Duschinsky	Michael Mire	Emma Whysall
Paul Edwards	Arjun Mittra	Nigel Young
Claire Farrier	Giulia Monasterio	Peter Zinkin
Shuey Gordon	Alison Moore	Zakia Zubairi
Eva Greenspan	Ammar Naqvi	

Apologies for Absence

Councillor Laithe Jajeh

Councillor Elliot Simberg

1. OFFICIAL ANNOUNCEMENTS

The Worshipful the Mayor spoke of the events in the Middle East and expressed her condolences for the loss of life, and her prayers for the survivors. She advised that she had sent a letter to her friend Carmel Shama, the Mayor of our twin town, Ramat Gan, expressing these sentiments to which she had received a response.

The Worshipful the Mayor committed to ensuring Barnet would always be a secure home for our Jewish communities and that we would defend our diverse borough and ensure that anyone affected by these events was cared for.

The Worshipful the Mayor then invited tributes from Councillors Woodcock-Velleman and Mire.

The Worshipful the Mayor then asked the Council to stand for a minute's silence to honour those who had tragically lost their lives.

The Worshipful the Mayor acknowledged the death of former Hale Ward Councillor Sheila Scott OBE who passed away in the USA where she had been living for the last two years. Sheila served as Deputy Conservative Group Leader from 1994 to 1998.

The Worshipful the Mayor also acknowledged the death of former Liberal Democrat councillor Sheila Gottsche who represented the Mill Hill Ward from 1994 up until 2002.

The Worshipful the Mayor then asked the Council to stand for a minute's silence.

The Worshipful the Mayor informed that Silver Sunday had taken place on 1st October 2023 with the event having been organised by Age UK and Cllr Sargeant at Middlesex University for the over 50's. There were exercise sessions, music and dance performances, workshops, and health checks. The Worshipful the Mayor expressed her thanks to everyone who had helped make the event a success.

The Worshipful the Mayor informed members that it was Black History Month and noted that a flag was raised at the Town Hall by Past Mayor Agnes Slocombe – the first black Mayor in the London Borough of Barnet. Agnes served the borough as its first citizen in 1997.

The Worshipful the Mayor informed members of the visit to Le Raincy, France in September whereby Councillors Schneiderman and Hutton, and officers Yogita Popat and Sunita Trehan, presented the BarNET ZERO plans to the residents there. She also informed of photographic competition with residents of the borough and our twin town and would arrange a separate event to present the winning certificates to those who entered. The theme of the competition was 'Lights and reflections in my city'.

The Worshipful the Mayor informed that she had just returned from a twinning visit to Cyprus to attend the Morphou rally, an annual event to show support to safeguard a solution to protect the rights of Greek and Turkish Cypriots to enjoy peace of a reunited Cyprus. She reported that Councillor Tony Vourou had attended to represented the Leader.

The Worshipful the Mayor informed that on Thursday 26th October the London Borough of Barnet would be presented with the Defence Employer Recognition Scheme Gold Award at a ceremony being held at the Royal Air Force Club in Piccadilly.

The Worshipful the Mayor reminded members of Remembrance Sunday Services being held across the borough on Sunday 12th November. She expressed her thanks the Councillors who have been asked to lay a Civic wreath on behalf of her, Councillors and Burgesses of the London Borough of Barnet. She encouraged all councillors to attend a service in their wards as we remember the sacrifices made by our servicemen and women in both World Wars and conflicts across the world and noted that a poppy wreath has been sent to twin towns, Chaville and Le Raincy in France on behalf of the Borough.

The Worshipful the Mayor also reminded members of Holocaust Memorial commemorations in January 2024 with the theme being Fragility of Freedom. The London Borough of Barnet Holocaust Memorial Day Commemoration would take place at Middlesex University on Sunday 28th January 2024 at 2pm.

The Worshipful the Mayor expressed her congratulations to the Ark Pioneer Academy who had recently been awarded an Outstanding rating by Ofsted in every category which is a remarkable achievement for the school as they only opened in 2019.

2. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Laithe Jajeh and Elliot Simberg.

3. ELECT A MEMBER TO PRESIDE IF THE MAYOR IS ABSENT

The Worshipful the Mayor was present.

4. WORDS FROM YOUNG PEOPLE IN BARNET

The Worshipful the Mayor invited David Lima-Oredin and Akua Nkansah, members of the Barnet Youth Board to say a few words.

5. DECLARATIONS OF INTEREST

Councillor Rose declared a pecuniary interest in item 14.7 by virtue of employment.

6. MINUTES OF THE LAST MEETING

RESOLVED that the minutes of the meeting held on 11 July 2023 be agreed as a correct record.

7. ANY BUSINESS REMAINING FROM LAST MEETING

None.

8. PUBLIC QUESTIONS TO THE LEADER & PORFOLIO HOLDERS

None.

9. DEPUTATIONS

Mr Sanjay Doshi was invited to speak on the received deputation.

Members asked questions of the deputation.

Following the questioning of the deputation, debate ensued. Following debate:

Councillor Dean Cohen (Conservative) moved the following proposal from section 18.8 of the Council Procedure Rules: "To note the deputation and take no action." This was duly seconded by Councillor Thomas.

Councillor Phil Cohen (Labour) moved the following proposal from section 18.8 of the Council Procedure Rules: "To ask officer to provide a written response to the deputation." This was duly seconded by Councillor Schneiderman.

Upon the Conservative proposal being put to the vote, the votes were as follows:

For: 20
Against: 39
Abstain: 2
Absent: 2
Total: 63

The Conservative Group proposal was therefore LOST.

Upon the Labour Group proposal being put to the vote, the votes were as follows:

For: 41
Against: 20
Abstain: 0
Absent: 2
Total: 63

The Labour Group proposal was therefore CARRIED and it was therefore RESOLVED to ask officers to provide a written response to the deputation.

10. PETITIONS FROM MEMBERS AND THE PUBLIC

The following councillors left the Chamber before the debate on the item: Councillors Mitra, Farrier, Rich, Greenspan, Shooter, Mire, Young, Lemon, P Cohen, Barnes, R Cornelius, Chakraborty, Gordon, Vourou and Duschinsky.

The Lead Petitioner, Ms Anuta Zack, was invited to speak on the received petition.

Members asked questions of the Lead Petitioner.

Following the questioning of the petition, debate ensued. Following debate:

Councillor Rose (Labour) moved the following proposal from section 2 of Part 3F Petition Scheme: "Instruct an officer to prepare a report for a future meeting of Cabinet or a Committee on the issue(s) raised with a recommended course of action.' This was duly seconded by Councillor Houston.

Councillor Mearing-Smith (Conservative) moved the following proposal from section 2 of Part 3F Petition Scheme: "Instruct an officer to prepare a report for a future meeting of Cabinet or a Committee on the issue(s) raised with a recommended course of action." This was duly seconded by Councillor Wakeley.

Upon the recommendation from both political parties to "Instruct an officer to prepare a report for a future meeting of Cabinet or a Committee on the issue(s) raised with a recommended course of action."

Upon the option being put to the vote, the votes were as follows:

For: 46
Against: 0
Abstain: 0
Absent: 17
Total: 63

RESOLVED that officers be instructed to prepare a report for a future meeting of the Strategic Planning Committee, as and when a planning application is submitted, covering the issues raised in the petition.

11. ANNOUNCEMENTS FROM THE LEADER & PORTFOLIO HOLDERS

None.

12. MEMBER QUESTIONS TO THE EXECUTIVE & CHAIRS OF COMMITTEES

Answers to the questions submitted were provided as a supplementary paper to the agenda.

Supplementary questions were then asked and answered within the allotted time given for the item.

13. MEMBER QUESTIONS ABOUT JOINT ARRANGEMENTS & EXTERNAL ORGANISATIONS

None.

14. MOTIONS (45 MINUTES)

14.1 ADMINISTRATION MOTION IN THE NAME OF CLLR GUILIA INNOCENTI - RECOMMITMENT TO NET ZERO

Councillor Richard Cornelius left the Council Chamber.

Councillor Innocenti moved the motion in her name. Debate ensued.

Votes on the motion in the name of Councillor Innocenti were recorded as follows:

For: 40
Against: 19
Abstain: 1
Absent: 3
Total: 63

RESOLVED that:

Council Notes that:

- **Barnet Council declared a Climate Emergency in May 2022, committing to becoming a Net Zero Council by 2030 and a Net Zero Borough by 2042.**

- That man-made climate change represents the greatest risk to the long-term habitability of the planet.
- That more short-term physical effects include: More frequent and more extreme meteorological disasters; greater shortages of drinking water; increased risk of desertification; greater disruption to supply chains of food.
- Other effects are likely to include: Increased food inflation; greater refugee and migrant flows; Increased poverty in the developing world; And the submersion of entire countries.
- That the effects of climate change, including flooding and other extreme weather conditions are also being seen across the UK and Barnet.
- That the 2050 target for a Net Zero UK – that is, by 2050 the UK should be taking out as least as much carbon dioxide from the atmosphere as it is putting in has been part of the UK political consensus when it was adopted both by then Prime Minister Gordon Brown and then Leader of the Opposition David Cameron.
- That there are fears that the recent measures announced by the Prime Minister will make reaching that 2050 target harder.
- That Barnet will soon have installed over 2,000 electric vehicle charge points which is set to be more than 1 in 6 of all on-street charge points in London. However, as stated by the Association of Fleet Professionals and Addison Lee, investment in electronic vehicle charging points is at risk following the Prime Minister announcing that the ban on sales of new petrol cars will be postponed.
- That Barnet has started to retrofit social housing and council buildings, including the installation of heat pumps and solar panels.
- That the decision to lift the ban on installation of new gas boilers by 2035 has also put at risk investment in the heat pump industry which may have consequences for the price of more environmentally friendly heat pumps.

Council Resolves to:

- Continue installing EV charging points to enable even more Barnet residents to switch to an electric car.
- To reach out to other local authorities to make a joint statement on its commitment to EV charging points rollout, to assure the industry that the effect of the Prime Minister’s speech on investment will be minimised.
- To write to the Prime Minister, expressing dismay at the confusion and concern caused by his speech, and to reiterate the need to re-establish the political consensus on the 2050 Net Zero target, which require a realistic sequence of steps to achieve it.

14.5 OPPOSITION MOTION IN THE NAME OF CLLR ROHIT GROVER- THE CPZ PROGRAMME REVIEW SHOULD BE BROUGHT BEFORE CABINET

Councillor Monasterio left the Council Chamber

Councillor Grover moved the motion in his name. Debate ensued.
Votes on the motion in the name of Councillor Grover were recorded as follows:
For: 39
Against: 19
Abstain: 1
Absent: 4
Total: 63

The motion in the name of Councillor Grover was LOST.

14.3 ADMINISTRATION MOTION IN THE NAME OF CLLR ANNE HUTTON - RAAC

Votes on the motion in the name of Councillor Hutton were recorded as follows:

For: 39
Against: 19
Abstain: 1
Absent: 4
Total: 63

The motion in the name of Councillor Hutton was CARRIED.

RESOLVED that:

Council Notes that:

- **Council Staff did an excellent job in ensuring that schools in Barnet were checked thoroughly for outdated Reinforced Autoclaved Aerated Concrete (RAAC) within days of Government informing schools on 31st August, in some cases only one full working day before the beginning on the School Term.**
- **Regrettably, the Government delayed informing schools of the crisis, even though officials first informed ministers of the need for action on the 21st August.**
- **If Schools had been informed on the 21st or 22nd August, this would have given a much greater lead in time to the start of the new term to deal with the crisis.**
- **The school affected in Barnet – Bishop Douglass – would have been revamped under Labour’s Building Schools for the Future Programme, as agreed by the then Conservative administration of Barnet, if it had not been cancelled by the subsequent Conservative-led Government**
- **That central government has communicated poorly throughout the RAAC crisis with local government, even as councils have many of the expertise needed to respond to situations such as this.**

Council Resolves to:

- **Write to the Secretary of State for Levelling up, Housing and Communities, to ask if there is a plan to deal with outdated RAAC in the wider public estate, and how the Government intends to communicate to and co-operate with councils in implementing that plan.**

- Thank Council staff for their diligence and swift action in ensuring Barnet Schools were checked for outdated RAAC as quickly as possible.

14.4 OPPOSITION MOTION IN THE NAME OF CLLR DAVID LONGSTAFF - PLANNING ENFORCEMENT IS A MUST IN BARNET

Votes on the motion in the name of Councillor Longstaff were recorded as follows:

For: 19
 Against: 39
 Abstain: 1
 Absent: 4
 Total: 63

The motion in the name of Councillor Longstaff was therefore LOST.

14.5 ADMINISTRATION MOTION IN THE NAME OF CLLR ARJUN MITTRA - LOCAL GOVERNMENT FINANCE

Votes on the motion in the name of Councillor Mittra were recorded as follows:

For: 38
 Against: 19
 Abstain: 2
 Absent: 4
 Total: 63

The motion in the name of Councillor Mittra was CARRIED.

RESOLVED that:

Council Notes that:

- Ten councils have had Section 114 notices issued since 2018, denoting that they had, in effect, run out of money.
- That the ten councils that have issued 114 notices include Conservative Thurrock, Liberal Democrat Woking and Labour Birmingham.
- No councils issued Section 114 notices between 2001 and 2017.
- That the Special Interest Group of Municipal Authorities – Sigoma – estimate that 26 more councils could issue section 114 notices over the next two years. • The dramatic rise in the number of section 114 notices over recent years appears to be related to central government grants to councils having been cut in real terms by 50 per cent since 2010.
- That there are media reports that the Government may seek to cut taxes such as inheritance tax. Such cuts in taxes, if not funded by borrowing, could be funded by further cuts to local government, pushing more to issue Section 114 notices.

Council Resolves to:

- Write to the Prime Minister, pointing out that there has been a cut to Government grants of 50 per cent over the last 14 years, and urging him not to pass on further cuts to local government.

14.6 OPPOSITION MOTION IN THE NAME OF CLLR WAKELEY - COMBATTING MODERN SLAVERY

Votes on the motion in the name of Councillor Wakeley were recorded as follows:

For: 59
 Against: 0
 Abstain: 0
 Absent: 4
 Total: 63

The motion in the name of Councillor Wakeley was CARRIED.

RESOLVED that:

Council notes:

- 1) That in January, the Council passed a motion that recognises that Refugee & asylum seekers are much more likely to be subject to both criminal and sexual exploitation as well as modern-day slavery and that Barnet Council has a duty of care towards children and vulnerable and trafficked adults in our borough.
- 2) In the year ending in June, The Metropolitan Police received 5,435 referrals where a person was a potential victim of modern slavery.
- 3) Globally, over 50 million people are in modern slavery, with there being over 100,000 victims in the UK. The latest data provided by the London Modern Slavery Leads Group shows that in the year 2020/2021, there were 72 referrals to the National Referral Mechanism from Barnet. 17 of those referrals were children. In the year 2021/2022 there were 80 referrals.
- 4) Those forms of modern slavery, including labour exploitation, criminal exploitation, sexual exploitation, and domestic servitude, among others, are prevalent in Barnet.
- 5) At present, the only information present to officers and members on Modern Slavery are links to external organisations.
- 6) A member of the Adult Social Care, Housing and Learning & Development team attended the Human Trafficking Foundation's modern slavery Train the Trainer training in the summer and the Human Trafficking Foundation was invited to a Safeguarding Adults Managers meeting to raise awareness of indicators and the National Referral Mechanism process.
- 7) The Modern Slavery Act 2015 saw the UK become the first country in the world to introduce transparency in supply chain requirements.

- 8) Following that, Barnet Council and its subsidiary groups have established their own policies regarding Modern Slavery and are working hard to find and eradicate any form of slavery within Barnet. More, however, needs to be done.

However, considering the latest data, compounded by the impacts of COVID-19 and increased vulnerabilities, especially of women and children, not enough action is being taken.

Council therefore resolves:

- 1) Barnet London Borough Council to join the London Partnership on Modern Slavery.
- 2) To commit to appointing a multi-stakeholder and intergenerational Modern Slavery Board within the next 6 months, replacing the existing inter-departmental governance model, that co-leads and co-creates the development and implementation of a modern slavery strategy and action plan, focusing on awareness, prevention, and providing support to survivors of modern slavery and human trafficking as seen in authorities such as Kensington & Chelsea, Westminster and Haringey.
 - a. The Modern Slavery Board should also act as the monitoring and evaluation body of the strategy, reporting to the relevant Committees and Cabinet on a bi-annual basis.
- 3) To co-create these processes with Councillors, Council Officers, anti-modern slavery organisations, police and NHS wider civil society and young people.
- 4) To have a web page on Barnet's website with information on the current state of a strategy and statistics of reported victims & survivors of modern slavery in Barnet and links to help.

14.7 ADMINISTRATION MOTION IN THE NAME OF CLLR ALISON MOORE - SMOKING CESSATION SERVICES FUNDING

Votes on the motion in the name of Councillor Moore were recorded as follows:

For: 59
Against: 0
Abstain: 0
Absent: 4
Total: 63

The motion in the name of Councillor Moore was CARRIED.

RESOLVED that:

This Council notes that:

- Preventable disease continues to have a massive impact on the public's health, the NHS and the economy.

- Tobacco is the biggest preventable cause of cancer and premature death in the UK.
- With decades of comprehensive policy action, adult smoking prevalence in the UK in 2022 was at a record low at 12.9% but this masks significant inequality. In Barnet, GP records show average smoking prevalence across the Borough is 12.4% but that in some wards it's as high as 17.4%.
- Differences in smoking rates make it one of the leading drivers of health inequalities, responsible for half the difference in life expectancy between the lowest and highest income groups in England.
- According to the anti-smoking Charity ASH, smoking costs Barnet £105million per year in terms of ill-health, loss of productivity, fires and other costs.

Council therefore:

- Recognises that through their public health duties, local authorities including Barnet are responsible for improving the health of their population and do this through services including stop smoking services and wider tobacco control activities.
- Believes that local government must be adequately resourced to fulfil their public health duties.
- Supports Cancer Research UK's calls for a Smokefree Fund (a fixed annual charge on the tobacco industry, making the tobacco industry pay for the damage their products cause, without being able to influence how the funds are spent) to fund local tobacco control work and urges the UK Government to consider implementing a Smokefree Fund as part of its efforts to tackle health inequalities.
- Will write letters to the Chancellor of the Exchequer and the Secretary of State for Health and Social Care, to that effect.

14.8 OPPOSITION MOTION IN THE NAME OF CLLR WAKELEY - BARNET LEADING THE WAY IN SEND PROVISION

The votes on the amendment in Councillor Coakley-Webb's name were recorded as follows:

For: 59
 Against: 0
 Abstain: 0
 Absent: 4
 Total: 63

The amendment in the name of Councillor Coakley Webb was CARRIED.

Votes on the motion as amended by Councillor Coakley Webb were recorded as follows:

For: 59
 Against: 0

Abstain: 0
Absent: 4
Total: 63

RESOLVED that:

Council notes:

- **Barnet has been selected to be the Lead LA for the London SEND and AP Change Programme Partnership (CPP).**

Council resolves:

- **To thank all the pupils, parents, teachers and officers who are part of the SEND family who have made it such a success in Barnet.**
- **To congratulate Cllrs Longstaff, Coakley Webb and other Cllrs over the years for their exceptional work within Children's and Family Services not just in SEND but overall in our borough's high education standard.**

15. REPORTS FROM EXECUTIVE & COUNCIL COMMITTEES

15.1 REPORT OF THE MONITORING OFFICER - REFERRAL REPORT FROM THE CONSTITUTION REVIEW WORKING GROUP

The Worshipful the Mayor introduced the report. Councillor Moore moved the reception and adoption of the recommendations in the report. Debate ensued.

On the recommendations on the report being put to the vote, the votes were as follows:

For: 59
Against: 0
Abstain: 0
Absent: 4
Total: 63

RESOLVED that Council:

- 1.The Council approve the Constitution amendments as set out in Appendices A to E.**
- 2.That Council authorise the Head of Governance to implement these revisions and publish a revised Constitution.**

16. REPORTS OF OFFICERS

16.1 REPORT OF THE DIRECTOR OF RESOURCES (S151) OFFICER- FEES & CHARGES 2024/25

The Head of Governance introduced the report asking Council to approve the proposed non-executive fees and charges for 2024/25 as set out in Appendix A considering any consultation responses and equality impact assessments.

On the recommendations in the report being put to the vote, the votes were recorded as follows:

For: 39
Against: 19
Abstain: 1
Absent: 4
Total: 63

RESOLVED that the Council approve the proposed non-executive fees and charges for 2024/25 set out in Appendix A considering any consultation responses and equality impact assessments.

16.2 REPORT OF THE DEPUTY CHIEF EXECUTIVE - ASSISTANT DIRECTOR, STREET SCENE OPERATIONS - PAY GRADE APPROVAL

The Head of Governance introduced the report, seeking approval of the proposed pay grade for a new Assistant Director, Street Scene role. The creation of the role was approved by Employment Sub-Committee at its meeting of 26 September 2023 and approval of the pay grade is referred to full Council in accordance with the Council's constitution as the top of the grade is above £100,000.

On the recommendations in the report being put to the vote, the votes were recorded as follows:

For: 59
Against: 0
Abstain: 0
Absent: 4
Total: 63

RESOLVED that:

- 1. That Council approves the grade six pay grade (£94,685 - £115,352) proposed for the Assistant Director, Street Scene Operations role.**
- 2. That Council notes the proposed partial restructure of the Street Scene management team.**
- 3. That Council notes the proposed establishment of a Head of Parking & Parking Enforcement role.**
- 4. That Council notes the proposed deletion of three existing posts:**
 - a. Head of Transport, Logistics & Fleet**
 - b. Assistant Director, Parking**
 - c. Head of Street Scene Operations**

16.3 REPORT OF THE MONITORING OFFICER - EXCEPTION TO THE CALL-IN DECISIONS TAKEN AS A MATTER OF URGENCY

The Monitoring Officer presented the report.

The report was noted.

16.4 REPORT OF THE HEAD OF GOVERNANCE

The Head of Governance introduced the report, outlining the various administrative matters for Council's agreement.

On the recommendations in the report being put to the vote, the votes were recorded as follows:

For: 59
Against: 0
Abstain: 0
Absent: 4
Total: 63

RESOLVED that Council:

- 1. That Council note and approve the appointments to Outside Bodies in Appendix A.**
- 2. That Council note and approve the updated membership of the Local Pension Board, the Health & Wellbeing Board and the joint venture membership with Kuropatwa Group.**

The meeting finished at 9.34 pm

Council 30th January 2024

Administration motion in the name Councillor Anne Clarke

Welcoming extension of Universal Free School Meals Scheme and Requesting Government Support for Special Dietary Requirements

AGENDA ITEM 14.1

Council Notes that:

- The positive impact of Universal Free School Meals in state-funded schools has been accepted by all major political parties for almost a decade.
- It was for this reason that Universal Free School Meals in state-funded schools were introduced for Reception Year, Year 1 and Year 2.
- Universal Free School Meals:
 - Reduce the impact of poverty
 - Help families during the cost-of-living crisis
 - Help reduce the impact that the withdrawal of benefits makes to parents who move into employment from unemployment, ensuring that work truly pays.
 - Help educational outcomes.
- That there is currently no additional support for those schools with particular dietary needs, such as Jewish schools, who need to supply kosher food.
- That the current Mayor of London, Sadiq Khan, rolled out Universal Free School Meals in state funded schools in the capital for Years 3-6.
- That the Mayor of London is providing those schools which do require extra support due to dietary requirements, such as Jewish Schools, to supply free school meals to Years 3-6 with additional financial support.
- That the Mayor of London has extended the Universal Free School Meals initiative for Years 3-6 and has extended the additional support to those schools which require it.

Council Resolves:

- To request that Cabinet take on the following actions:
 - To thank all those who worked with the Mayor of London to ensure the original scheme provided extra support for those schools who faced additional financial pressures due to dietary requirements such as Jewish schools, which included the leadership of our local Jewish Schools and councillors from both parties in Barnet.
 - To thank the Mayor of London for extending the scheme for Years 3-6 which will help thousands of Barnet families.
 - To thank the Mayor of London for extending his additional funding for those schools that face an additional financial burden in delivering the initiative for Years 3-6 so that pupils at schools such as Jewish schools can similarly benefit.
- To write to the Secretary of State for Education, Gillian Keegan, on a cross-party basis calling on the Government to match the Mayor's funding offer for Reception to Year 2, including an uplift for those schools facing an increased financial burden in delivering its Universal Free School Meals such as Jewish schools to ensure that this universal scheme is truly universal.

Under Council Procedure Rule 15.5 this motion is to stand referred to the Executive as it refers to matters within the powers of the executive

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Council 30th January 2024

Opposition Motion in the name of Cllr Jennifer Grocock

Barnet and London deserve better than its current Police, Fire and Crime Commissioner.

AGENDA ITEM 14.2

Council notes that:

- Since being elected to the position, the current London Police, Fire and Crime Commissioner (PFCC) has overseen some of the worst periods of crime in London over the last 10 years.
- The PFCC published a press release which some might say misled the public by claiming that knife and gun crime, homicides and burglaries have fallen under his tenure, this was rebuked by the director-general at the Office for Statistics Regulation (a common occurrence for this PFCC) who found that the statement was misleading.
- ONS figures show that within this period, knife crime across London has increased by 40%.
- Between 2016 and 2019/20 the crime rate in the UK capital increased in every reporting year, with the sudden drop seen in the 2019/20 due to the COVID-19 pandemic causing a sharp reduction in certain types of crime such as robbery and theft.
- In Barnet, we've seen anti-social behaviour getting worse, bike theft getting worse, drug use, theft and burglary all getting worse with many cases unresolved.
- Funding for Police in England and Wales has increased in real terms every single year since 2016, with the funding for the financial years ending in March 2024 being £17.6billion.
- This time last year, the PFCC announced a 5.4% increase to the police precept in his tax which aimed to raise an **additional** £29.3 million for the Met's budget.
- The 2024/2025 budget will further see an increase of £54.8 million into MOPAC.
- The PFCC has not been able to hire enough officers, with London the only place in England and Wales not to hire enough therefore having to return c.£60 million to the Government.
- The installation of bleed-stopping kits across London is an indication of how bad things have become.

Council resolves to:

- To write to London's PFCC requesting a review on the allocation of Officers for Barnet and the North West London BCU and to increase the number of Officers allocated to Barnet.
- To write to our MPs and Assembly Members to encourage them to push for more officers alongside any increase in taxation of Londoners.
- To launch a knife amnesty across the borough alongside the police allowing those carrying knives to hand them in.

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Council 30th January 2024

**Administration motion in the name of Councillor Alan Schneiderman
Barnet Council to continue with tackling climate change**

AGENDA ITEM 14.3

Council notes:

- That the climate crisis is the single biggest policy challenge of today, with the risk that if we fail, this planet will be uninhabitable for future generations.
- The resignation of Chris Skidmore from the House of Commons, former minister for energy and clean growth.
- That Mr Skidmore has resigned over the Government's policy of opening up new oilfields and opposing international organisations' recommendations on how to tackle the climate crisis.
- That Mr Skidmore stated: "Where the UK once led in promoting climate change action at COP26, it now finds itself opposing the International Energy Agency, the UNCCC, the Committee on Climate Change, in promoting the opening of new additional oilfields and licenses for extraction that will not take place at best until decades from now."
- That Mr Skidmore adds "We should be taking the long term decisions for the future of our country that protect our citizens, our economy and our planet, not playing the short-term politics with achieves so little but does so much to destroy the reputation of the UK as a climate leader".
- That Barnet Council is playing its part in reducing the dependency on oil, by rolling out more than 1,000 electric vehicle charging points.
- Barnet Council is continuing this policy despite some industry analysts expressing worries that the postponement of the Government's proposed ban on the sales of new petrol cars would depress demand.
- That it is important that, even if the central UK government signals to businesses and households that tackling change is falling down the agenda, other governmental organisations such as councils need to continue to communicate to employers and households that this issue is important to help drive behavioural change.

Council resolves to:

- That despite the Conservative Government embrace of dirty fuels that put our future at risk and damage the UK's reputation on climate change, to call upon the Cabinet to restate its mission of ensuring we are a Net Zero Council by 2030 and a Net Zero Borough by 2042.

Under Council Procedure Rule 15.5 this motion is to stand referred to the Executive as it refers to matters within the powers of the executive

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Council Notes that:

- Blue Badges are regularly lost or stolen, and they are an easy target for thieves to steal.
- Counterfeit paper Blue Badges are easily made.
- Over 100 cases of Blue Badge fraud have been investigated by the borough in the past 18 months alone.
- Three officers are employed full-time to investigate Blue Badge Fraud, who could be reallocated to support other CAFT investigations.
- Most cases of Blue Badge fraud do not result in a conviction or a fine.
- The rollout of additional CPZs across the borough alongside the ULEZ expansion is likely to create an increase in Blue Badge Fraud.
- Haringey Council became the first council in the country to introduce Digital Blue Badges in November 2022.
- Since the introduction of the scheme, Blue Badge thefts in Haringey have fallen by 65%.
- The Metropolitan Police reported 528 incidents of Blue Badge thefts, which fell to 185 in the period when the Digital Badges were introduced.
- In recent years Barnet has effectively introduced digital CPZ and pay-and-display permits, essentially establishing the infrastructure for digital Blue Badges.

Council Resolves:

To ask the Cabinet Member for Environment & Climate Change to:

- Instruct officers to explore the implementation of a digital Barnet-focused scheme that also considers those who may not be technologically savvy.
- Brief members on the progress of any implementation, and
- If the system is to be implemented, report a full business case to cabinet.

Under Council Procedure Rule 15.5 this motion is to stand referred to the Executive as it refers to matters within the powers of the executive

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Council Notes

- All young people who leave care at 16, 17 or 18 are statutorily provided with some support from the local authority. This includes:
 - Being assigned a Personal Adviser to help them in the transition to living independently
 - Support with finding accommodation and with any costs of participating in education, training and employment.
- That given the greater level of support at this crucial stage during the transition of care leavers to adulthood is needed, wider society also needs to play a part.
- The Care Leavers Covenant sets five outcomes across the public and private sector:
 - 1. Care leavers are better prepared and supported to live independently.
 - 2. Care leavers have improved access to employment, education, and training.
 - 3. Care leavers experience stability in their lives and feel safe and secure.
 - 4. Care leavers have improved access to health and emotional support.
 - 5. Care leavers achieve financial stability.
- The Council has an extensive set of provisions available for care leavers including:
 - Woodhouse Road Leaving Care Centre which provides:
 - Support for Employment, Education and Training
 - Support for both physical and mental health and wellbeing through multiagency collaboration and accessibility.
 - Support to live independently through training and the support of Personal Advisors, advocates and mentors.
 - A safe space to meet with other care leavers to celebrate achievements.
 - Council Tax exempt to the age of 25
 - Leaving Care Housing protocol with a commitment to no care leaver being made *“intentionally homeless”*.
 - Life long offer of support and advice to all Barnet care experienced young people
- The Council is developing a range of projects through its charity “Live Unlimited” and across departments to support care leavers, including work experience, apprenticeships, and training.
- Care experienced people face significant barriers that impact them throughout their lives.

- Despite the resilience of many care experienced people, society too often does not take their needs into account; care experienced people often face discrimination and stigma across housing, health, education, relationships, employment and in the criminal justice system.
- Care experienced people may encounter inconsistent support in different geographical areas.
- As corporate parents, councillors have a collective responsibility for providing the best possible care and safeguarding for the children who are looked after by us as an authority.
- That all corporate parents should commit to, hearing the voices of looked after children and young people and to consider their needs in any aspect of Council work.
- That councillors should be champions of the children in our care and challenge the negative attitudes and prejudice that exists in all aspects of society.
- The Council has adopted an approach to equalities is based on the Equality Act.
- Care experienced young people experience multiple disadvantages.
- That people with “protected characteristics” in equalities legislation such as disability or sex are protected by a public sector equality duty that requires public bodies, such as councils, 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.
- *Under Section 1 of the Children and Social Work Act 2017:*
 - *(1) A local authority in England must, in carrying out functions in relation to the children and young people mentioned in subsection*
 - *(2), have regard to the need - (a) to act in the best interests, and promote the physical and mental health and well-being, of those children and young people;*
 - *(b) to encourage those children and young people to express their views, wishes and feelings; 121*
 - *(c) to take into account the views, wishes and feelings of those children and young people;*
 - *(d) 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;*
 - *(e) to promote high aspirations, and seek to secure the best outcomes, for those children and young people;*
 - *(f) for those children and young people to be safe, and for stability in their home lives, relationships and education or work;*
 - *(g) to prepare those children and young people for adulthood and independent living.*
 - *(2) The children and young people mentioned in this subsection are –*
 - *(a) children who are looked after by a local authority, within the meaning given by section 22(1) of the Children Act 1989;*
 - *(b) relevant children within the meaning given by section 23A(2) of that Act;*
 - *(c) persons aged under 25 who are former relevant children within the meaning given by section 23C(1) of that Act.*

- *According to the “Applying corporate parenting principles to looked-after children and care leavers statutory guidance for local authorities” the following functions are functions where consideration of corporate parenting principles should generally apply education, social Care, housing, libraries, leisure and recreation and local taxation collection.*

The Children and Social Work Act sets out requirements for the council to comply with

Council Resolves to:

- Lobby government for a change in the law to allow Care Experience to become a protected characteristic under the Equality Act and other legislation so that it will enable this to be a requirement for both the private and public sectors. This would be helpful in such areas as employment for example.
 - Recognise that care experienced people are a group who are likely to face discrimination.
 - Recognise its duty to put the needs of disadvantaged people at the heart of decision-making through co-production and collaboration.
 - Ensure that future relevant decisions, services and policies made and adopted by the Council should be assessed through assessments to determine the impact of changes on people with care experience.

- Become a signatory to the Care Leavers Covenant.

- Ask officers to explore the implementation of Implements the 5 Part Strategy for Local Authorities enshrined in the Covenant ensuring we commit to, or maintain our present practice, in:
 - Raising awareness of the covenant
 - Council tax exemption
 - Training and employment opportunities
 - Social value policy
 - Economic development

- Continue to proactively seek out and listen to the voices of care experienced people when developing new policies based on their views.

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Council 30th January 2024

Administration Motion in the name of Councillor Rishikesh Chakraborty

Calling for the Mayor to Continue Building a Cleaner, Greener, Safer, Fairer London

AGENDA ITEM 14.6

Council Notes that:

- For the last eight years, London has been led by a Mayor – Sadiq Khan – focussed on making the city cleaner, greener, safer and fairer.
- That this agenda has continued-despite:
 - The challenges of the Covid 19 pandemic to our health and transport systems
 - Boris Johnson’s botched Brexit hurting the city economically
 - A real terms cut to the Metropolitan Police of 27 per cent since 2012
 - A real terms cut to Barnet Council over more than £100 million since 2010
- That Sadiq Khan as Mayor has brought in free school meals for primary school age children and ensured those with particular dietary needs – such as Jewish schools who require kosher food – receive extra support, and - has extended that policy for one more year.-This has ensured additional support for more than a dozen schools in Barnet
- That the Mayor has brought in a rate of council house building of a greater magnitude than any time since the 1970s, which, working with Barnet Council, fed through to this local authority recommencing expanding social housing at scale.
- That the Mayor’s administration has overseen a halving in the amount of toxic air in central London and a reduction of one third in outer London at a time when the Conservative government is scaling back its climate change ambitions. This has included substantial falls in nitrous oxide in areas such as the Golders Green Bus station and Barnet High Street.

Council Resolves to:

- Request that the Mayor does all that he can to bridge the shortfall in funding for the Metropolitan Police left by Government neglect, estimated by the Police’s own analysis as £240 million so that that we can see increased action on crime with results such as to the Clear Hold build pilot that arrested more than 160 suspects.
- Keep transport fares as low as possible to support those hit by the Cost of Living Crisis, including on routes in Barnet
- To continue to support the expansion of the number of electric buses and electric vehicle charging points, despite the Conservative Government rowing back on the electric vehicle agenda, given the impact that this has had on air quality in Barnet.

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Barnet Council notes:

- The latest Local Government Settlement, stating what funding the Conservative government is willing to share with local government, outlines a £406 million cut to the Services Grant for local government.
- That this cut is due to be implemented despite higher-than-expected tax revenues. These higher-than-expected revenues are due to the inflation that followed the Conservative Government's November 2022 budget pulling residents into higher tax bands, causing billions of pounds in additional taxes being levied on individuals.
- That the Government's calculations for how it expects local governments will deliver services to their residents assumes that local authorities will introduce the maximum increase in council tax allowed without holding a local referendum; and that that represents another attack on household finances as families face remortgaging rates which rocketed during the Liz Truss Premiership.
- That there are also freezes to the new Homes Bonus and the Improved Better Care Fund, at a time of significant inflation.
- That Barnet Council has faced real terms cuts of more than £100 million from the Conservative Government since 2010.
- That the Local Government Association estimate that councils will face £4 billion shortfall by March 2025 on Conservative ministers' current plans.
- That the Leader of the Local Government Association, Shaun Davies, described the Government Local government settlement as 'unthinkable' and that "No council is now immune to the growing risk to their financial sustainability.
- That Cllr Barry Lewis, Finance lead for the County Council Network and Conservative Leader of Derbyshire County Council said that the Government's decision on local Government funding was 'bitterly disappointing' and that 'councils will have no choice but to implement more severe reductions to services.'
- The Conservative Leader of Surrey County Council, Tim Oliver, has described the latest Government local Government settlement as 'worse than austerity'.
- That Brent Conservatives joined with Brent Liberal Democrats, joined with the Brent Labour administration in stating that the latest settlement will 'do little to address the pressures than council are facing' and how 'disappointed' they are that the Government have 'failed to refer to the long-standing concerns made by local authorities concerning the surety of long-term funding or the immediate impact of historically high inflation rates.'
- That Brent Conservatives, alongside their Labour and Liberal Democrat colleagues, called on the Government to review its Local Government funding settlements as the result of its current policy are 'deep cuts to council services [that] are only likely to place pressure on other areas of public spending, such as the NHS, which are already in crisis.

Council resolves to:

- That the Leader should write to the Chancellor of the Exchequer, asking for a review of the Local Government Settlement, and that he should ask if the leader of the Conservative Group will co-sign.

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Council 30th January 2024

**Administration motion in the name of Councillor Pauline Coakley-Webb
Banning profiteering in children's social care and education placements**

AGENDA ITEM 14.8

Council notes that:

- In 2022 the Competition and Markets Authority's (CMA) final report on children's social care reiterated several important issues that Barnet Council has been raising with the Conservative government for many years, specifically access to and costs of suitable placements for children in care, all while the largest providers make "materially higher profits".
- Their report shares our concern that "children are not consistently getting access to care and accommodation that meet their needs".
- Local authorities, as the sole purchasers of placements, pay thousands of pounds a week for placements for children in their care. Yet providers can pick and choose which referrals to accept and at what cost due to demand outstripping supply.
- The report rightly highlights the important role national government needs to play in contributing to these challenges being addressed.
- With concern regarding levels of risk in the system due to rapid changes in ownership and considerable levels of borrowing and debts held by some private companies. Should any of these providers fail, no single local authority could step in, and it would be children who suffer the greatest consequence. As the CMA notes, the current level of risk of disruption to children's accommodation and care is unacceptable.
- Children's services have long operated in a mixed economy with a range of providers involved in the delivery of services locally. However, multi-million pound mergers between providers are becoming increasingly common as is the use of private equity.
- Since the publication of the CMA no tangible action has been taken by Government to address profiteering in the children's sector.

Council agree:

- Profiteering using public money based on meeting children's needs is unacceptable.
- To the aspiration of a not-for-profit model for children's placements
- To call on all political parties to, nationally, within their manifestos for the upcoming general election, commit to the introduction of legislation which prevents for-profit operations or as a minimum, caps the level of fees chargeable in fostering and residential services.

Under Council Procedure Rule 15.5 this motion is to stand referred to the Executive as it refers to matters within the powers of the executive

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Council 30th January 2024

**Administration motion in the name of Councillor Gill Sargeant
Congratulating Middlesex University Alumni on winning University Challenge**

AGENDA ITEM 14.9

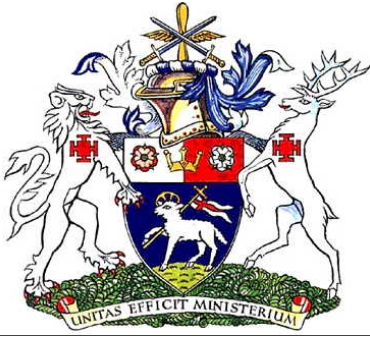
Council Notes that:

- That Middlesex University Alumni won the most recent series of University Challenge.
- That to do so they defeated the University of Leeds, Bangor University and Corpus Christi, Oxford, overwhelmingly 175 to 80.
- That the winning team consisted of David Heathcote, Lola Young, Heather Philipson and David Hepworth

Council Resolves to:

- To Congratulate the Middlesex University Alumni on its triumph, and restate how proud we are of Middlesex University for serving generations of students.
- That Middlesex University should be made aware of this motion.

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Council AGENDA ITEM 15.1
30 January 2024

Title	Corporate Parenting Annual Reports
Report of	Councillor Pauline CoakleyWebb, Cabinet Member for Family Friendly Barnet
Wards	All
Status	Public
Urgent	No
Key	Non-key
Appendices	Annex 1 – Cabinet Report of 18 October 2023 Appendix A - Corporate Parenting Annual Report Appendix B – Fostering Annual Report Appendix C – Adopt North London Annual Report Appendix D – Independent Reviewing Service Annual Report Appendix E – Virtual School Annual Report Appendix F – CLCH LAC Health Annual Report
Officer Contact Details	Chris Munday, Executive Director Children & Families Chris.munday@barnet.gov.uk

Summary

The reports provide an update on activity and performance of Children and Families, Education and Health services for 2022 - 23 to demonstrate the progress that is being made on delivering against Barnet Council’s pledge to the children in our care and care experienced young adults.

Recommendations

That the reports be referred to Council for noting, to ensure understanding of their statutory role as corporate parents and to be aware of progress and challenges for services to children in our care and care experienced young adults.

1. Reasons for the Recommendations

1.1 The services providing care and support to the children in our care and care experienced young adults prepare the annual report that sets out the activity, performance and achievements of

services and most importantly of the children and young adults. As corporate parents, the councillors must be kept informed on how the services are meeting the wholistic needs of the children and young adults.

1.2 As set out in the report at Annex 1

2. Alternative Options Considered and Not Recommended

None

3. Post Decision Implementation

None

4. Corporate Priorities, Performance and Other Considerations

4.1 As set out in the report at Annex 1

5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)

None

6. Legal Implications and Constitution References

6.1 As set out in the report at Annex 1

7. Consultation

7.1 None in context of this decision

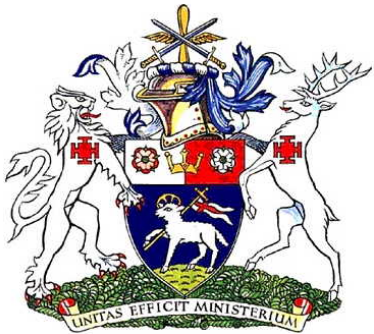
8. Equalities and Diversity

8.1 The decision-making processes of the Council, as enshrined within the Constitution, need to be transparent and accessible to all sectors of the community.

9. Background Papers

9.1 None

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	<h2>Cabinet</h2>
<p style="text-align: center;">Title</p>	<p>Corporate Parenting Annual Reports</p>
<p style="text-align: center;">Date of meeting</p>	<p>18 October 2023</p>
<p style="text-align: center;">Report of</p>	<p>Councillor Pauline CoakleyWebb, Cabinet Member for Family Friendly Barnet</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;">Key</p>	<p>Non-key</p>
<p style="text-align: center;">Urgent</p>	<p>No</p>
<p style="text-align: center;">Appendices</p>	<p>Appendix A – Corporate Parenting Annual Report Appendix B – Fostering Annual Report Appendix C – Adopt North London Annual Report Appendix D – Independent Reviewing Service Annual Report Appendix E – Virtual School Annual Report Appendix F – CLCH LAC Health Annual Report</p>
<p style="text-align: center;">Lead Officer</p>	<p>Chris Munday, Executive Director Children & Families</p>
<p style="text-align: center;">Officer Contact Details</p>	<p>Brigitte Jordaan, Director of Children Social Care Brigitte.jordaan@barnet.gov.uk Kate Jeffery, Head of Service Corporate Parenting Kate.jeffery@barnet.gov.uk</p>
<h3>Summary</h3>	
<p>The reports provide an update on activity and performance of Children and Families, Education and Health services for 2022 - 23 to demonstrate the progress that is being made on delivering against Barnet Council’s pledge to the children in our care and care experienced young adults.</p>	

Recommendations

1. That Cabinet note the contents of Corporate Parenting Annual Reports
2. That the reports be referred to Council for noting, to ensure understanding of their statutory role as corporate parents and to be aware of progress and challenges for services to children in our care and care experienced young adults

1. Reasons for the Recommendations

- 1.1 The services providing care and support to the children in our care and care experienced young adults prepare the annual report that sets out the activity, performance and achievements of services and most importantly of the children and young adults. As corporate parents, the councillors must be kept informed on how the services are meeting the wholistic needs of the children and young adults.
- 1.2 Our children in care and care experienced young adults have over the last year continued to show such impressive motivation and resilience as they face a complex world that is harder than ever to navigate. Our Corporate Parenting responsibilities across the whole council has continued to strengthen over the last year with even more collaboration with colleagues across the council and partner agencies in Education, Health and the voluntary sector. We have seen progress in placement stability despite the significant national challenges in placement sufficiency, permanency planning for our very young children has been more timely with court timescales improving and for our older children work experience projects have expanded. Education outcomes continue to improve despite our children having lost so much learning during the pandemic and our local offer for care experienced young adults demonstrates the partnership working that is delivering on our Independent Living Programmes with Education, Housing, Revenue and benefits, the Live Unlimited Charity and Adult Services. We are very proud of what services have achieved for our children and young adults but that would not be possible without the strength of the child and young person's voice that directs us to develop services and opportunities that respond to them and show that what they say matters.
- 1.3 In June 2021 Ofsted completed a focussed visit looking at service to children in care and highlighted two areas of social work practice that need to improve: Case recording, including the recording of supervision, visits and direct work with children and the rationale for decision-making on placements and the completion and quality of 'All About Me' plans. In response to these recommendations, we have consistently audited case files to identify examples of good practice and highlight where improvement is needed. Team managers and auditors have worked alongside practitioners to ensure that information from the audits inform practice, and the case files effectively represent the excellent practice that teams are producing. The most recent quarterly report shows ongoing improvements and evidence that the audit actions are being used in supervision to reflect on practice.
- 1.4 The Corporate Parenting report sets our progress against the 6 pledges within the Corporate Parenting Strategy
- 1.5 The Fostering report informs on the recruitment activity that is ongoing to increase the number of Barnet foster carers, the support that is in place for our foster carers and initiative being worked on to improve the capacity to ensure that when children cannot remain with their family they are placed locally, in the right place first time.
- 1.6 Legislation requiring local authorities to deliver adoption services through Regional Adoption Agencies (RAA) was passed in 2016 in the Education & Adoption Act. London RAA's were

launched in 2019. Adopt London North is a partnership between the six London boroughs of Barnet, Camden, Enfield, Hackney, Haringey, and Islington. The adoption functions of the six boroughs officially became part of Adopt London North on 1st October 2019, hosted by the London Borough of Islington as the lead partner. Adopt London North has responsibility for all adoption led services, delivering these on behalf of the local authorities. These include: • Recruitment and assessment of adoptive parents • Family finding for children in need of adoptive parents • Adoption support to adoptive families, adopted adults, and others impacted by adoption. The annual report provides details on these services for the year 2022/23.

1.7 Every child who is in our care has an independent reviewing officer assigned to them and they work alongside the child, the carers and the professional network to ensure that the child’s needs are fully understood, that their care arrangement is appropriate and meets the needs and provides an independent view on the progress of the care planning in place for the child. The report attached gives the overview of this work for the last year. The Independent Reviewing Service is managed within the Safeguarding, Quality Assurance and Workforce Development Service to ensure that the Independent Reviewing Officers’ (IRO’s) input and contribution to social work practice and care planning for children and young people is distinct from case holding service areas. The Head of Service has a direct line of accountability to the Executive Director of Children’s Services: they meet regularly to review any practice concerns independently.

1.8 The Virtual School is the key educational advocacy service for all children in care (CIC), whether educated in Barnet or placed out of authority. The focus of our statutory duty is to improve educational outcomes through challenging and supporting schools, academies, and specialist settings to ensure that CIC:

- Attend school on a full-time basis.
- Receive the best possible opportunities as learners by accessing mainstream education or where appropriate specialist or alternative provisions and through attending schools which are judged to be at least good in Ofsted inspections.
- Maintain at least expected rates of progress relative to their starting points on becoming looked after.
- Close the achievement gap with their peers

Consistent progress is being made to improve the educational outcomes and the report informs on these achievements across the academic year of 2022/23.

1.9 The Looked After Children Health team is a jointly commissioned serviced between Barnet Family Services and the ICB. The report attached sets out the activity and outcomes of the provider CLCH for 2022/23. The report reviews the delivery of health services to Barnet’s children in care, and discusses achievements made for the year in accordance with statutory guidance, as well as service improvements and plans for further developments. It reviews performance indicators and summarises the data in relation to Initial and Review health assessments, indicating where assessments have not been achieved and provides rationale for this.

2. Alternative Options Considered and Not Recommended

None

3. Post Decision Implementation	
None	
4. Corporate Priorities, Performance and Other Considerations	
<p>Corporate Plan</p> <p>4.1 Corporate parenting services to children in care and care experienced young adults that keeps children safe from harm and enables them to thrive into adulthood is part of the council’s Family Friendly vision ‘where children and young people have the best start in life with the best education, the right support and safeguarding when they need it, and the right tools to live their lives successfully into adulthood’.</p> <p>Corporate Performance / Outcome Measures</p> <p>4.2 Not applicable for this report</p> <p>Sustainability</p> <p>4.3 Not applicable for this report</p> <p>Corporate Parenting</p> <p>4.4 In line with 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.</p> <p>Risk Management</p> <p>4.5 Not applicable for this report</p> <p>Insight</p> <p>4.6 Not applicable for this report</p> <p>Social Value</p> <p>4.7 Not applicable for this report</p>	
5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)	
None	
6. Legal Implications and Constitution References	
6.1	(legal)
6.1	Under the Council’s Constitution, Part 2D the terms of reference states that Cabinet is responsible for the following functions: <ul style="list-style-type: none"> - Development of proposals for the budget (including the capital and revenue budgets, the fixing of the Council Tax Base, and the level of Council Tax) and the financial strategy for the Council;

- Monitoring the implementation of the budget and financial strategy;
- Recommending major new policies (and amendments to existing policies) to the Council for approval as part of the Council's Policy Framework and implementing those approved by Council;
- Approving policies that are not part of the policy framework;
- Management of the Council's Capital Programme;

7. Consultation

No consultation required for this report

8. Equalities and Diversity

8.1 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

9. Background Papers

None

CORPORATE PARENTING ANNUAL REPORT 2022- 2023



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Foreword

Our children in care and care experienced young adults have over the last year continued to show such impressive grit and resilience as they face a complex world that is harder than ever to navigate. Our Corporate Parenting responsibilities across the whole council has continued to strengthen over the last year with even more collaboration with colleagues across the council and partner agencies in Education, Health and the voluntary sector. We have seen progress in placement stability despite the significant national challenges in placement sufficiency, permanency planning for our very young children has been more timely with court timescales improving and for our older children work experience projects have expanded, education outcomes continue to improve despite our children having lost so much learning during the pandemic and our local offer for care experienced young adults demonstrates the partnership working that is delivering on our Independent Living Programmes with Education, Housing, Revenue and benefits, the Live Unlimited Charity and Adult service. I am very proud of what services have achieved for our children and young adults but that would not be possible without the strength of the child and young person's voice that directs us to develop services and opportunities that respond to them and show that what they say matters.

Brigitte Jordaan – Director of Corporate Parenting and Disability

Introduction

Across 2022/2023 we progressed our blueprint developed over the previous years in how we have delivered services to ensure children and young adults continue to feel held, supported and making progress to achieve their individual successes. As a service we efficiently and effectively continued with our model of hybrid working ensuring direct working with children, families, and professionals when it was considered in the child's best interest, while offering the flexibility of remote working when a creative approach was needed. Staff returned to and remained in their work environments, ensuring the seamless approach to intervention and support. We ensured that vulnerable children remained connected to their families and wider social networks to promote their sense of safety, well-being and belonging.

During their June 2021 focussed visit, Ofsted highlighted two areas of social work practice that need to improve:

- Case recording, including the recording of supervision, visits and direct work with children and the rationale for decision-making on placements.
- The completion and quality of 'All About Me' plans.

In response to these recommendations, we have consistently audited case files to identify examples of good practice and highlight where improvement is needed. Team managers and auditors have worked alongside practitioners to ensure that information from the audits inform practice, and the case files effectively represent the excellent practice that teams are producing.

The most recent quarterly report shows ongoing improvements and evidence that the audit actions are being used in supervision to reflect on practice. The audits graded as Requires improvement indicate that supervision recordings and management oversight need to show more of the reflective discussions that take place and the rationale for decisions.

For all children and young people in care, the 'All About Me' assessment and plan is an essential piece of direct work and planning that social workers complete with the child and young person. Dip sampling shows that the quality of these plans is mostly good, are child focussed and written from the child's perspective. Consistency and ensuring all plans and actions for a child are aligned would strengthen practice.

Placement sufficiency nationally and locally continued to be a concern throughout the year. Finding the right care option for each child first time is our aim however it was not always possible to do so for sibling groups and adolescents with complex behaviours. The social work teams together with the Placements Team worked consistently to find creative solutions for children and families. Whether sibling groups were placed together or apart was assessed and reviewed and if separated a rationale for this decision was communicated. Every attempt was made to keep children close to their connections within Barnet, when it was safe to do so, and for children who were previously placed a far distance away a plan to bring them back to Barnet was agreed where appropriate.

Placement stability continues to improve and since April 2023 194 children and young people have remained in their homes, 76 children have had 2 placements, and 35 young people have had 3 or more placements. The low number of multiple placement moves is a result of intensive work to understand the needs of the child, supporting carers with comprehensive packages including clinical support and working closely with external providers to ensure good quality of care. Many of these young people have moved addresses with the same provider or in the case of infants have moved from the hospital to a parent assessment unit to either foster care or home with parent. These moves are planned and in line with the permanency planning for a child.

In 2021 we commissioned the Bright Spots Survey in partnership with Coram Voice and the Rees Centre. This survey undertaken in May – June 2021 saw 176 (54%) of children and young people and 116 (33%) of care experienced adults share their views anonymously. The survey indicated that the majority of children and young people know and trust their social worker, feel involved in decisions made about their lives and feel safe where they live. The report indicated that for care leaver, the majority of young adults have a positive and trusting relationship with their Personal Advisors The full report highlighted the need for:

- Stronger focus on lifestory work to ensure children and young people understand their reasons for being in care
- Children and young people's contact with their birth family needs to remain an area under regular review
- Embedded pathways for young people developing the necessary life skills to support their transitions to independent living
- Continued partnership work with partner agencies and housing services to ensure the appropriate, safe and stable accommodation options available for young people moving to independent living
- Stronger pathways for young people transitioning to leaving care services requiring support with their mental health

What they told us formed the foundation of the Corporate Parenting Strategy 2021 – 2023 and as corporate parents we make a pledge to our children and young people to hold ourselves to account

against the 6 promises within our strategy, to ensure their voice is central to our planning and that we strive to always be ambitious for them.

Progress against the 6 key pledges within the Corporate Parenting Strategy

We will support you to fulfil your dreams

According to the Bright Spots survey, all of the children (4-11 years) liked school and 83% of the young people (11-18yrs) liked school or college 'a lot' or 'a bit' – slightly higher than young people (80%) in the general population. Children and young people liking school is a Bright Spot of practice in Barnet.

Throughout 2022/23 we have:

- Continued to provide a virtual school that is dedicated to helping children and young people get the best from their educational experience in order for them to have exciting choices later in life through additional educational support and a variety of enrichment activities. We have ensured all children have access to a laptop or tablet.
- Barnet Education, Employment and Training Support (BEETS) has continued to provide careers guidance, information and advice for young people in Barnet after leaving Year 11 until the age of 19 (or 25 for young people with statements/EHCP).
- Launched a 18-25 NEET to EET panel as part of the Care Experienced EET project, which will be extend to include 16 and 17 year olds with support from the Virtual School, supporting young people's progression into Education, Employment and Training.
- Developed a horticulture programme for care experienced young people at our leaving care hub. This bespoke 12-week programme is for UASC/former UASC young people to gain skills in horticulture, as a pathway to employment
- Developed an onsite English as a Second Language provision delivered at the Leaving Care Centre; 12 young people have enrolled and will graduate in June 2023.
- Bridging the Gap and Thrive programs have continued to run throughout the 2022/2023 and 127 young people have participated on the program, with 57 successfully completing the program; 3 young people commenced a traineeship, 5 young people commenced an apprenticeship and 37 started employment.
- With our charity Live Unlimited, we have supported 46 young people through the imagination unlimited fund, supporting young people with items to help them reach their potential and improve their health and well-being, including purchasing bicycles and training courses in football, boxing and cricket, a keyboard and a sewing machine.

The Bright Spots survey, 'Your life Your care' (June 2021) showed that nearly all (98%) of the children and young people (8- 18yrs) reported that the adults they lived with showed an interest in their education. This is a Bright Spot of practice.

We will be there for you when you need us

We know from our Bright Spots completed in 2021 that survey: "Young people aged 11 – 18 years in Barnet are statistically more likely than young people living in other boroughs to have the same social worker in the past 12 months.". Audits completed across the year also demonstrated that social

workers have continued to work hard engaging with children and young people and listening to their wishes and feelings, with 86% of audits graded as Good in the domain of Child Voice and Engagement.

Bright Spots also told us that for care experienced young adults; “Most young people (89%) had someone who listened to them. A similar proportion (88%) had someone who told them when they’d done well. Nine in ten (90%) young people had someone who believed that they would be a success.”

Over the past year, we have:

- Promoted the Think Care Leaver ethos across Family Services and more widely across the Council
- Continued to maintain positive relationships, supporting children and young people in navigating the continuously changing world through spending time with them in their home and out in the community, whilst also engaging in virtual communication on occasion in line with young people’s wishes and feelings.
- Developed the life-long offer of support for care experienced young people embedded within our revised and updated Local Offer; young adults are contacted at 6-monthly intervals and reminded of this offer available to them.
- Continued to provide safe and secure home environments for children, young people, and adults through child-centred planning for care arrangements that take into consideration children and young people’s views and wishes, including their cultural background, relationships and connections in the local area.
- Continued to offer support for children and young people to have their voices heard and views listened too. In partnership with our commissioned advocacy service Action for Children we completed 52 referrals and provided advocacy support to 98 children and young people.
- Faced the challenge of placement sufficiency with creativity and joint working to ensure wherever possible we identified the right placement for every child and when a child moved it was planned and supported the child.
 - o In the Bright Spots Survey, all but one of the youngest children (aged 4-7 years) felt settled where they live and amongst the children and young people aged 8-18 years, just over two thirds felt settled ‘all or most of the time’.
- Enhanced our placement offer ensuring children and young people are supported through ‘rocky’ periods, including promoting our out of hours offer to foster carers every weeknight and over the weekend.
- Developed the Barnet TEAM (Transitioning Everyone to Achieve More) Hub, supporting children new to care and children in care experiencing a transition in home/school placement; through the Virtual School Mentoring program, 13 referrals were received and 18 young people supported.
- Adapted and developed the training and support offer to foster carers and family carers through a variety of means to ensure the adults trusted to care for our children have the best support available to them to provide the warmth, care and love children and young need to thrive.

- Worked together with our colleagues in Youth Justice to ensure young people have the right support available to them when they need it, from police officers to family support workers to psychologists.
- Progressed plans for a pan-London alternative to custody scheme in Barnet where young people live together in a shared house supported by staff to make positive life changes due to open in Spring 2023.
- Expanded our children's home provisions with plans to develop a solo-placement for one young person, acting as a 'circuit breaker' accommodation to provide them with a place of stability and safety whilst we assess and better understand their needs to identify their longer-term accommodation option.
- Continued to support children with our internal residential accommodation options, including a therapeutic children's home, regular children's home and semi-independent accommodation.
- We have developed a bespoke offer of care and support for Unaccompanied Asylum Seeking Children (UASC) and former UASC young adults through the provision of a specific UASC team.
- We are developing a Through Care Team to strengthen support offer for vulnerable 16 and 17 year old requiring more support to achieve independence;
- In partnership with Barnet Homes, we have developed 22 Woodhouse Road, a shared accommodation provision for former -UASC young, supporting them through key worker support to develop the necessary independence skills whilst waiting for their asylum claim to be progressed allowing them to access their permanent accommodation.
- Refurbished the Onwards & Upwards care leaver hub in our continued efforts to make the centre more accessible to young people and partners delivery services and providing a home for young people to return to.

We will support your mental and physical health

Throughout 2022/2023 we have:

- Continued to provide different activities, from gym membership and cooking classes, to volunteering opportunities for children, young people and care experienced young adults.
- Maintained mental health support services for children, young people and care experienced adults that meets their needs, including:
 - online support, for everyone up to the age of 25.
 - In-person and more comprehensive support through Barnet Integrated Clinical Service (BICS) and through our key mental health partners such as Terapia.
- Developed a mental health pathway for young people transitioning out of care and requiring support from adult mental health services through the multi-agency Mental Health Transitions panel which now includes a referral pathway for young people at 17.5 years into adult services.

- For care experienced adults we have enhanced our mental health offer through a bespoke Mental Health transitions practitioner and 4 MH pathways for a trauma informed approaches to working with and supporting young people.
- Enhanced our training offer for Personal Advisors working with young people displaying trauma-informed behaviour, including the completion of KUF to better support young people with Personality diagnosis and/or presentation and mentalisation training with the Early Years Parenting Hub
- Enhanced the wrap-around support through our bespoke therapeutic support in a home environment at Greenbank House, our 6-bed therapeutic children's home with onsite clinicians developing a therapeutic community with staff and will include foster carers to establish an effective step down into foster carer for residents.
- Progressed our Special Educational Needs and Disability Strategy and our response to the national Autism Strategy to ensure that children who have additional needs are appropriately supported.
- In partnership with our charity Live Unlimited, we provided 448 hours at the Outdoor Club for 17 children aged between 6-18 years through 1 6-weeks and 2 7-week programs allowing children and young people to connect with nature, learn new skills, take risks, build confidence, improve their well-being, reduce anxiety and make new friends.
- Progressed a number of positive activities with our children in care council (BOP) including go-karting, bowling and launched a football team with training sessions in preparation for a tournament against LBB staff team.

We will listen, communicate, and make decisions together with you

Throughout 2022 / 22 we have:

- Work to further embed the 'All about me' assessment and plan for all children in care that represented the child's wishes and views and set out in a way that they can understand the rationale for their plan and how their needs will be met. Enhanced our commitment to consistently record children and young people's voices and promoting their wishes and feelings focussing on ensure their voice is at the centre of care planning.
- During the year we supported 25 children and young people to return to care arrangements with their birth family.
- We have continued to meet with children, young people and care experienced adults in person and when required, virtually, ensuring the significant relationship with social worker and/or personal advisors remained strong and supportive to those who needed it most throughout the year. Personal Advisors remained in touch with 100% of young people and visits to children in care remained strong at 73%.
- Child in Care reviews continued within timescales providing consistent oversight from the Independent Reviewing Officers (IRO). All About Me and Pathway Plans continued to be reviewed when circumstances changed and captured the lived experience of those they reflect.

- We have continued to provide an improved advocacy service in response to the Ofsted recommendation and seen an increase in children and young people accessing this service with 98 children and young people accessing advocacy services in the last 12 month period and 52 referrals made. Advocacy service for care leavers continues to provide an onsite provision at the Woodhouse Road Care Leaver Hub.

We will support you to become independent and prepare for adulthood

The Bright Spots survey, Your Life Beyond Care, states that 62% of care leavers in Barnet reported 'living comfortably' or 'doing alright': a figure slightly more favourable than that reported by care leavers in other LAs (56%). However, it is somewhat lower than that reported by young people (16-24yrs) in the general population, where three quarters (75%) report 'living comfortably' or at least 'doing alright'.

In comparison to young people in the general population, care leavers in Barnet were over twice as likely to report financial difficulties. 25 (22%) care leavers identified fun stuff they wished they could do more of and 19 (16%) care leavers identified things that stopped them from having fun. Not having enough money was the reason most often cited. Others identified poor mental health, covid lockdown, and a limited social network.

Throughout 2022/23 we have:

- Strengthened the Expert by Experience post in Onwards & Upwards to promote feedback loops and co-production of service design and delivery with care experienced young adults.
- Ensured the Strengths and Resilience Group has continued to run throughout the year, both in person and virtually depending on the wants on the attendees and primarily delivered online and co-facilitated by the Expert by Experience.
- Continued to promote Staying Put and Support Lodgings care arrangements with 12% of 17-18 years olds living with their former foster carer and a further 7% of 19-21 year olds living with their former foster carers and supported lodgings hosts.
- Meadow Close our 16+ semi-independent provision for 16-21 year olds to support young people preparing for adulthood. Throughout the year, it maintained good occupancy rate with 7 young people residing in the provision throughout the year.
- Developed the independent living project 'We Built This Home'; a series of workshops that will support independent living skills through both practical skills training alongside health, personal care, nutrition, cooking, budgeting and finance. O&U has become an accredited ASDAN provider, and will be launching the first ASDAN module for independent living in April 2023
- Continued promoting the Barnet Supported Living Service helping young people with disabilities to live as independently as possible in their own home.

- Continued to provide financial education to 15-17 years through the Step-ladder program; 57 young people have registered and 14 care experienced young adults have completed the program. 9 young people are currently active in completing the steps (1-5).
- Continued our commitment that whereby all care experienced young adults have access to their health histories to support them in their adult years with their Health Passport
- Developed a specific pathway of independence for Unaccompanied Asylum Seeking Children (UASC) including developing a specific UASC team embedded in Onwards & Upwards, working collaboratively with the Home Office on the Children's Streamlined Asylum Process (SAP)
- Continued our positive partnership working with Barnet Homes to ensure that all young people aged 16.5 are supported with housing nomination forms to assist their transition to independent living upon their 18th birthday or when they are appropriately ready. As part of this ongoing partnership, we plan to launch the Care Leaver Housing Panel in Summer 2023.
- Increased our offer to provide direct housing offers to young people in partnership with Barnet homes to 66 young people, up from a target of 56.
- Raised the need for more housing for care experienced young adults with the Housing & Growth Committee and obtained agreement for Barnet Homes to acquire 30 units for our young adults. This acquisitions programme has generate a review of options for care experienced young adults and has resulted in care experienced parents being moved to 2-bedroomed properties and their original smaller property being ring-fenced for care experienced young adults.
- Maintained the services of a designated work coach in partnership with the Department for Work and Pensions based at the Onwards and Upwards building offering advice and guidance to care experienced young people.
- Provided driving lessons to 20 young people through our partnership work with the charity, Live Unlimited's Driving Ahead scheme, with 7 young people / young adults taking their driving test and 6 successfully passing, despite ongoing difficulties booking diving tests.
- Maintained an average of 65% (up from 61%) of care experienced young adults remaining in education, employment and training, despite the significant hardship young people aged 18-24 experienced living through the Covid pandemic.

We will celebrate children & young people, their achievements, identity, and culture

Throughout 2022/2023 we have:

- Continued to implemented recommendations from the Barnet wide Anti-Racism Strategy promoting a work environment that is committed to equality and diversity.
- Continued to run our program of celebration activities in person, including
 - o The Children in Care Summer Celebration event attended by over 200 children, carers and staff volunteers in July

- The annual summer BBQ for care leavers in August, the inaugural Care Leaver Conference as part of National Care Leavers Week, an Eid Celebration and a Christmas Party.
- Foster Care Fortnight in May, Foster Care Appreciation Day in October and 2 long-term matching celebrations for children and young people matched with their permanent carers throughout the care and a Christmas party in December
- Continued to ensure that children and young people’s individual care plans acknowledge their difference and reflect nationality, religion, ethnicity, sexuality, gender and disability.
- Progressed our commitment in providing a rolling training program supporting all staff and managers to develop the skills to have confident conversations about race to enable social workers and personal advisors to promote children and young people’s life story through a racial and cultural lens with confidence and sensitivity.
- Despite national challenges to recruitment, we have remained committed to recruiting foster carers from diverse backgrounds to support children and young people settling into their homes and feeling safe, secure and understood.
- Developed a specific UASC pathway for unaccompanied asylum seeking young people and asylum seeking adults, including partnership work with education, health and mental health services through the bespoke UASC team
- Supporting LGBT Youth in Care to attend online engagement session for care experienced children and young people as part of the contract with The Department for Education and Coram Voice. This session is focused on **'Being me' How can social workers support my identity (LGBTQ+)**.

Voice of the Child

Feedback loops with children, young people and care experienced adults continued in their development, reinvigorating our Children in Care Council Barnet on Point (#BOP) with several in person events and development of our engagement strategy, My Say Matters. We have progressed the Corporate Parenting Strategy 2021-2023 ensuring that voice of young people remains central to our corporate commitment to achieving an excellent service. We have continued to provide an improved advocacy service as part of the Ofsted recommendation with 98 children and young people accessing advocacy services throughout the year. This is being reflected in practice, with most audits under the domain Child’s Voice and Engagement being graded as ‘good’.

On 26 July 2022 Barnet held a Family Fun Day for young people, their carers and Family Services staff to celebrate the achievements of our children in care. Over 200 children, parents and carers attended and many staff volunteers from across Family Services worked tirelessly to ensure everyone had a great time. The event included an awards ceremony where children of all ages received a certificate which was presented by Barnet’s Mayor and senior leaders. Certificates recognised a range of achievements from passing exams, being kind or brave and excelling in activities like dance or sport. Excellent feedback has been received from children and their carers many of whom travelled from outside London to attend. Feedback from carers noted positive reflections on the range of activities available for children and young people, the opportunity for children and young people to spend time with their social worker and the pride young people felt at the awards ceremony. The theme for the day was “Belonging” and the event had the feel of an authentic family get together with all parts of the Family Services system coming together to collectively contribute in some way. This has left a

legacy of great memories and shared experiences and we are already looking forward to next year's event.

In November as part of our celebration of National Care Leavers Week, we hosted the inaugural Care Leaver Conference focusing on the theme of Black History month which took place at StoneX Stadium in Hendon. The day was coproduced by young people who throughout the year had requested an opportunity to come together with peers and be provided with inspiring and information stalls and guest speakers showcasing both opportunities available to them, alongside celebrating the diversity and beauty of the global majority. The day featured both guest speakers and stalls, alongside Caribbean lunch, steel pan workshops, art-making workshops and featured performances from our talented care experienced. Feedback from one of the guest speakers;

The event was well organised, staff members were welcoming, was great to see the BHM displays, I enjoyed the entertainment and of course the food. But most importantly, all the guest speakers shared a powerful message and there was plenty of time in the programme for people to reflect and connect. I spoke to a young person and was impressed by his wisdom, keen to facilitate more opportunities for him and others to express their talents.

Plans are underway to ensure a care leaver conference is an annual event embedded within our calendar of events celebrating Barnet's community of care experienced adults.

Throughout the year, the events planned included the views and contributions from the children and young people and the Expert by experience was instrumental in planning the Care leaver events. BOP has also been involved in the development of services;

- BOP members attended virtual Skills to Foster training, where they shared their experience and needs in care, advising new foster carers how to develop good relationships with children.
- BOP Children in Care Council Chair contributed to the ASYE training program for newly qualified social workers and their practice educators.

Children in Care Profile

Barnet has continued to have a stable figure of children coming into care with 335 children in care on 31st March 2023. Although the numbers have stayed stable the cohort has changed over time with an increasing number of UASCs, vulnerable adolescents entering care in their late teens as a result of the risks of exploration and youth violence while the younger children coming into care are increasingly being placed with family members as their connected carers, allowing them to continue living within their familiar family network.

Children having to leave their family homes and coming into the care of Barnet family services do so for a number of different reasons, however for the majority (52%) of these children and young people, it is on account of abuse and neglect,

The following table shows our cohort of children in care (335) as at 31st March 2023:

		LAC	UASC	Total
Gender	Male	53%	98%	61%
	Female	47%	2%	39%
Ethnicity	Any Other Ethnicity	7%	47%	14%
	Asian	3%	33%	8%
	Black	14%	7%	13%
	Gypsy/Roma	1%	0%	1%
	Mixed	31%	0%	26%
	White	43%	9%	37%
	Not Stated	1%	4%	2%
Age on Starting Care	0 to 10	57%	0%	36%
	11 to 13	14%	0%	13%
	14 to 15	12%	15%	14%
	16 to 17	18%	85%	37%

There has been a continued decline in children aged 0-10 coming into care currently at 36%, previously at 48% in 2021/2022, 64% in 2020/2021 and 67% in 2020/2019. This was previously attributed to a decrease in referrals from the early years provisions and school due to Covid restrictions. The older adolescents are coming into care with complex presentations from years of living in complex and traumatic home environments, with challenging behavioural needs requiring additional support packages to provide them with the much needed stability and security.

Older young people aged 16-17 has continued to represent a larger proportion of our children in care population at 37%, the majority (85%) of these young people being unaccompanied asylum-seeking children. Older children, aged 16 -17, have continued to struggle in the care of their parents and have sought assistance and support outside of their family network which has led to referrals into social care. Young people that come into care when they are older tend to become looked after due to complex reasons, from escalating mental health concerns to family breakdown. In many cases there have been missing episodes and some substance misuse, and in some cases child sexual or criminal exploitation.

Care arrangements for children and young people continue to be through three different legal pathways; 38% of children were voluntary accommodated under S.20 of the Children’s Act (1989), 35% were subject to Care Orders and in our care for the duration of their childhood and 22% of children were subject to Interim Care Orders with their care arrangements continuing to be determined by the Courts. These figures evidence no significant change from the previous 2 years. 3% of children had been granted placement orders and were waiting either for the Court to endorse their forever family with the making of an Adoption Order or for family finding to identify and match them with adopters. Throughout the year Barnet had 6 children in early permanence placements, whereby young children, usually babies are placed with dual approved adopters and foster carers. The benefit of this care arrangement is that children are placed at the earliest opportunity with carers who have been identified and matched to meet their needs and provide them with their permanent home. While

the adoption is not guaranteed, this arrangement ensures children are provided with the stability of one potential separation from their primary caregiver, usually their birth parent, reduces points of transition and aids their life story journey, as their first non-family member carer is potentially their last.

Case study: Daisy and Marco's story

Daisy was known to the local authority as part of a pre-birth assessment given concerns for her mother and father's learning difficulties and their limited support network, suggesting it would be a challenge for them to identify the needs of a baby and respond appropriately.

Daisy was referred to Adopt London North initially as a part of parallel plan for adoption. At the time she was living with her mother in a residential mother and baby unit. Following the positive assessment, she then moved to a mother and baby foster placement for a further period of review and monitoring. Sadly, while in the foster placement, Daisy was injured in the care of her mother, and was immediately removed from her parent's care and placed in foster care. At the same time, her mother was pregnant with her brother Marco, and it was likely, given the professionals' worries for the parents' ability to safety care for their children that Marco would also be removed and require alternate carers outside the family network.

Early permanence carers were identified for Daisy and Marco whereby the children would be able to remain living together as siblings. Daisy moved in with her carers Ben and Holly in August 2022 and Marco moved in to live with his sister in November when he was aged 3 days.

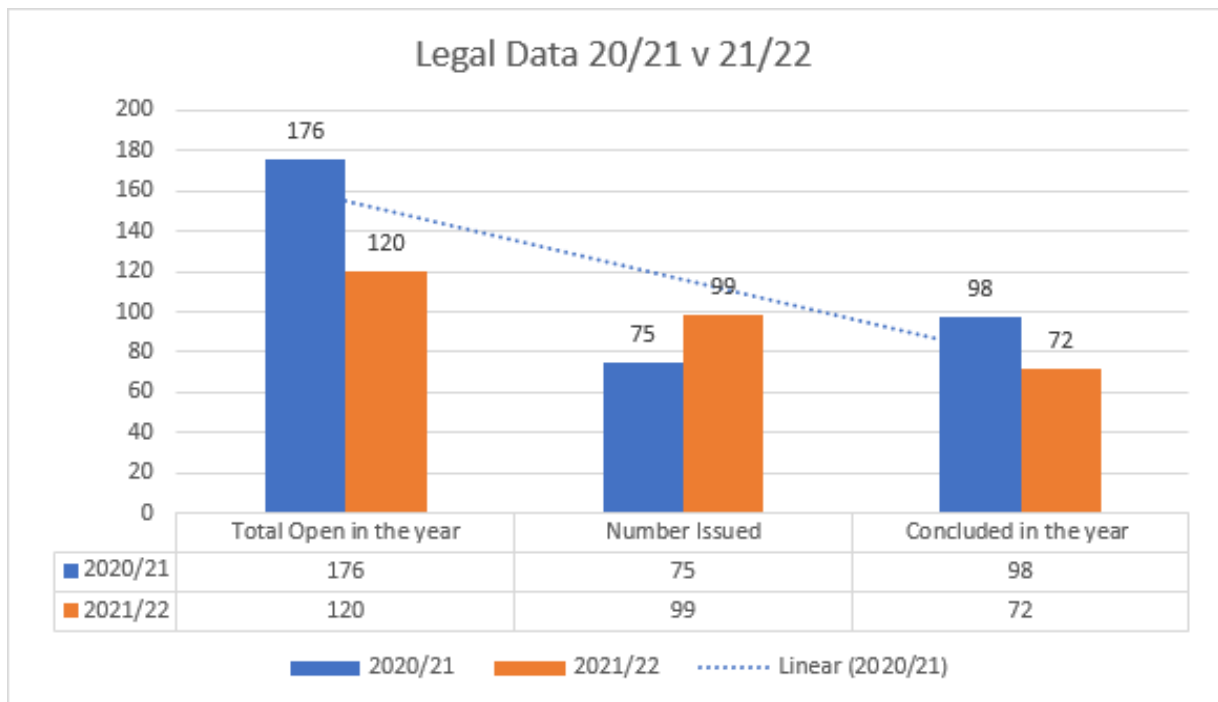
Marco and Daisy continue to live with Ben and Holly, where they are well integrated into family life with their prospective adoptive parents. Daisy is attending nursery and Marco is thriving aged 6 months. Ben and Holly have met Daisy and Marco's birth parents during contact sessions which is a strength for these children to know their life story as they grow.

Continuing with our resilience-based approach social work practice, our teams across Family Services remain committed to all children remaining within their birth family where possible and safe to do so. In the last year we entered care proceedings in respect of 79 children, a significant decrease from the 99 children in the previous year.

72 children had their care proceedings concluded within the Court, similar figures to 2021/2022, achieving permanence in their care arrangements, through the following:

- 44 children (61%) achieved permanence through alternative care arrangements outside of the care of their birth families, up from 52% in previous year.
 - 3 children (4%) achieved care plans of adoption through the granting of a placement order
 - 21 children (29%), generally older children, were provided with permanence through long term care orders, the majority of whom will remain in foster care, a steady figure over the years

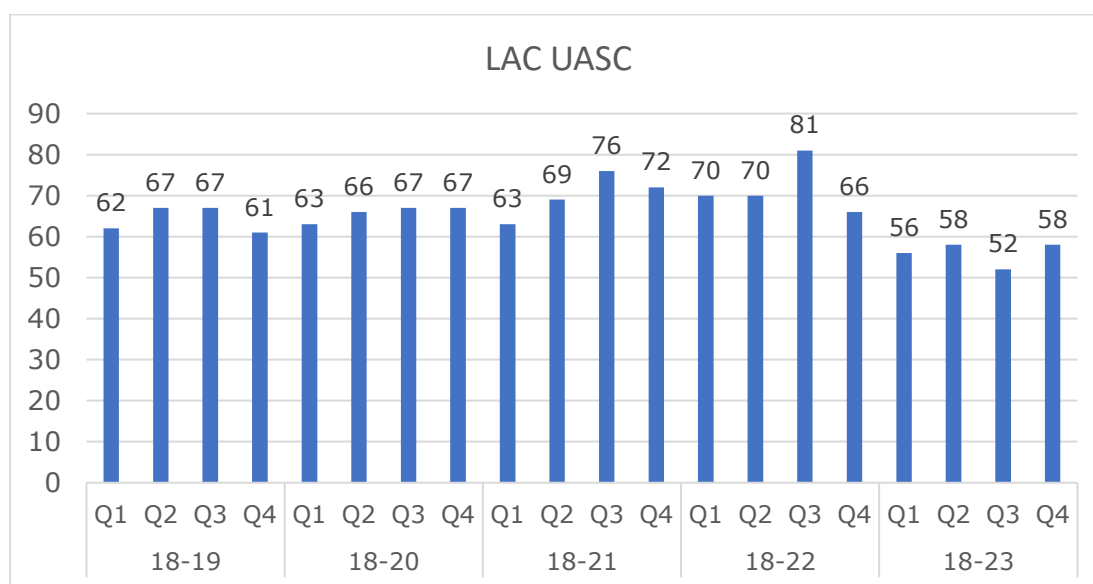
- 20 children (27%) were placed in the care of their wider families by virtual of Special Guardianship orders, an increasing upward trend
- 38 (53%) children remain or have returned home to their birth families and will remain subject to continued intervention and monitoring by Family Services, however they are no longer children in care.
 - 22 children (30%) were returned home to the care of their parents under a Supervision Order, up from 23% in 2021/2022
 - 10 children were returned home to their families under No Order, including a group of 7 children who were rehabilitated to their mother’s care in Germany
 - 3 children were subject to a Forced Marriage Protection Order
 - 3 children were withdrawn from care proceedings
 - 5 children (6%) were returned home to their families under a Child Arrangement Order



Unaccompanied Asylum Seeking Children (UASC)

Throughout the year, Barnet has continued to see a decrease in number of Unaccompanied Asylum-Seeking Children (UASC) coming into care (see below table) from previous years. At the end of March 2023, 56 of our children in care were UASC, a significant decrease of 68 from 2021/2022. In response to the changing need of our young people and the referral process, with the majority of children being

referred into Barnet through the mandated National Transfer Scheme (NTS) rather than presenting in borough or through being placed as adults in hotel accommodation at one of the 5 Home Office contingency sites, we developed a bespoke Unaccompanied Asylum Seeking Team based within our leaving care service. The UASC team works with all unaccompanied asylum seeking children and is comprised of social workers and personal advisors, embedded within Onwards and Upwards. This team accepts referrals directly from MASH which ends unnecessary transition points for these young people, it holds expertise and experience in relation to age assessments and immigration processes and law and it ensures a smooth transition for asylum seeking young people to asylum seeking adults, many who will continue to experience an uncertain immigration status due to delays with the Home Office



In March 2023, we launched on-site ESOL provision for UASC/former UASC. 2 CIC and 18+ young people completed the inaugural ESOL course. It ran from 20/3/23 to 21/6/23. Prior to this programme, 12 of this group of young people had been Not Engaged in Education, Employment or Training (NEET). The impact of the onsite provision is measurable beyond their educational achievements. The class formed close and supportive friendships, or as they have self-described the group, a “brotherhood” has been formed. Onwards and Upwards plan to hold a Graduation Ceremony to celebrate their achievements later in the year.

UASC Housing

Seeking to replicate a similar model of minimised transitions, we partnered with Barnet Homes to acquire a stand-alone property of studio accommodation for young people who were looked after as children seeking asylum and who are ready to develop their independent living skills as adults. The model developed allows the young people to remain at the property until they receive a substantive decision from the Home Office, and where this is positive, until they are nominated for their permanent accommodation by Barnet Homes. The vision was to offer a local accommodation option close to the office for no recourse asylum-seeking young people approaching their 18th birthday, so that there would be increased oversight, support, contact and welfare checks for the residents. A

property on Woodhouse Road, Easy Finchley was identified and the first young person moved in to the property in November 2022. As at March 2023, 2 young people have moved in and there are plans for all 6 available rooms to be occupied by Summer 2023. All young people have access to floating support key work hours weekly.

Resident young people have given the following feedback:

- *it's great that we can see our PA who works on the same road, it has saved me time and money*
- *we are a small family and all have become good friends*
- *we don't have to pay bills and this gives us the chance to save our money for our future*
- *we all are care leavers which is nice as we understand each other*

Education / The Virtual School

The Virtual School acts as a champion for Children in Care by fulfilling the responsibilities of being a highly ambitious, proactive, and effective Corporate Parent. There is a clear emphasis on the need to raise aspirations and improve rates of progress and to close the attainment gap between looked after children and their peers. As noted in feedback from the Ofsted focus visit in June 2021:

The virtual school acted swiftly at the start of the first national lockdown to work with school leaders to identify and support vulnerable pupils. School attendance for children in care has been closely monitored and has significantly improved over the lockdown periods. Social workers have maintained close liaison with carers and the virtual school to ensure planned returns to school for pupils following lockdowns. Children's educational experiences have been further supported through the use of additional tuition, distribution of laptops and development of online learning resources to support foster carers. COVID-19-specific personal education plans (PEPs) have been developed to focus on supporting children during this period.

Over the year there has been minimal changes to the data previously reported in 2021/2022. There has been an increase in children receiving SEND support with 45 (24%) children and young people up from 34 (17.8%). There has also been an increasing trend of children and young people receiving support through an Education and Health Care Plan over the past three years. 32.8% of all looked after children have been assessed as having additional needs requiring the support provided through an EHCP, compared to 24.9% in 2019/2020. This is likely a result of the trauma many children experience prior to coming into care, and the adverse childhood experiences (ACES) which subsequently impact on their capacity to learn, socialise and settle in a school environment. The UASC cohort of statutory school age children has continued the reduction trend seen in previous years, now at 21 compared to 28 in 2021/2022 and 35 in 2020/2021, whereby UASC young people are entering care as older adolescents and requiring the support and service of college education opposed to statutory secondary schooling.

The below table illustrate the key performance indicators the education provision for our young people:

		2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023
	Nursery		11	12	13	14
	% of children SEN support			2	1	3
	% of children with EHCPs			3	1	2
Statutory age group	Statutory age	191	196	195	191	186
	Reception		4	7	8	8
	Key Stage 1		16	14	15	21
	Key Stage 2		43	37	45	45
	Key Stage 3		51	53	52	48
	Key Stage 4		82	84	71	64
	Male/female	111/80	113/83	109/86	108/83	115/71
	% of children from ethnic minority groups		70.6%	73.3%	68.1%	67.2%
	% of children SEN support		19.8% (39)	21.5% (42)	17.8% (34)	24% (45)
	% of children with EHCPs		24.9% (49)	24.6% (48)	30.9% (59)	32.8% (61)
				O/B I/B	O/B I/B	O/B I/B
			33 16	30 18	38 21	41 20
	Number of Unaccompanied Asylum Seeker Children (UASC)	18	25	35	28	21
Children without a school place		0	2	5	6	
Post 16 age group	Post 16	157	135	152	155	147
	Male/female	113/44	96/39	113/39	111/44	102/45
	% of children from ethnic minority groups		78.5%	79.6%	79.4%	83%
	% of children with EHCPs		14%(19)	13.8%(21)	14.8% (23)	16.3% (24)
				O/B I/B	O/B I/B	O/B I/B
			11 3	16 5	7 16	14 10
	Number of UASC	39	67	76	75	66
	Not in Education Employment or Training (NEET) Year 12		11	19	15	18
NEET Year 13		14	14	22	20	

Not In Education, Employment or Training (NEET)

At Post-16 the young people not in education, employment or training present a significant challenge and engaging them is no easy task. The category includes those in psychiatric units, pregnant or who frequently go missing, who are even harder to engage in education or training.

In 2022, 38% of care leavers were NEET nationally (LAIT). Currently, we have 24.4% of our Year 12 and 13's who are NEET.

Supporting young people who are NEET is a key area and caseworkers work closely with them to support reengagement into education, employment, or training. The BEETs team support with connections within various industries whereby companies head hunt young people who are searching for either a work placement or apprenticeship. Construction and motor vehicle apprenticeship/placement have been of interest to young people.

Looking at the cohort of young people who are NEET at the end of the year, there are some who have been involved in education/employment during the year but have disengaged. Some of these young people had been NEET for a significant time and their engagement in smaller opportunities of activities this year has been hugely significant. These young people are reviewed termly by the virtual school and will be further reviewed at the revised care leaver NEET to EET panel later in the year to ensure multi-agency tracking and consideration of their imminent transition to adulthood.

Over the year, the Virtual School has continued to support young people's well-being, engagement, and achievement through the support of the John Lyons Foundation, in several different ways including:

- Reading Club including a visit to the British Library
- Residential trip to Jamie's Farm for 5 UASC young people
- Visit to Kew Gardens for child and carer for 'Kew in Focus' activity
- Residential trip to Arvon with creative writing focus for 4 young people
- Strength and Learning through Horses
- Springboard Youth Academy – 3 week ESOL summer provision

In addition, 100 young people receive 6 Letterbox book packages across the year, provided by The Book Trust. 13 young people have instrumental lessons funded in their schools by Barnet Education Arts Trust. 22 young people also received theatre tickets to attend a West End production with their families.

Placement Sufficiency

Adhering to our *Who We Place Where* commitment of placing the children in the right care arrangement at the right time, 201 children (60%) of children are living with foster carers, a significant increase from 2021/2022 (52%). Within this arrangement 100 (30%) of these children live with Barnet foster carers and further 97 (29%) children live with independent foster carers, registered with independent fostering agencies. This evidences an increase of children living in a foster care arrangement up from 52% in 2021/2022 and a return to 2020/2021 figures (60%). Despite the continuation of shortage of foster carers nationally, internally we have 136 fostering households who can offer a home for 188 children. Although recruitment has continued, we have not been able to increase the number of foster care placements available for our children, sadly impacting placement choice and availability for more children. However, despite these ongoing challenges our recruitment drive has remained strong. There is also a continued focus of optimising the capacity of our inhouse carers.

Combining outreach events with online recruitment and using social media platforms including Facebook and Instagram has remained beneficial and this flexible approach has provided effective and aspirational high-quality campaigns. Through our creative and dynamic use of Facebook live events

and Instagram stories we successfully recruited 4 fostering households and a further 6 supported lodgings hosts. This is a reduction from the 11 fostering households recruited in 2020/2021.

In July 2022 we released our fostering film, *The Difference is You* which was streamed across social media and London-based television channels channel 5, Barnet TV and local cinemas. This was followed by the UK-wide John Lewis Christmas advertisement supporting the need for more foster carers across the country.

34 family and friends carers were approved in 2022/2023, and 2 as temporary, non-permanent carers for children. This is a similar number to 2021/2022, where 34 carers were approved as family and friends and an additional 4 as non-permanent carers. These carers are assessed to be appropriate carers for a named child and are supported by the Fostering Support Team. They are provided with the same level of training opportunities and social work intervention as an approved registered foster carer and it is an opportunity for a child to safely remain in the care of their family with the support and monitoring of the local authority. In the long term these arrangements are often converted to Special Guardianship.

The below table outlines the breakdown of placements for children in Barnet as at 31st March 2023:

Internal		
LBB Fostering	70	56%
Connected Persons (kinship)	35	28%
Placed for Adoption	5	4%
Internal Residential	7	6%
Parental	7	6%
All Internal	124	37%
External		
Agency Fostering	106	49%
Semi Independence	59	31%
External Residential	42	18%
Secure/YOI	4	2%
All External	211	60%
Overall Total	335	

Placement stability

The majority of children continue to live in homes with foster carers, in line with our *Who We Place Where* principles and our commitment to ensure that children are living in arrangements that best meet their individual needs. As outlined in the above, the profile of Barnet's looked after children has shifted, whereby older adolescents are entering the care system, often in crises and having traumatic life experiences displayed thought difficult and complex behavioural needs. A consequence of this is that professionals have a limited understanding of the young person's needs, and identifying the right placement initially is not easy. As highlighted in Ofsted's research, 'How local authorities plan for

sufficiency that meets the needs of children in care and care leavers' (published November 2022) noting that:

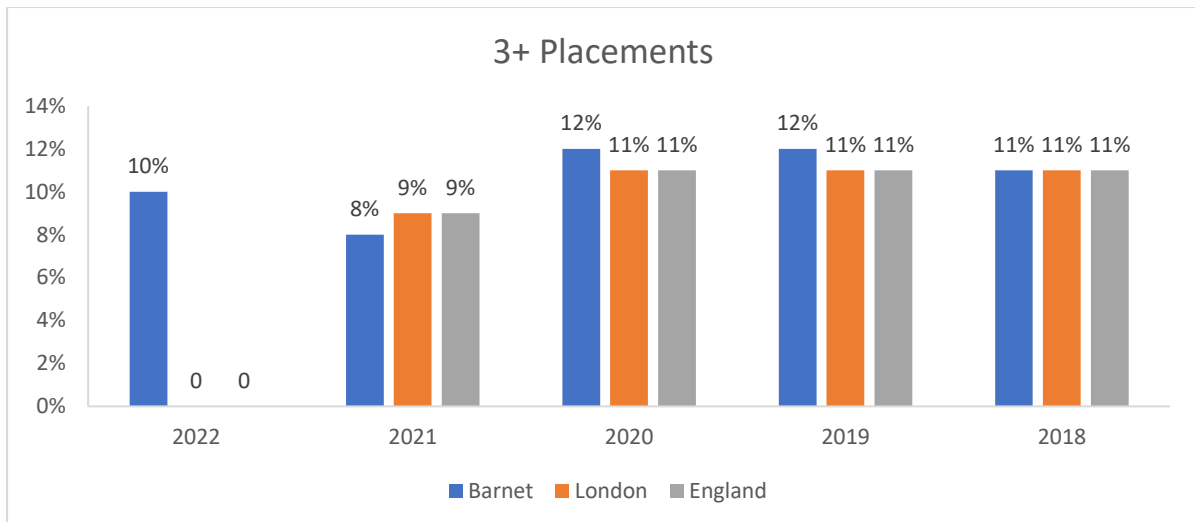
The complex and unpredictable nature of children's needs means the demand for places for children with some kinds of needs is difficult to forecast. As a result, too much time is spent responding to cases as they arise. This often leaves little time to think strategically (that is, with long-term aims, and how to achieve them, in mind). Even when local authorities can plan, there is often a lack of available accommodation and care for more complex needs.

The report highlighted the challenges of placement sufficiency across a national landscape, noting the complexities of an older profile of children, those requiring specialist provision supporting complex mental health needs, limited availability of secure accommodation for children and issues with the recruitment and retention of foster carers. Our placement sufficient strategy is to be reviewed later in the year in response to these known and emerging factors.

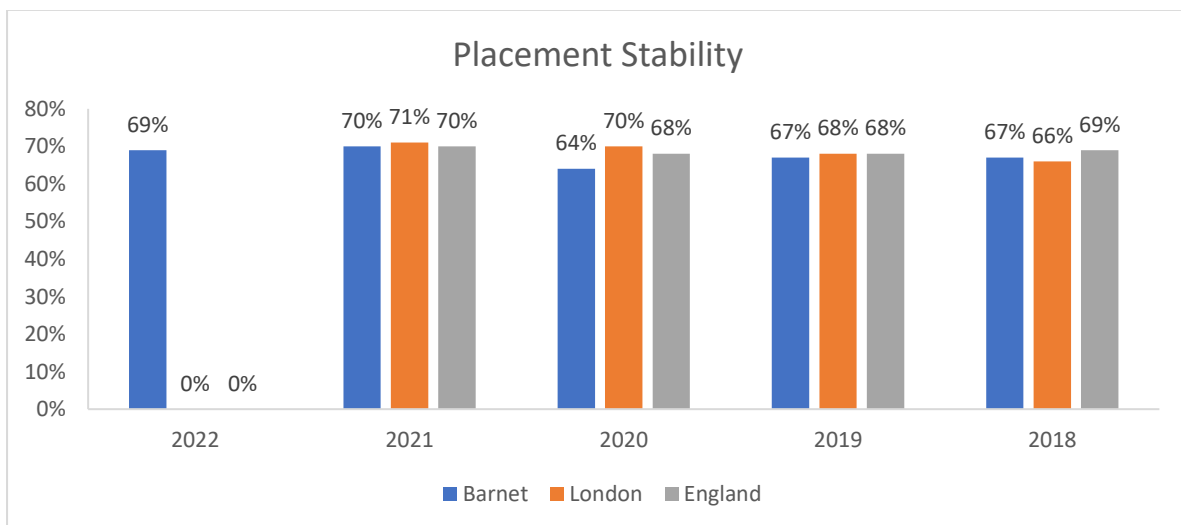
Despite this local and national landscape, we have successfully ensured that the majority of children and young people (194 children, 58%) experienced the stability of the same home, representing a decrease from 65% in 2021/2022 and 66% in 2020/2021. This shift is likely linked to the relatively stability of placements due to Covid-19 lockdowns and restrictions in movement. 76 children moved placement up from 55 in the previous year while 35 children experienced 3 or more placement moves throughout the year, up from 29 in 2020/2021, however a decrease from the pre-pandemic years of 2019-20 (37) and 2018-19 (37). Most children who experienced 3 or more placement moves can continue to be categorised into three cohorts, those coming new into care in a crisis and tend to move from an emergency placement to medium or long term placements quite quickly, those experiencing an unplanned move because their escalating needs, and those moving back to within their birth family or their permanent care arrangement.

We recognise that children and young people need stability and permanency in their lives and to know their care arrangement is the right home for them. As part of our 'Who we place where' protocol, all children and young people who move placements are now routinely reviewed within our permanency tracking meeting to ensure their next move, as far as possible, is their final destination. Some moves continue to be undertaken in order to ensure a child or young person's needs are best met and where they are safeguarded effectively. Older young people, those 15 years and over and who have come into care as an adolescent continue to be more likely to experience 3 or more placements, as their needs change in line with their shifting neurodevelopment and behaviours.

The chart below outlines the number of moves children and young people experienced during 2022/2023 with a yearly comparison across Barnet, London and England of children in care who have had 3 or more placements in the year:



Below is the comparison of children in care under 16 years old who have been in care continuously for 2.5 years and have been living in the same placement for at least 2 years, or are placed for adoption and their adoptive placement together with their previous placement, last for at least 2 years:



Internal Residential Provisions

New Park House

New Park House is one of two children's homes run by Barnet. This home looks after up to six young people between the ages of 11 and 18 and is a medium to long term provision. The home also provides emergency accommodation for children.

New Park House was inspected by Ofsted 21-22 February 2023, with an outcome of requires improvement to be good for the overall experiences and progress of children and young people. Inspectors considered that the home is not yet delivering good help and care for children and young people, however there were no failures identified that result in their welfare not being safeguarded

or promoted. The recommendations have been considered and the necessary actions completed to ensure compliance with the Ofsted requirement and regulations.

Meadow Close

Meadow Close is a 6 bed 16+ semi independent provision that supports 16-21 year olds develop their independent skills in preparation for having their own tenancy and moving to independent adulthood. Meadow Close was repurposed from a children's home to 16+ provision in July 21 and has supported X young people throughout the year with some moving on into alternative care arrangements and/or their own accommodation living independently following their 18th birthday. The property has been undergoing renovations to ensure we provide a homely-feeling of shared accommodation for young adults where they can develop into confident adults.

Greenbank House

Greenbank House is a 6 bed therapeutic Ofsted registered children's home that officially opened in August 2021. All admissions are planned, and children are assessed as to whether the home will meet their needs and if they will match well with other children in the home. Throughout the year there have been 4 children who have called Green Bank House home.

Ofsted undertook their first inspection of Greenbank House on 25 – 26 January 2023 and the outcome was graded with an overall rating of Good. The report noted:

Children like living in the home. One child said that staff are 'cool and helpful'. Children engage in activities that they have not had the opportunity to experience before, for example, going for a meal in a restaurant. One child likes to keep fit and attends a local martial arts club.

Children benefit from the integrated therapeutic model of care provided by two inhouse therapists. The clinical team provides individual sessions to children. When necessary, clinicians have brought in external professionals to complete specialist assessments. This ensures that drift and delay are minimised and children receive the correct support for their individual needs.

Moving Forward provisions

This project maintains the eligibility criteria for care experienced young people who identify as male, are aged over 18, who have access to public funds, and where their Section 24 Housing Nomination Form has been completed.

Between April 2022 and May 2022 there were 2 tenants, with one moving into his long-term accommodation in June and 3 new tenants moved into the property in summer 2022. From August 2022 to 31st March 2023 there were 4 tenants, therefore the property maintained 100% occupancy.

Throughout the year, the project has maintained the integrity of its exit pathway with 80% of the young people progressing to their permanent accommodation. One care leaver tenant was supported to access a period of transitional accommodation to further develop his ability to sustain the liability of independent living.

Feedback from residents at the Moving Forward project accommodation is that they feel supported. They experience supported opportunities to develop independence and manage the day-to-day responsibilities of managing a tenancy within a supported environment, including negotiating repairs and managing access requirements for contractors.

This project also has a 'the training flat', is a standalone provision and was the original moving forward project property. From April 2022 to March 2023 this project has maintained 100% occupancy. In December the property was vacated to enable refurbishment works to take place. Until these are completed, an alternative property has been provided by Barnet Homes, ring-fenced as the 'training flat'.

The flat is currently occupied by a young person who has additional care and support needs and requires a Care Assessment to be undertaken to support her progression to long-term accommodation. Before moving to the 'training flat', this young person was in denial about her care needs and unable to recognise that she would benefit from ongoing support to manage independence. The period of time at this accommodation has enabled her to test independent living skills in a supportive environment, and to have a better understanding of the realities of the liabilities of independent living.

Special Guardianship Children & Carers

Case Study: Jay's story

Jay is 11 and lives with grandfather Pat (78). Jay suffered neglect due to parents drug abuse and domestic violence and was removed from his parents care aged 3. Sadly, Jay's mother died when he was 8 and his grandmother died last year. Jay has suffered the loss of his two significant female care givers before this 10th birthday, and Roger was struggling to cope with his own grief while supporting his grandson.

Pat contacted the Carer Support Team initially requesting support regarding obtaining Jay's passport, however from that conversation, it became apparent the family may benefit from further Special Guardian support.

Jay and Pat were allocated to social worker for a support assessment and over the following 10 months a number of services and supports were identified and arranged for the family, this included:

- Developing rapport and trusting relationship between Pat and his allocated social worker, supporting him around identifying his feelings of grief and loss, including a referral to Kinship care for grief work and working with him to support Jay's needs;
- A referral to Grief Encounter and Jay is now accessing therapeutic support 1:1 at school
- Jay is now accessing positive activities through Barnet Young Carers and is engaged with Chicken Shed theatre and other positive activities.
- A multiagency team around the child meeting was held with Jay's school following concerns for how the family were coping. From this meeting, the school drew up a morning and bedtime routine for the family, and Pat was motivated to declutter the home creating more space for Jay.
- Support for Jay and Pat around father's contact including a contact review meeting and boundaries implement, following Jay becoming distressed after contact with father

- Supporting Pat to engage with Barnet’s Special Guardian community and encouraging him to attend the support group.
-

In 2022/2023, 20 children achieved stability through going to live with their wider family members under a Special Guardianship Order, up from 13 in 2021/2022. Throughout the year there were 151 Special Guardians who received a financial allowance from the Local Authority to support them in caring for 233 children.

In 2021/2022 we undertook a peer learning review regarding our Special Guardianship care arrangements and have reviewed and updated our Special Guardianship Procedures and our Financial Policy, which is due to be published later this year.

Following the review of our procedures, we have now committed to undertake an annual review of all Special Guardians, undertake 3 social work visits to the children and family in the first year following the making of the Special Guardianship Order and to provide all children with the opportunity of engaging in lifestory work. We have reviewed our Special Guardianship Policy and our Financial policy, both due to be published later in the year. In response to the Children’s Social Care Reforms, and their strategy Stable Homes Built on Love (published February 2023), we have strengthened our service provision.

In 2022/2023 we have:

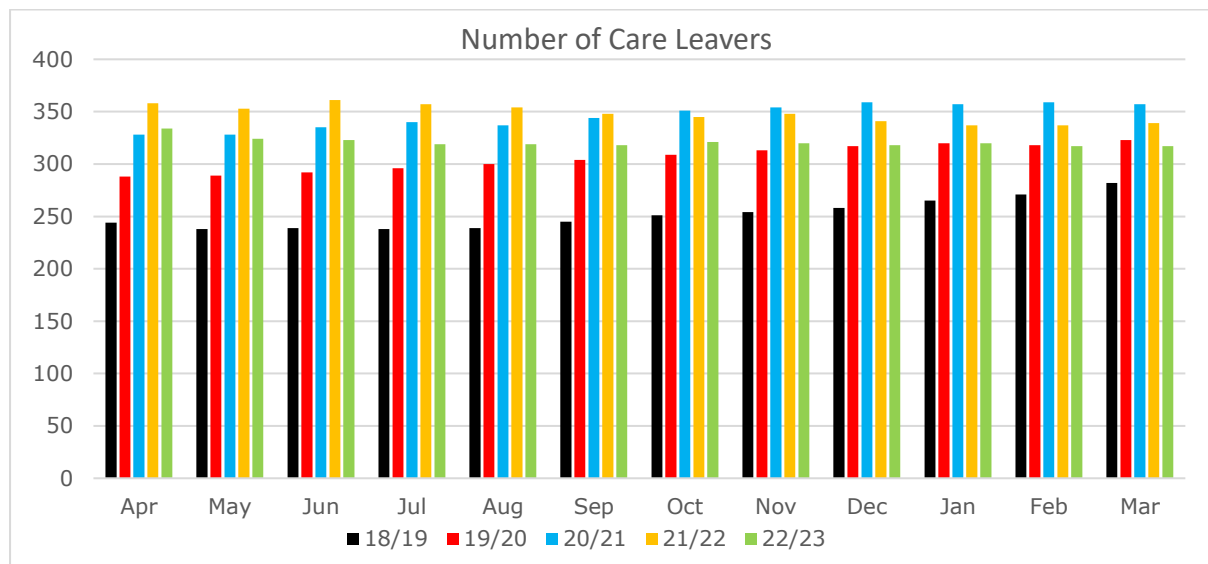
- Embedded our preparation group run jointly by the Carer Assessment and Carer Support Team, making this a mandated element for prospective carers to attend as part of their assessment.
- Extended the training offer to Special Guardians, mirroring the therapeutic training provided to foster carers specifically around trauma-informed behaviour, alongside Great Behaviour Breakdown and Non-Violence Resistance training
- Hosted 3 special guardian support brunches with plans for a summer celebration event in August 2023
- 29 families were supported over the year, with a further 11 waiting for support
- 40 lifestory books and letters were completed
- 5 referrals for contact support between special guardians and birth parents were completed

Care Experienced Adults

“Barnet continue to improve their offer to care leavers. The local authority continued to prioritise care leavers through the pandemic and are absolutely clear what things are now needed to develop further the care leavers improvement journey.”

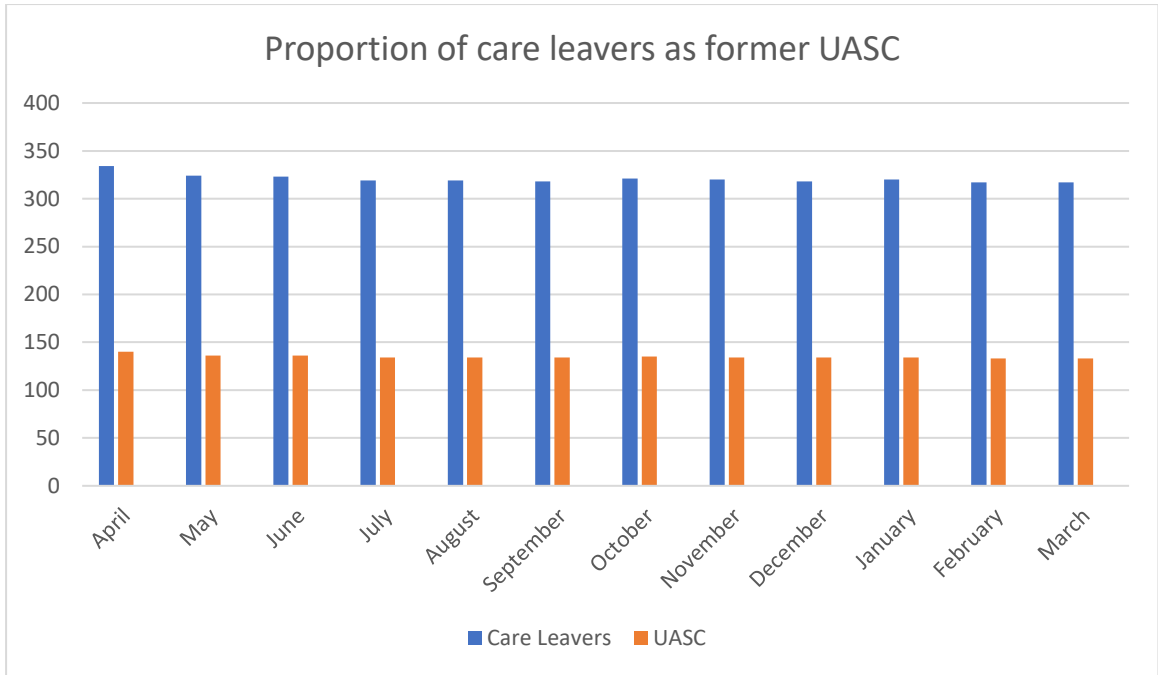
During 2021/22 the number of care leavers remained steady, a slight decrease from 2021/2022 (341), offering support and guidance to 315 care experienced young people as at 31st March 2023. While our

care experienced population remains steady, the number of young adults who are former asylum seeking children (UASC), continues to increase, making up 42% of our care leaving cohort, up from a third in 2021/2022.

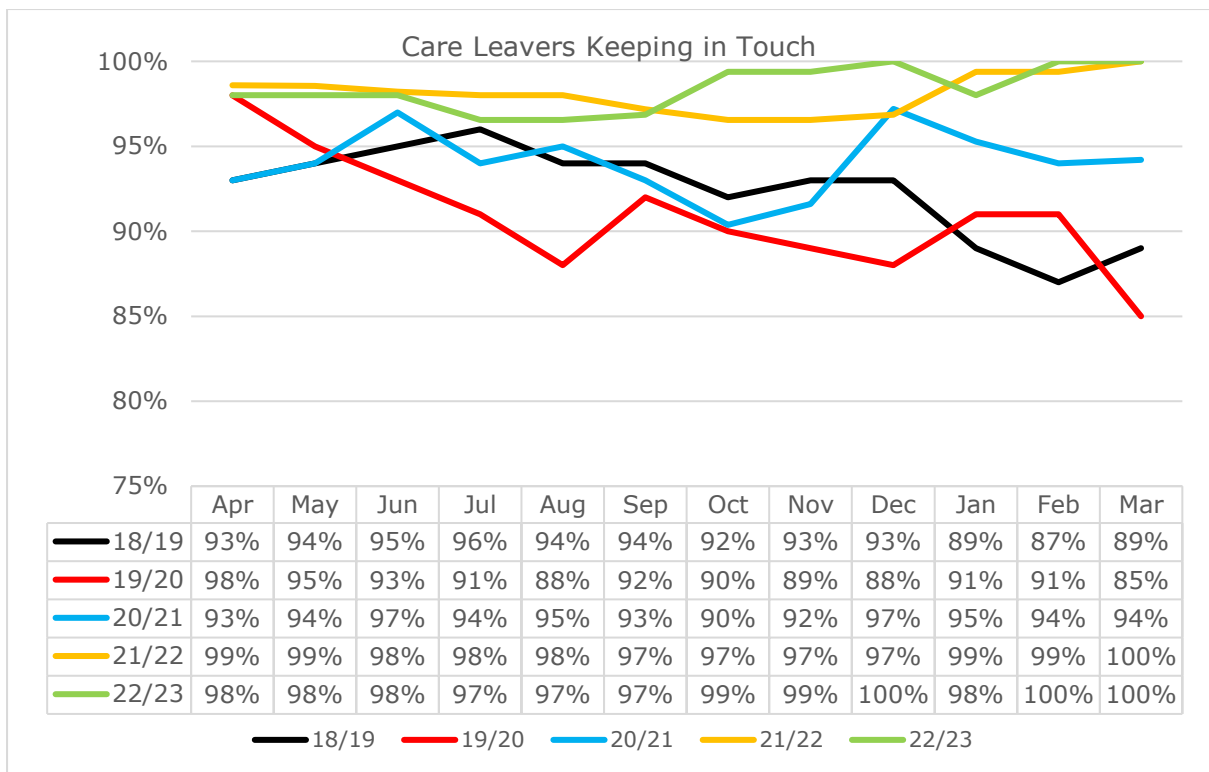


Most of our care leavers are aged between 18 - 20 years old (219; 64%) with 16% (55) aged 21 years old and 20% (67) 22 years or older. This correlates to the data from the previous 2 years and evidences a limited change in the demographic. The concerns noted for care experienced young adults during the 2020/2021 years of the global covid pandemic has remained a similar challenge with the cost of living crises and young people continue to express concerns about their mental health, their finances and their housing.

These shifts continue to be attributable in-part to the increased former UASC cohort, who continue to need support from the Leaving Care service for accommodation and subsistence until their asylum application has been resolved. The pandemic, together with delays caused by outstanding National Referral Mechanism (NRM) decisions have, as expected, continued to have an impact on the timeliness of conclusive grounds decisions.



This year has seen the restructure of the Onwards & Upwards service with the establishment of a dedicated UASC team, and appointment of 3 permanent Team Managers and an Assistant Head of Service. A revised audit program has been rolled out with specific focus on the pathway for over 18 care experienced young adults which will enable all managers in the service to participate in auditing and embedding good practice across the teams. We have also commenced a refurbishment project at the start of 2023, designed to improve service provision to young people provided by staff and partner organisations as we all returned to office-based working and delivery of face to face services. Young people continue to be seen at the Leaving Care hub at Woodhouse Road, in community or in their homes, maintaining the vital connection of relationship between the young person and their personal advisor with 98% of young people seen within timescales (see Table)



We launched the Empower21+ project, offering support, advice and guidance to Barnet care experienced young adults when requested, extending the 20+ Progression and Resource Forum. These pathways allow practitioners to consider the needs of care experienced young adults as they approach 21 years of age bringing together key professionals to consider how best they can support young adults who may be transitioning from the one-to-one service to duty-based support and/or to universal services, or in some cases, on to Adults Social Care support and/or other specialist provision. We have increased our offer of clinical support with partner agency Terepia to ensure that all those in need have access to high quality therapeutic and clinical intervention. Following an increase in self-harming concerns for young adults, further training was provided to the personal advisors to ensure they were upskilled to meet the needs of those they work with in identify risks and developing response strategies. In response to feedback from young people we also plan to launch the Getting Ready to B 18 support group in partnership with Terepia, supporting 17 and 18 year olds manage the anxiety around transitions to adulthood was set up. This is further supported by the plan to develop the Through Care Team, to be launched in the Spring 2023.

The high-risk case forum returned to a face to face panel with partners from across the Council and partner colleagues from health, housing and charity organisations. The complexity of need for young people transitioning into adulthood with an increase in vulnerability and need has invited us to reconsider how we better work with young people through this transitional period into adulthood. Plans are underway to amalgamate the High Risk Case Forum with the Serious Adult Violence Panel, with the newly developed Adults at Risk Panel to be launched in summer 2023.

The Expert by Experience role continues to progress from strength to strength over the past two years. With a new worker in post, the remit of the role has extended beyond co-facilitating the Strengths

and Resilience group and supporting the development of a peer support group for care experienced parents. The role now includes organising social events and meetups for care experienced adults in response to the concerns for social isolation, low motivation and poor mental health, and supporting the inaugural Care Leavers Conference which took place in November 2023.

The annual summer BBQ took place in August and was another great success, attended by many young people who enjoyed the food and the music! This was followed by the launch of our Care Leaver Conference centred on the theme of Black History during National Care Leavers week in November 2022.

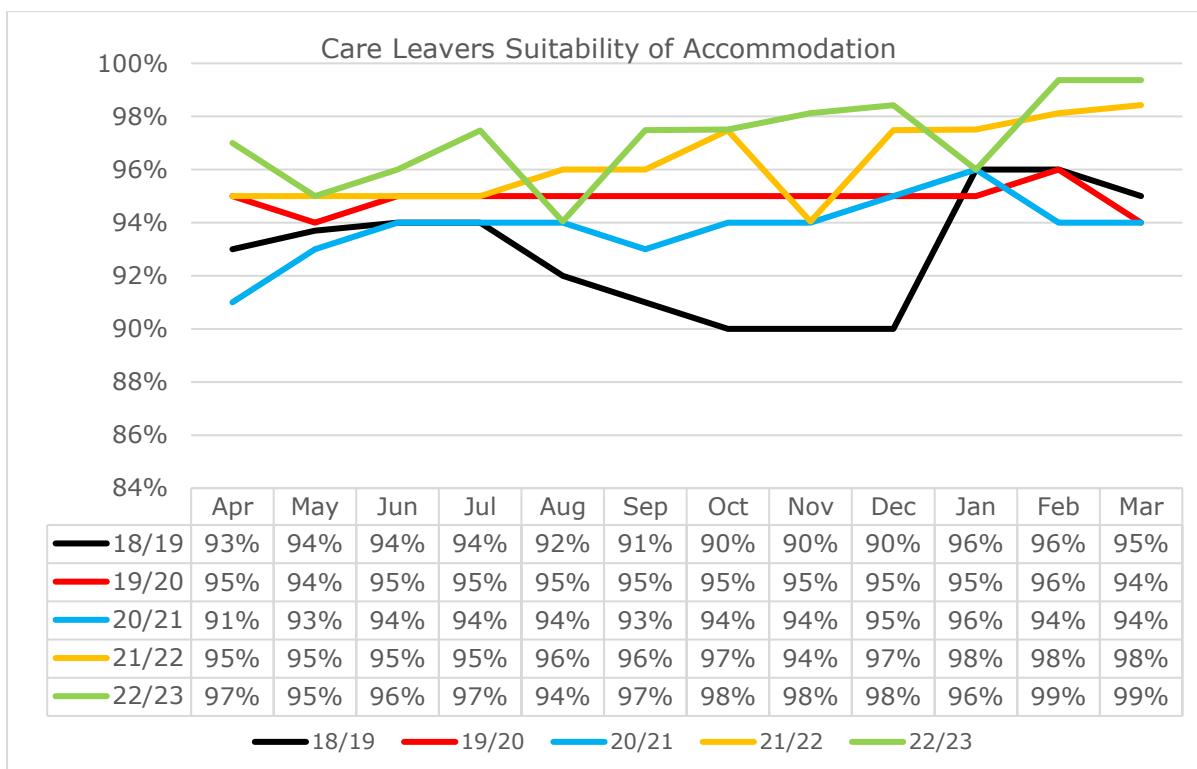
On 27 & 28th September 2022, Mark Riddell, the National Advisor for Care Leavers completed a 2-day visit to Onwards and Upwards, Barnet's Leaving Care Service. Feedback from this visit noted:

"I was very impressed by the leadership and management approach that was ambitious, aspirational and I got a real sense of passion and commitment to have a better offer for care leavers across the whole service area. What I also saw and heard was many examples where I felt an exceptional approach was being offered and in particular the team approach which stood out with workers who were highly responsive to the needs of care leavers. The local authority are in a good position to get to being great for care leavers."

The refreshed Local Offer was launched in February 2023, coproduced with young people and inclusive of the renewed offer from the whole council.

Housing

Our care experienced young adults have previously told us that some of the semi-independent providers have not prepared them sufficiently for the future and in response we have strengthened our partnership work with Barnet Homes, refreshing our Care Leaver Joint Housing Protocol with Barnet Homes confirming expanding the second chance offer ensuring no care experienced young person can be found intentionally homeless and embedding the Council Tax exemption for all care leavers up to the age of 25. We have also committed to strengthening our housing offer for care experienced parents, with the opportunity of accessing a larger 2-bedroom property to provide additional space for their children. This offer will be formally published in parallel with the Care Leaver Housing Panel in summer 2023. As part of this commitment in 2022/2023, 11 care leaver parents were supported to access a larger 2-bedroom property. Throughout the year, we supported 55 young adults to access and move into their permanent homes and supported another person through the Pan London rota to access their permanent property in another part of London.



The majority of 18 year olds (56%) and 19-21 year olds (80%) of our care experienced adults continue to live independently. This is a positive trajectory showing that young people are living in accommodation that meets their needs, and that proactive care planning is now undertaken with young people approaching their 18th birthday. We have continued the floating support offer introduced in 2020, providing additional support for the minority of young people requiring this to ensure a successful and smooth transition to independent living.

A small number of young people continue to remain living in their child in care arrangement post 18, reflecting both their level of need and the reduced availability of suitable properties in the housing market. As a direct consequence of both the global pandemic and placement insufficiency, there has been, in some instances, a lack of appropriate housing for young people assessed as ready to move into their independent property. Social Workers and Personal Advisors continue to advocate for these young people and strong partnership work between Onwards and Upwards has seen creative solutions to addressing and supporting young people’s housing needs. Almost all care experienced young adults are living in suitable accommodation (97%), a slight decrease from 96% in 2021/2022. Staying put remains to be a positive accommodation arrangement for some with 19 (6%) care experienced young adults remaining with their former foster carer, a slight decrease from previous years. As part of our fostering recruitment strategy, we have recruited a number of supported lodgings hosts and now are able to offer support lodging accommodation with a host who will aid their transition to independent living in their own tenancy. As at 8th April 2023, there were 3 (1%) care experienced young adults living in this care arrangement, which is a decrease from previous years.

The need for additional housing units earmarked for care experienced young adults was agreed and we are continuing to work with the Barnet Group to identify the most effective route to purchase 30

x 1 and 2-bedrooms units to be available to young people ensuring they are paying social rent, rather than affordable rent.

Case Study: Sapphire and Grey's story

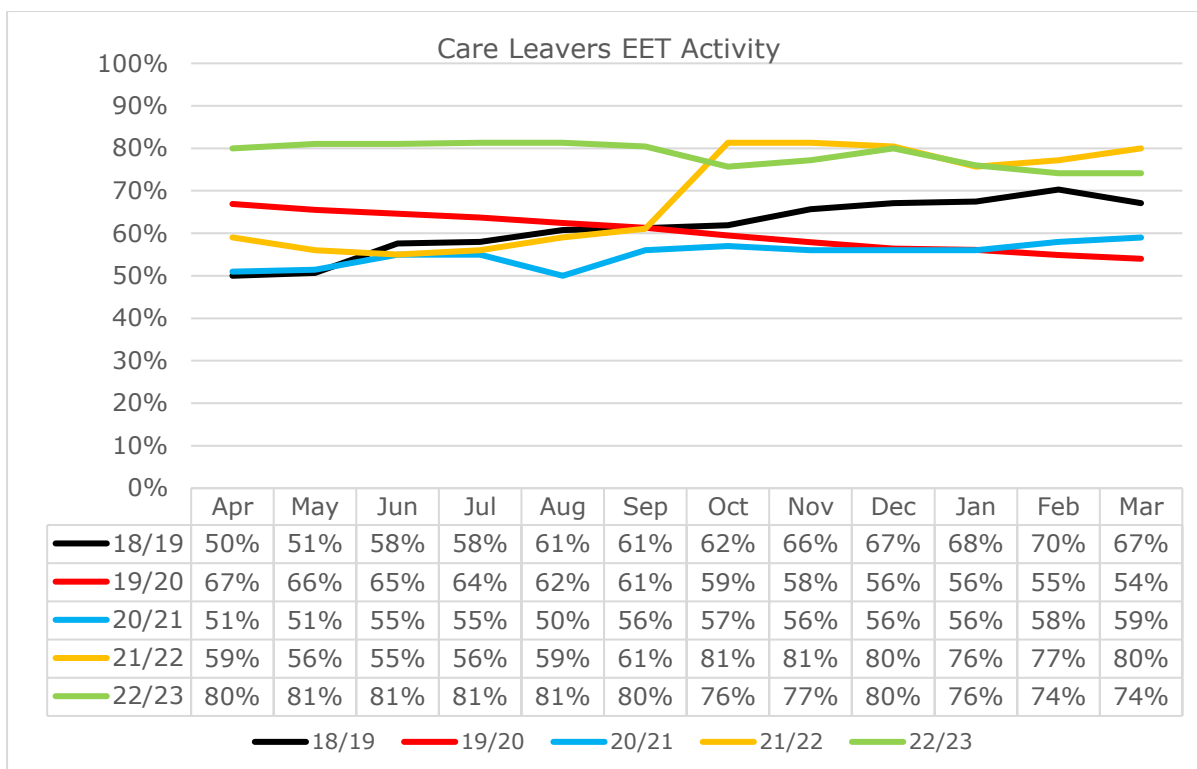
Sapphire is a care experienced parent whose son Grey was born in August 2021 and is now 2 years old. Sapphire and Grey initially lived in a 1 bedroom flat in Cricklewood. As part of a project to support care experienced parents, in early 2023 they were offered a 2 bedroom new build in Colindale, where they are currently living. Sapphire's relationship with Grey's father has caused some concerns about domestic abuse in the relationship and the resultant risk to their son. Sapphire has historically found it difficult to trust professionals, which had caused her to not always be open regarding her relationship status with Grey's father. Grey was initially on a CIN plan, however, after a serious incident in public (where both parties claimed the other assaulted them), concerns were escalated and Grey was made subject to a Child Protection in November 2022. Whilst Sapphire initially struggled to engage with the increased intensity of professional involvement, this has improved over time. She is no longer in a relationship with Grey's father, is open in visits with his social worker, has attended DV interventions and is now at an address unknown to Grey's father.

Grey is progressing well and there are no concerns regarding his development reported by his health visitor. He is due to start at nursery under the free nursery hours program and Sapphire has been observed as a warm and responsive mother, with a good familial support network around her.

Whilst there are still some concerns regarding Sapphire's vulnerability in relationships, her progress is such that Grey's social worker is considering stepping him back down to the less intensive support under a Child In Need Plan.

Education, employment, and training

The percentage of care experienced young adults who were accessing Employment, Education and Training remained steady at 74% throughout the year, continuing to evidence an improving picture from the 66% recorded in the previous year. Throughout the year, Barnet continued to fund the Care Leavers Project through the 16+ service within Family Services, with multiple projects focussing on enabling care leavers to move into education, employment, and training opportunities. Despite the challenges as we emerged from periods of lockdown restrictions and social distancing, intervention and support continued to be available to care experienced young adults through the ongoing partnership with Barnet Education and Learning Service (BELS).



The Bridging the Gap course continued to successfully run throughout the year offering training opportunities for young people to gain access into education and employment. Alongside this, the RON project was launched in early 2021, seeking to provide mentoring support underpinned by principles of life coaching to NEET young people aged 16-19 including care leavers. This follows the identified barrier for longer-term NEET young people being a lack of confidence something we aim to reduce for our care experienced young adults as a good corporate parent. 127 young people participated in various RON projects and 57 young people (44%) successfully completed the program.

- 3 young people commenced a traineeship
- 5 young people commenced an apprenticeship.
- 37 young people commenced employment, 12 of whom remained employed after 3 months
- 25 young people returned to Education or Training.

Emotional Wellbeing of our Children in Care and Care Leavers

Barnet Integrated Clinical Services (BICS) works with children, young people, and families in schools, in the community (e.g., libraries, youth centres, children’s centres, GP surgeries, home) and within social care and youth justice services, to promote mental health, wellbeing and resilience.

BICS offers a range of evidenced-based therapy to children, young people and their families through individual therapy, family therapy, groups, and workshops. BICS also produces free online podcasts, workshops and learning resources on mental health and wellbeing. BICS practitioners are embedded in social care teams providing consultation, group supervision and training to social workers including recent training on working with self-harm.

Throughout the year, BICS practitioners have provided support to social workers and supervising social workers to think stability during period of instability in placement, providing therapeutic support to children living in placements in Barnet, including those in the childrens' homes, and providing systemic supervision for social workers and practitioners to inform care planning and thinking about children and their individual circumstances and needs.

Terapia continued to offer 1:1 counselling support to young people and care experienced adults. Given the increasing challenges of living through a global pandemic in social isolation, the support offer from Terapia was increased to ensure more young people are able to access the service in 2021/2022. In the year, 7 trainee Child and Adolescent Psychotherapists provided 290 contact counselling sessions to 20 young people. 431 sessions were offered, with 290 sessions attended (67%). Young people were referred for multiple presenting needs, including relationship issues, anxiety / stress and depression being the most notable recognised needs, following by difficulties with managing anger and processing experiences of trauma and abuse.

Of the young people supported, 68% reported to show improvement in their capacity to express feelings / problems in a healthy way, 60% developed and demonstrated the use of more positive coping strategies/methods and better subjective well-being, 4% had improved day-to-day functioning and were able to explore their feelings/problems more easily and 29% expressed improved personal relationships.

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Family Services

Document control	
Document title	Annual Fostering Service Report
Document description	This report provides an overview of service delivery for 2022/2023.
Document Author	Lisa Sayers, Assistant Head of Service – Fostering and Leaving Care Kate Jeffrey, Head of Service - Corporate Parenting
Director of Children’s Services	Chris Munday
Document production date	September 2023



The Fostering Service Annual Report 2022/23

Executive Summary

The Fostering Services Regulations 2011 require that the Fostering Services provides written reports on the management, outcomes, and financial state of the fostering service. This Annual Fostering Service Report provides quantitative and qualitative evidence relating to the Fostering Services in Barnet.

For the purpose of this document, the word 'placement' and 'home' is used interchangeably throughout. Barnet recognises that these words may not be the right choice as each child will wish for the place where they live to be called something different. For some it is home, however home for others can have powerful connotations and therefore for the purpose of this report both words are used.

This report details the progress that the fostering service has made between April 2022 and March 2023, with a particular focus on securing our out of hours support service, the developments of our supervision policy and the embedding of our support groups. The service has also been able to recruit permanent staff (95%) which has provided stability and continuity to the families we work with. The national challenge in the recruitment of foster carers caused by the cost of living crisis, the Ukrainian crisis (potential carers providing homes to refugees) alongside the progression as we move on from the Covid -19 global pandemic has impacted significantly on Barnet's cohort of carers and recruitment of new carers. Despite these challenges, the service has risen to the challenge through the provision of uplifting foster carer skill fees, developing an online foster carer handbook, facilitated participation events for carers and their children, securing permanency for 40 children, becoming an accredited 'Foster Friendly Employer' with the Fostering Network and launching the fostering awareness film, 'The Difference is You'

Introduction

This report provides an overview of the work of the Barnet Fostering Service for the year 2022/23 and highlights the service outcomes, quality of practice and innovations with plans to continue to improve the service. This report should be read in conjunction with the Fostering Panel Annual Review 2022/23.

Ensuring children and young people in the care of Barnet Family Services flourish and thrive is at the heart of Barnet's resilience-based approach to social work practice. We know it is of significant importance for our looked after children and young people to be placed in the best provision to meet their diverse and individual needs, as informed by our Placement Sufficiency Strategy and Barnet's guidance document, *Who We Place Where* (2020).

1. Covid –19 pandemic

2022-2023 saw the lifting of all restrictions in response to the global Covid-19 pandemic. Life returned to a way many of us were used to, albeit with some changes. Within fostering services, the pandemic signified many challenges including a national shortage of carers and a significant reduction of enquiries nationally, alongside approximately 12% of current foster carers leaving fostering or retiring across the country. Despite this, some positives in the ways in which we work were fast-tracked, especially in the context of hybrid and remote working. The pandemic saw Barnet shift advertising to informed through an increased digital advertising recruitment strategy, whereby traditional recruitment methods previously used such as newspapers and banners, were no longer the central element, but used in conjunction with a wider social media presence and updated website and analytics. Throughout the year as restrictions lifted, we were able to adapt and embed Barnet's practice model for hybrid flexible working whereby online outreach work took place in parallel with in person activities, generating enquiries and undertaking our holistic, thorough, and dynamic assessments in line with our practice standards.

This year Barnet successfully recruited 7 carers. As of 31st March 2023, there 87 approved fostering households, totaling 171 placements for children.

2. Recruitment and Assessment

The Fostering Recruitment Team are involved with prospective carers from the point of initial enquiry through to when they are formally presented to the Fostering Panel for approval, when their approval as foster carers is ratified by the Agency Decision Maker (ADM). Once approved, fostering households are allocated a supervising social worker within the Fostering Support Team, who oversees their development as carers, providing them with regular supervision and supporting them to care for Barnet's looked after children.

Barnet's placement transformation programme is underpinned by developing our in-house offer for foster carers and supported lodgings hosts. Within this program of development, the foster care services have undergone a review focusing on a needs-led analysis of the service. The analysis has enabled the service to implement systemic changes to how we deliver services across fostering, utilizing virtual working mechanism such as virtual fostering panels and hybrid models of assessment and supervision, alongside continuing to develop our online social media presence through Instagram and Facebook as both a recruitment tool and a support service. The demand for carers to provide warm and loving home for the most vulnerable children has continued to increase, and despite the

challenges of the pandemic the Fostering Recruitment Team has continued to recruit foster carers utilizing social media platforms alongside more traditional means of print advertising.

3. Enquiries

Throughout 2022/2023 we received 169 enquiries, and increase from 2021/2022 which saw 121 enquiries, and similar figure to 2020/2021 with 168 enquiries. Despite lower levels of enquiries received from prospective fostering households during 2021/2022, the proportion of those enquiries converting into applications was at an all-time high at 9%. Barnet’s conversion rate from enquiries to approval has steadily increased from 3.98% in 2019/2020 to 8.92% in 2020/2021 with the approval of 16 households and in 2021/22 this increased to 9% with the approval of 11 households.

The challenges of global pandemic and more recently the cost-of-living crisis, has compounded the challenges of recruiting foster carers for Barnet’s children across the country. Despite such challenges, However, through the use of creative and dynamic approaches on social media platforms, our more usual campaigns and increased outreach activities, resulted in the recruitment of 5 foster carer households and 2 supported lodgings hosts, with conversion rate of 11.83%

The downward trend applications for mainstream fostering over the last 5 years is a national picture. As noted in Ofsted annual fostering statistics April 21 – March 22:

There has been a downward trend of applications for mainstream fostering over the last 5 years. In both sectors a relatively large number of enquiries are not translating into applications. The number of mainstream fostering applications has fallen from 10,520 in 2018 to 8,280 in 2022. This year, IFAs reported a ration of 23 initial enquiries per application and LAs report a ration of 8 initial enquiries per applications.

The below table illustrates the decrease in enquiries pre and post-pandemic.

Enquiries	Total
2019/20	201
2020/21	168
2021/22	121
2022/23	169

Table 1: Barnet Fostering Enquiries 2019 – 2023

Barnet has seen a steady increase in the numbers of enquiries with the re-introduction face to face outreach activities and continued social media and digital advertising, indicating that a hybrid approach to recruitment is positive development within our strategy. Of the 169 enquiries, 35 were through outreach activities and 35 through our website. The remaining 129 enquiries were received from a variety of sources, see Table 2 for a break down the source of all 169 enquiries.

Table 2: Enquiry Source to approval

Source	Approved (FC/SL)	Enquiries	Screening/IV	Stage 2
Bus Stop Ad	1	3	1	1
Consortium	0	3	1	0

<i>Facebook</i>	<i>0</i>	<i>2</i>	<i>1</i>	<i>0</i>
<i>Internal Comms</i>	<i>3</i>	<i>12</i>	<i>5</i>	<i>3</i>
<i>Leaflet</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>0</i>
<i>Press</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>
<i>Poster</i>	<i>0</i>	<i>9</i>	<i>0</i>	<i>0</i>
<i>Outreach</i>	<i>0</i>	<i>35</i>	<i>3</i>	<i>0</i>
<i>Previously enquired</i>	<i>1</i>	<i>6</i>	<i>4</i>	<i>1</i>
<i>Publication</i>	<i>0</i>	<i>6</i>	<i>0</i>	<i>0</i>
<i>Referral</i>	<i>1</i>	<i>14</i>	<i>4</i>	<i>2</i>
<i>Search Engine</i>	<i>0</i>	<i>12</i>	<i>0</i>	<i>0</i>
<i>Previous FC</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Website</i>	<i>1</i>	<i>35</i>	<i>5</i>	<i>6</i>
<i>WOM</i>	<i>0</i>	<i>15</i>	<i>6</i>	<i>0</i>
<i>Unknown</i>	<i>0</i>	<i>14</i>	<i>1</i>	<i>0</i>
<i>Grand Total</i>	<i>7</i>	<i>169</i>	<i>30</i>	<i>13</i>

Research has indicated that there is a 2-year process between first enquiry to approval for a prospective foster carer (Westco 2022). It is not unusual for an individual to make an enquiry to casually explore the option and not progress further to an assessment, reflecting the significance of the decision to become a foster carer.

Other explanations for an enquiry to not progress includes limited space in the home, financial instability, an inability to adhere to the tight fostering requirements, or individuals' own views or wishes in respect of their prospective fostering career being at odds with the requirements of the local authority and the children we care for.

For those prospective carers who need time to reflect and consider their options, the Fostering Recruitment Team remain in contact with across the year, them, communicating regular information about the outreach activities and the newsletter ensuring that they are well informed and supported in their decision making.

4. Campaigns



Social Media Campaigns



Film Launch

July 2022 marked the launch of Barnet’s new fostering film “The Difference is You!” viewed over 37,000 across the country. This is the first professional fostering film Barnet has created in more than

10 years with the aim increasing national awareness of the need for foster carers both in Barnet and more widely across the UK. The film highlighted how every 20 minutes another child in the UK needs of a foster family and that Barnet is on a mission to provide the best possible care for our looked after children through 8 short vignettes illustrating the various experiences of children and young people who need care outside of their family network. The message of the film is that foster care transforms lives and "The Difference is You".

See below for details of images:



Foster care Friendly employer



Fostering Friendly is The Fostering Network's programme to encourage employers to support fostering and the recruitment of foster carers. Barnet successfully became accredited as a Fostering

Friendly employer this year with the introduction of a Fostering Friendly policy. According to the Fostering Network in 2022, approximately 40% of foster carers work and therefore as part of Barnet's accreditation it was agreed that any employees who are foster carers are eligible to receive up to an additional 10 days annual leave to support them in their caring role.

Foster Care Fortnight



Foster Care Fortnight took place from 9th -25th May 2022. As part of Barnet's celebrations and awareness raising, and a number of activities took place. This included a foster carers walk throughout Hampstead Heath on a sunny Tuesday, a picnic and a chance for carers and staff to come together. The walk was a wonderful way of developing our fostering community, and attended by over 20 carers. Feedback from the day was positive with carers sharing how much they enjoyed the opportunity to be outside in the fresh air with their supervising social workers and the wider fostering service.



5. Fostering Households

As of 31st March 2023, Barnet had 87 approved foster carers, with an additional 25 connected carers who care for children within their family network. The majority of Barnet fostering households are

residents of Barnet with 59 (68%) foster care households living in the borough and a further 11 (13%) living in neighbouring boroughs. The remaining 17 (19%) reside across London and outside the capital. For the carers living wider afield, the majority are former Barnet residents who have relocated following becoming approved foster carers. 85 (98%) of primary foster carers are female and 35 (40%) carers are of White British origin, with second largest groups being of Caribbean origin and African.

Barnet, similar to most local authorities across the country has an older age-range of foster carers, with the 52% being over the age of 55. See table 3 for a further breakdown.

Age Ranges	Foster Carers	%
55+		
55-60	23	20%
61-65	21	18%
66-70	10	9%
71-75	4	3%
76+	2	2%

Table 3: foster carer aged 55 and above.

Barnet has an aging fostering community and the majority of foster carers who have resigned are those who have retired from fostering following many years of caring for our children. For some carers who are downsizing and retiring out of London, they have requested to pause their fostering career, waiting to settle in their new neighbourhoods before consider fostering in their new homes. Careful planning is done with the carers to ensure that there is minimal disruption for the children in their care that that there are positive endings for the children.

Some foster carers leave fostering as they have adopted the child in their care or taken on the permanent care of a child under a Special Guardianship Order. Neither of these care arrangements were endorsed in the year 2022/2023. Connected Carers, who are considered outside of mainstream carers, as they a carer who is assessed specifically in relation to a child within their family network. Often these carers become the child’s permanent carer through adoption or Special Guardianship, or if they child returns home to their parents, the carer is deregistered as they are no longer a connected carer.

Of the 11 supported lodgings hosts recruited since 2020, 6 hosts live within Barnet, 3 living just outside the border within neighbouring authorities and 2 living out of borough. In consideration of diversity, 8 are female and 3 male, 5 are White British, 3 are of mixed heritage and 3 are Asian.

As at 31 March 2023, Barnet has 17 care experienced young people who remain living with their former foster parent. The data evidences a slight decrease in the number of young people who remain living with their carers under Staying Put arrangements, in comparison to 2021/22, when 18 young people remained living with their foster carers post 18. Staying Put remains a pathway for young people to remain living with their permanent foster carers as they transition into independence and adult-living. Many of our young people who remain living in this arrangement are those attending university, or who are working and prefer to remain at home before moving into their permanent housing. This living arrangement replicates the journey many young people undertake when living within their birth family.

6. De-registrations

Throughout the year there has been a total of 24 de-registrations, a significant reduction on the year before. This includes both internal foster carers and connected carers, who no longer had children in their care. Foster carers or connected carers who can no longer foster for Barnet are presented to the Fostering Panel where de-registration is fully considered, and a recommendation is sent to the Agency Decision Maker for the final decision.

Of the **16** Foster Carers who deregistered:

- 11 foster carers resigned
- 5 other reasons, including deregistration

Of the **8** Connected Carers who were deregistered

- 4 were deregistered on account of no longer having a child in their care
- 3 connected carers became Special Guardians for the child in their care
- 1 became a foster carer in another borough

7. Fostering Support and Development

Foster care is the right choice for the majority of children in our care. Children of all ages need to feel secure in their relationships with the adults who look after them. Barnet's resilience and secure based model is provided by high-quality foster care in a stable family-like environment to act as a protective factor in supporting and enabling children to achieve positive outcomes and thrive throughout their lives.

When we place children and young people in foster care, we focus on their needs, the quality of the care and the outcomes we wish to achieve for the child. We think systematically about their relationships and networks in their local area and the support that will enable them to thrive, including aiming to place siblings together where possible.

CASE STUDY: N and G story

Khadija and Mohammed have been fostering for Barnet for the past 19 years, with an approval criterion of short term/ permanent carers for three children/young people ages 11 -18 (males only). They had been caring for three young unaccompanied asylum seeking children aged 15 years old, 16 years old, and 17 respectively.

Aamir had been living with Khadija and Mohammed since March 2022 and in August through social media, he discovered his young brother Hamza was in the UK living in foster care in Portsmouth. With the support of their respective social workers, Aamir and Hamza were reunited, initially with contact and later overnight stays at each other's foster homes.

At the brothers request, Barnet and Portsmouth began to consider how to reunify the children together to enable them to live as siblings in the same home. Both Aamir and Hamza had requested for them to live with Khadija and Mohammed, which was supported by Hamza's social worker. Krishna and Arjun were also in support of this plan, and their supervising social worker began considering with them what additional support was required in the caring for four young people. These reflective and constructive discussions aided the carers to prepare and identify any support they needed to make this plan happen. Khadija and Mohammed continue to be part of the professional network around both children, and are strong advocates for children, and are proactive, resilient foster carers. They had discussions with both social workers for Aamir and Hamza in support of Hamza moving in with his brother and ensured

an appropriate joined up plan of reunification was in place. Hamza moved in with his brother Khadija and Mohammed in December 2022, reuniting the brothers.

Barnet prioritises cultural matching alongside other individual factors unique to each child and the carer(s) to ensure that the secure base relationship promote not only their identity but their sense of security, confidence and resilience. Barnet's goal is to find an alternative home where they are loved, kept safe and are encouraged to be the best they can be.

The fostering support team are responsible for the support and development of foster carers to ensure that they meet National Minimum Standards as underpinned by the Fostering Services Regulations 2011, in their provision of care for Barnet's children. The team of 9 social workers who each have several years of experience in front line child protection and fostering. They have attended training offered to foster carers in Attuned Therapeutic Care, PACE and working with the mental health needs of children and young people looked after, enable the entire fostering network around the child to work in a trauma informed and therapeutic way.

Reflective Fostering study

Over the past 2 years, supervising social workers have also been involved with the Reflective Fostering programme, run by the Anna Freud Centre, aiming to assist foster carers to provide the best possible home and care by building strong supportive relationships via a reflective stance.

Training for foster carers

Training for foster carers has progressed at pace, moving from online to a hybrid model. During the pandemic all training was provided via virtual platforms and e-learning courses, resulting in a consistently high attendance rate. Many carers expressed a preference for this style of learning, citing the flexibility it enabled when they were at home caring for small and vulnerable children. Training opportunities for Barnet foster carers is also accessible in conjunction with the North London Consortium of which Barnet is part of along with Camden, Haringey, Hackney, Enfield and Islington. Over the year, foster carers have accessed support from BICS (Barnet Integrated Clinical Services) through consultations and therapeutic sessions with the child in their care, enhancing the support provided to children and carers in the home. This level of support has been reduced in 2022- 2023 due to sufficiency within the BICS service. It is anticipated that this will resume with staffing increases during 2023-2024.

A new foster carer handbook was published on Tri.x Procedures on-line May 2022. This has provided more accessibility for all carers with regular reviews and updates provided throughout each year. The Foster Carer Charter, an agreement between Barnet, in our role as corporate parents and the foster carers, representing the commitment and partnership between Barnet and our Foster Carers as corporate parents. The Charter was reviewed throughout the year and has been shared with all carers. Additionally, there have been changes in Barnet's Foster Carer Association (BaFCA) with a new Chairperson and changes in other roles and the committee members. BaFCA has provided a strong message of collaboration with the fostering service and support to foster carers. December 2022 BafCA arranged an event for foster carers and children at Alexandra Palace and worked together with Barnet Fostering to facilitate a Christmas Celebration event for foster carers. Both events were highly

successful and plans are underway to make both celebrations an annual event as part of Barnet's participation strategy 'You Say Matters'.

8. Staying Put

The 'Staying Put' Scheme allows care experienced young people to remain living with their foster carers after they turn 18. As of 31 March 2023, Barnet has 17 care experienced young people remain living with their former foster parent. The data evidences a slight decrease in the number of young people who remain living with their carers under Staying Put arrangements, in comparison to 2021/22, when 18 young people remained living with their foster carers. This represents a steady decrease of this living arrangement for young people moving into their independence and adult lives. This is likely attributed to the 27 young people living in this arrangement in March 2020 remaining in their home due to the early beginning of the covid pandemic, alongside a changing demographic in recent years to our children in care profile. Over the past three years there has been a steady increase of older adolescents coming into care aged 16 and 17. Many of these young people are keen to move into independent living accessed through their own accommodation. The development of Supported Lodgings as a stepping stone to independence as also impacted on the number of young people remaining in Staying Put.

9. Supported Lodgings

Barnet's Supported Lodgings scheme was introduced in 2019 with 2 supported lodgings carers successfully recruited in the first year. Capacity increased with a further 6 being approved in 2020/21 and 5 in 2021/22. Barnet currently has 11 supported lodgings hosts. The supported lodgings campaign has been successful, where the target of 10 supported lodgings hosts recruited between 2020/22 having been met.



Your kindness will make all the difference

"It's nice to have choices like everyone else. I didn't feel ready to live alone at 18 and it was good I had the freedom to choose when I was ready." Ahmed, 20yrs

Supported Lodgings

Do you have a spare room? You could support a young person like Ahmed on their journey to independent living.



For further information: 020 8359 6274
www.barnet.gov.uk/supportedlodging



Your kindness... makes all the difference!

"Staying in a family environment gave me the confidence I needed to believe in myself. I have now started university. I feel more confident and ready to live independently." Sarah, 19yrs

Supported Lodgings

Do you have a spare room? You could support a young person like Sarah on their journey to independent living.



For further information: 020 8359 6274
www.barnet.gov.uk/supportedlodging



10. Support groups

This year saw Barnet increase their support group offer to carers, with the development of specific support groups. Carers had mixed views following the lifting of covid restrictions in regard to support groups being virtual or face to face. Therefore, support groups during 2022-2023 have been a mix of in person and virtual.

Group	Frequency
Mainstream Support Group - Open to all Mainstream Foster carers	Once and month
Support group & Forum (attended by HOS/AHOS) - Open to all Mainstream Foster carers	Once every 3 months
Children with Additional Needs Support Group – Open to carers caring for children with additional needs	Every 2 months
Therapeutic Support Group – Open to all carers	Every 2 months
Reg 24/ Connected carers Support Group – Open to specific carer groups	Every 6 weeks
TSD Training Support group - (Foster Carer Led) – Open to carers needing assistance in completing their training Standards Folders	Twice a month
Unaccompanied Asylum-Seeking Children (UASC) Support Group – Open to carers caring for a UASC	Once a month
Barnet Foster Carers Association (BAFCA) group meetings – Open to all members of BAFCA	Once a month
Male Foster Carers Support Group - Hosted by North London Fostering and Permanence Consortium - Open to LBBarnet Male Foster Carers	Once a month

11. Fostering Panel

The Fostering Panel acts in accordance with the regulatory framework provided by the Fostering Service Regulations 2011, Family and Friends Care, Statutory Guidance for Local Authorities 2011, and the Standards set out in the National Minimum Standards for Fostering Services 2011. The Foster Panel takes account of the legislation set out in The Children Act 1989, and the Care Planning, Placement and Case Review (England) Regulations 2010 and Amendments 2015 and Guidance, volume 2, 2010.

The Fostering Panel has the responsibility for making recommendations in relation to:

- The approval of foster carers.
- The approval of family members or friends as "connected person" carers
- The first annual review of foster carers and connected persons carers

- Reviews of carers where there have been serious concerns and breach of the fostering regulations
- Investigations or reviews of carers where there are concerns regarding their fostering practice and their suitability.

12. Review of Objectives for 2022-23 - What have we achieved?

- Develop robust recruitment partnership working with local businesses, the Barnet community and faith groups as well as schools and colleges.
- We have increase social and digital media activity.
- Successfully achieve and be accredited as a 'Foster Friendly Employer' with the Fostering Network.
- The recruitment focus:
 - Increased our online presence including an expansion of our website.
 - Produced a targeted fostering video to educate and raise awareness of the need for more carers.

Foster Carer Support focus:

- We have reviewing matching processes, permanency planning and further developed the use of early permanency planning with 6 children in an early permanence care arrangement.
- Maximised the use of in-house placement, through using annual reviews to strategically explore carers capacity and encouraging increased approval where appropriate, to review and develop carers who have remained on the same skill set for 2 or more years.
- Improve foster carer support and engagement, including a foster carer association survey in partnership with the Fostering network.
- Continued to explore ways of capturing the child's voice and the carers voice for service development and individual plans

13. Service Priorities for 2023 - 2024

Aim - To increase local foster care placement choice and stability for children and young people in Barnet, particularly for teenagers, parent and child and sibling groups through recruiting more carers.

- To increase the number of in-house foster placements, reduce our reliance on independent fostering agencies and residential care.
- To recruit an additional **15** foster carer households over this strategy period (2023-2025) which equates to 5 households per year.
- To recruit **5** Supported Lodgings Hosts per year.
- To maintain a consistent presence throughout the London Borough of Barnet's Community both in person and via social media.
- To create an Events and Outreach Calendar which includes the activities planned and organised by Fostering Service. This is a flexible activities calendar as items can be added throughout the year including innovative ways to attract new foster carers to Barnet.
- To offer creative solutions to placement sufficiency challenges by review each carers career progression and skills level.
- To consider enhancing carers capacity through the use of home improvements, extensions, annex (for staying put or supported lodgings if in young person's best interest) loft extensions.

Aim - To ensure that our carers continue to enjoy being carers for Barnet and know that we appreciate them for all that they do.

- Strengthen our offer to carers to ensure they have access to highly skills practitioners that provide them with the highest quality support.
- To continue to review our support offers to carers.
- Ensure that foster carer, feel valued for the contributions that they make and the role they play in our fostering community. We will listen to everyone and improve what we do as a result.
- Ensure that we analysis objectively what has happened when foster carers choose to resign through a robust exit interview analysis protocol.
- To review placement stability at the earliest possibility to increase our support offer and reduce the risk of carer fatigue and placement breakdowns.
- To ensure foster carers feel they have a voice in the delivery of our service through regular opportunities for foster carers to share their thoughts and views.
- To review foster carers opportunities to progress within their fostering career.

Aim - To continually improving our quality of Practice and ensure everyone has a voice about how to strengthen Barnet's fostering service.

- We are committed to engaging with all foster carers to seek their views on what is working well and what could be strengthened via surveys, feedback, forum's with senior management attendance, BAFCA, reviews and discussions.
- We will continue to review our internal processes, ensuring that fostering is run efficiently and makes use of the latest technology to streamline processes for everyone in the service.
- To ensure a robust quality assurance programme is imbedded within the service to scrutinise and enhance practice of workers.
- Ensure that everyone on the Team has easy access to the highest quality training, learning and development opportunities both online and in the classroom, and feels empowered to take responsibility for continually updating their skills and knowledge.
- To improve our use of data reporting to ensure that we are robustly monitoring our performance
- To be each other's critical friend and feel confident to challenge and be curious with each other about our practice.

Aim - To create specialist foster care placements so that we have the right placement at the right time for our children and young people

- To support children to step down into inhouse foster placements.
- To create parent and child placements service through career progression for level 3 carers.
- To target recruitment of carers for sibling groups and children with additional needs.
- We want to further promote staying put arrangements and encourage where it is a young person's interests to stay with their foster carers up until the age of 25 where needed.
- To offer supported lodgings as a placement option for young people age 16-25 by registering as a provider with Ofsted.

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Annual Report

April 2022 – March 2023



**ADOPT
LONDON
NORTH**

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About Adopt London North

Context and responsibilities

Legislation requiring local authorities to deliver adoption services through Regional Adoption Agencies was passed in 2016 in the Education & Adoption Act. London RAA's were launched in 2019, around the middle of the national RAA change programme.

Adopt London North is a partnership between the six London boroughs of Barnet, Camden, Enfield, Hackney, Haringey, and Islington. The boroughs previously worked together successfully for over a decade as the North London Adoption & Fostering Consortium.

The adoption functions of the six boroughs officially became part of Adopt London North on 1st October 2019, hosted by the London Borough of Islington as the lead partner. The ALN Partnership Agreement covers the legal and financial terms of the arrangement. There is shared oversight of the RAA through a Governance Board and Quality Assurance Board.

Adopt London North has responsibility for all adoption led services, delivering these on behalf of the local authorities. These include:

- Recruitment and assessment of adoptive parents

- Family finding for children in need of adoptive parents
- Adoption support to adoptive families, adopted adults, and others impacted by adoption

Responsibility for the child (including corporate parenting responsibilities) remain with the local authority. The borough is therefore responsible for the progress of the child's case through the court system and for decisions in respect of care and adoption planning.

Governance arrangements

All service functions and partnership arrangements are detailed within the Partnership Agreement. As a result of changes to the division of financial contributions from April 2023, the Agreement is being reviewed and updated during 2023/24.

The ALN Governance Board meets every 2 – 3 months and has Director level representation from each of the six partner boroughs. This Board has responsibility for all partnership decisions that need to be made above Head of Service level, and for monitoring the performance and budget of ALN.

A Quality Assurance Board (QA Board) meets monthly and has membership at Head of Service and / or Service Manager level from each partner borough. The QA Board has responsibility to monitor and improve partnership working across the boroughs and ALN, including making decisions and proposals about practice and procedures that relate to adoption work across the agencies. The QA Board also considers emerging information about differences in practice between the six boroughs, and where best practice can be implemented across all partners. During 2022/23 some of the areas of focus for the QA Board have been:

- Learning from a Cumbria Local Child Safeguarding Practice Review into the death of Leiland-James Corkill, who was murdered by his prospective adoptive parents.
- Effective information sharing processes.
- Developing an audit to understand more about the number of adopted children and young people who are open to local authority services or re-enter care due to difficulties after an Adoption Order.
- Introducing and monitoring the implementation of the ALN training programme for local authority social workers.
- Learning from legal advice and case law relating to Agency Decision Maker (ADM) processes.

- Managing enquiries during care proceedings from foster carers and connected people who want to adopt.

Staffing

ALN employs 38 members of staff who work across specialist teams focused on the different practice areas within the service. The service is managed by a Head of Service, Service Manager, and Adoption Business Manager. We have a stable staff group, with no one leaving the service during 2022/23. We do not carry any vacant permanent posts and find that there is a strong response when we do occasionally have permanent posts available to advertise. We only use agency staff to cover short or fixed term posts, and during 2022/23 had just one agency staff member in post as a Business Coordinator. In addition to our core staff, we manage a small pool of sessional social workers who increase our casework capacity in a flexible way.

Inspections

ALN support and participate in the adoption elements of any partner local authority inspection including ILACS and focused inspections looking at permanency or children in care. In 2022/23 we were involved in the ILACS inspections that took place for Camden and Haringey.



As adoption inspection regulations have not been updated to reflect the creation of RAAs and local authority inspections only look at some areas of adoption work, the Department of Education and Ofsted have announced plans to pilot direct inspections of Regional Adoption Agencies towards the end of 2023. Ofsted have not yet published an inspection framework but we understand they intend to inspect six RAAs nationally as part of the pilot, and to publish one composite report which focuses on emerging themes rather than naming findings in relation

to individual RAAs. When the pilot is complete Ofsted and the DfE will consider possible regulatory change to normalise RAA inspections.

Outcomes

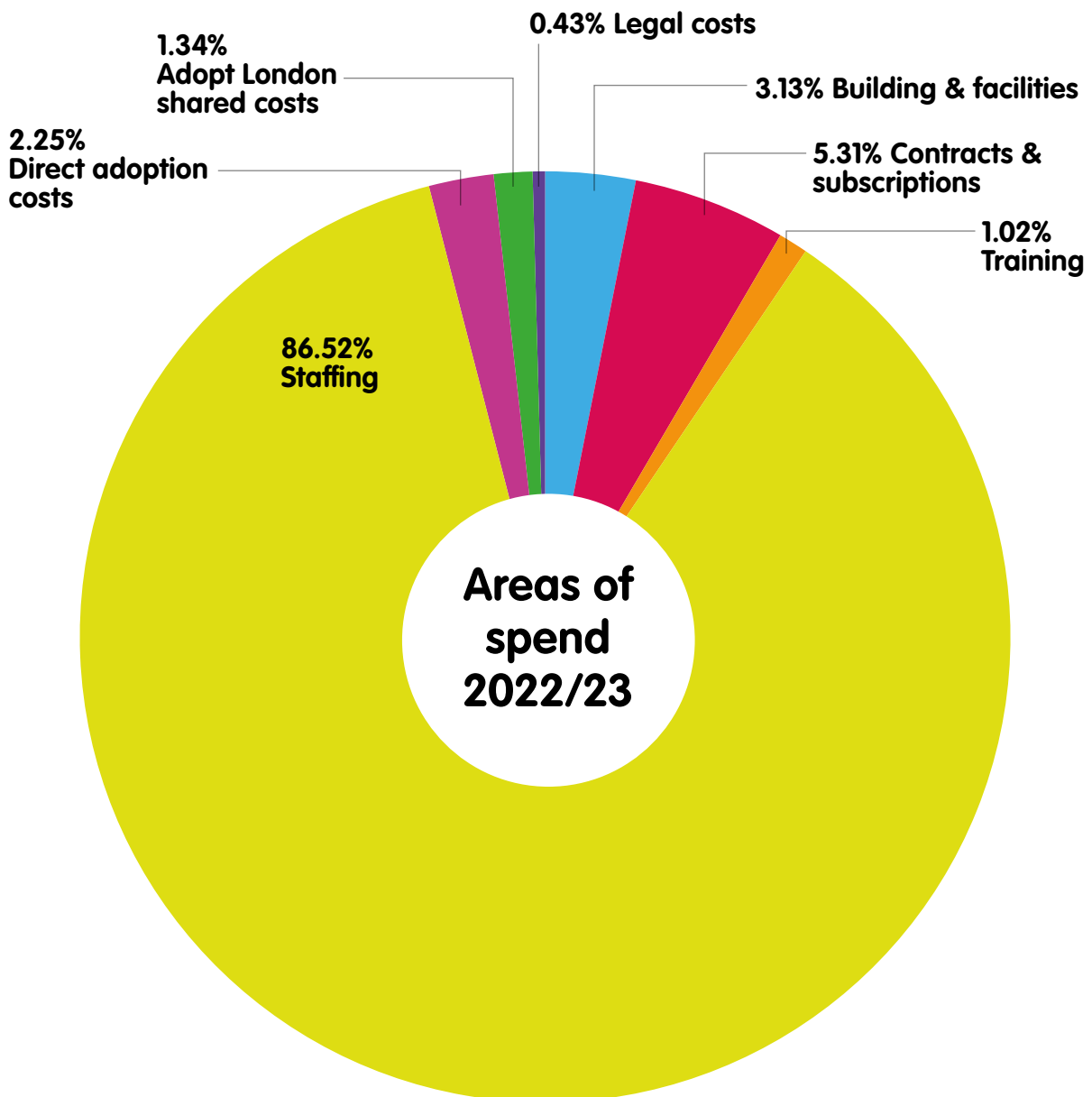
Adopt London North aims to improve outcomes for children who have a plan for adoption and those living in adoptive families in the following specific ways. The linked sections in this report provide more information about the work that is happening in these areas.

<p>Finding prospective adoptive parents</p>	<p>Increase the proportion of prospective adopters who are of Black and mixed Black ethnicity, in line with the needs of our Black and mixed Black ethnicity children in north London.</p>
<p>Preparing and approving adoptive parents</p>	<p>Improve timeliness and effectiveness in matching in-house approved adopters with children.</p> <p>Assess, prepare, and support prospective adopters to a high standard so that they are fully equipped to successfully parent an adoptive child.</p>
<p>Planning for children</p>	<p>Ensure all children who would benefit from adoption are identified appropriately during Permanency Planning processes.</p> <p>Ensure that children who would benefit from an Early Permanence placement are identified early and matched with adoptive parents who have been prepared for Early Permanence.</p>
<p>Placing children with adoptive parents</p>	<p>Ensure effective and time-sensitive family finding for children with a plan for adoption.</p> <p>Increase the proportion of in-house and local adoptive placements.</p>
<p>Providing support to adoptive families and others</p>	<p>Improve consistency and timeliness in providing support for adoptive families.</p> <p>Increase awareness and uptake of support services amongst adoptive families to build resilience and reduce the need for crisis support.</p> <p>Provide specialist and targeted support to adoptive families with the most acute needs to reduce family breakdown.</p>

Financial spend 2022/23

The total budget for ALN in 2022/23 was £2,807,245. Of this, 86.52% (£2,428,886) was spent on staffing costs – including permanent and agency staffing, sessional workers, Adoption Panel members, and maternity costs.

Financial contributions to ALN were renegotiated between the partner boroughs in 2022/23, with an equal split contribution model being agreed for implementation from 2023/24.



National adoption landscape

National RAA Leaders Group

The 32 Regional Adoption Agencies in England work together under the umbrella 'The National RAA Leaders Group', soon to be rebranded in Autumn 2023 to 'Adoption England'. The Leaders Group has a Strategic Lead and several project leads focused on developing particular areas of practice nationally and coordinating the work of RAAs. The Leaders Group has been tasked by the Department of Education with developing the priorities it identified within its adoption strategy 'Achieving Excellence Everywhere' (2021) and provided with funding to progress this work. These priorities focus on developing national standards in recruitment, matching, and support; looking at alternative models of matching practice; increasing the use of early permanence placements; developing multi-disciplinary support; and considering models for national and pan-regional commissioning in adoption support. In addition, the Leaders Group is focused on raising the voices of those with different lived experiences of adoption, and on increasing representation of all forms of diversity within adoption services. Whilst much of this work is being progressed nationally, Adopt London have also been successful at accessing grant funding from the National RAA Leaders Group to progress priorities that align with the DfE strategy.



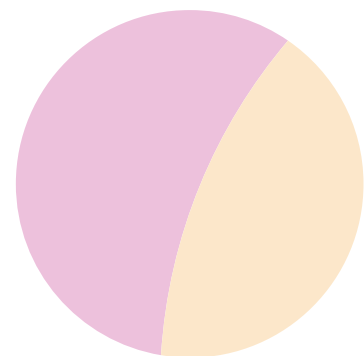
regional
adoption
agencies



Death of Leiland-James Corkill in Cumbria

Leiland-James was placed for adoption aged 7 months in August 2020. He had been removed from his birth family through care proceedings and placed with foster carers from the age of 2 months. In January 2021 Leiland-James died as a result of a catastrophic head injury at the hands of his prospective adoptive parents. In May 2022 the prospective adoptive mother was found guilty of murder. During the trial she was found to have lied about her alcohol use, mental health, physical health, family debts, and attitude to physical chastisement. In July 2022 Cumbria Safeguarding Children's Partnership published their report following a Child Safeguarding Practice Review, and recommendations for Regional Adoption Agencies have recently been published. There is significant learning from this horrifying case and RAAs are working collectively to implement changes to practice which will reduce the risk of a similar set of circumstances occurring in future. These changes include:

- Ensuring medical practitioners understand their safeguarding responsibilities in adoption cases, and that updating information is sought from medical records at different stages of the process.
- Providing opportunities to listen to the voice of the child at different stages of the adoption process (in this case the adoptive parents had a birth child who would have been old enough to speak with social workers and might have provided some insight).
- Letting personal referees know that they have a safeguarding responsibility and should make contact with the adoption agency if they have concerns.
- More strenuously seeking references from therapeutic providers with an emphasis on their role in safeguarding, as some providers refuse to provide a reference on the grounds of patient confidentiality.



Adopt London



Adopt London structure

Four RAAs work closely together under the Adopt London umbrella covering the different geographic regions in London, and providing services to 24 boroughs in total. Adopt London are unique nationally in working in such a close partnership across a large number of local authorities.

Through this partnership we aim to develop a London-wide profile for the recruitment of adoptive parents, improve services that benefit from economies of scale, and share and standardise best practice. The host boroughs for Adopt London are Islington, Southwark, Havering, and Ealing. Heads of Service, Service Managers, Team Managers, Panel Advisors, and Marketing & Communications leads all work closely with their peers across Adopt London to develop shared services and practice standards.

Heads of Service and the host borough Directors and Directors of Children's Services meet quarterly as the Adopt London Executive Advisory

Board chaired by a non-host partner DCS. The Executive Advisory Board oversees the joint project work of Adopt London, supports with problem solving, and considers Adopt London issues that need the support of other senior leaders to resolve.

In 2021 the Executive Advisory Board wrote to all member boroughs to request agreement to work towards an Adopt London legal partnership agreement linked to local agreements. This agreement would formalise the responsibilities of the Executive Advisory Board and protect the ownership of the Adopt London shared brand and online resources. This work was paused in 2022/23 due to legal complexities and capacity, but is hoped to restart during 2023/24.



Adopt London activity

The Adopt London Heads of Service work towards a strategic work plan that is supported by the Executive Advisory Board. The plan covers governance and commissioning arrangements; operational and practice development of priority areas including opportunities to access national funding; marketing and communications arrangements; and the voice of adopters, adopted children, adopted adults, and birth family members. A Pooled Budget is held to fund shared activity. These were some of our shared areas of work in 2022/23:

Matching project: Adopt London have been awarded funds from the National RAA Leaders Group to test methods for improving shared practice for matching children in need of adoption with adoptive families. This has led to the creation of Adopt London Matching Manager and Matching Coordinator posts to lead the shared work.

Early Permanence: We have also been awarded funds to strengthen Early Permanence practice across London, working across Adopt London and another non-Adopt London RAA. In 2022/23 a research report was prepared looking at the barriers to Early Permanence in London, which included interviews with Family Court Judges, managers from CAFCASS, local authority Agency Decision Makers and legal advisors, and RAA practice leads.

Black Adoption Project: We completed the first phase of this large, long-term project to improve adoption for Black children and families and have started preparing to initiate and evaluate practice pilots.

Adult adoptee support: We are working with adult adoptees to expand the availability of support groups in London. A new group specifically for transracially adopted adults was set up in this period in partnership with the Transracial Adult Adoptee Network (TAAN).

Agency Decision Maker workshops: Funded by the National RAA Leaders Group, Adopt London ran a development workshop for London Agency Decision Makers to reflect on case law, guidance, and best practice around Best Interests Decisions.

Adopt London choir: Founded during the 2020 pandemic, the choir is made up of London adoptive parents who meet weekly online to sing and network, and sometimes meet in person to perform at events. The choir has proven to be a strong source of support for many parents. You can watch some of their videos on the Adopt London YouTube channel.

Marketing & Communications: Our marketing and communications leads pool their time and resources to provide a shared Adopt London public presence, including our website and social media. A single public profile is particularly effective for the recruitment of prospective adoptive parents.

Adopt London staff event: We hosted our second annual in-person event for 150 Adopt London members of staff to increase relationships and co-working across the Adopt London RAAs. The event focused on the importance of our use of language in our work.

We Are Family: We continue to have a strong partnership with adopter peer network charity We Are Family, which provides support groups across London, a specialist webinar programme, and podcast.

In addition to continuing work in these areas, our priorities for further shared work in 2023/34 are:

Adopter voice: We are developing a strong mechanism for gathering and responding to adoptive parent feedback, and for consulting with parents on service developments.

Adopted children and young people's groups: We are planning to expand social groups for adopted children and young people across the Adopt London area to provide social opportunities and invite participation.

Shared commissioning arrangements in adoption support: We have received funding from the National RAA Leaders Group to scope potential improvements to commissioning arrangements, particularly in relation to provision under the Adoption Support Fund. In the long term this work could increase the effectiveness of our arrangements whilst reducing the currently extensive administration.

The Black Adoption Project



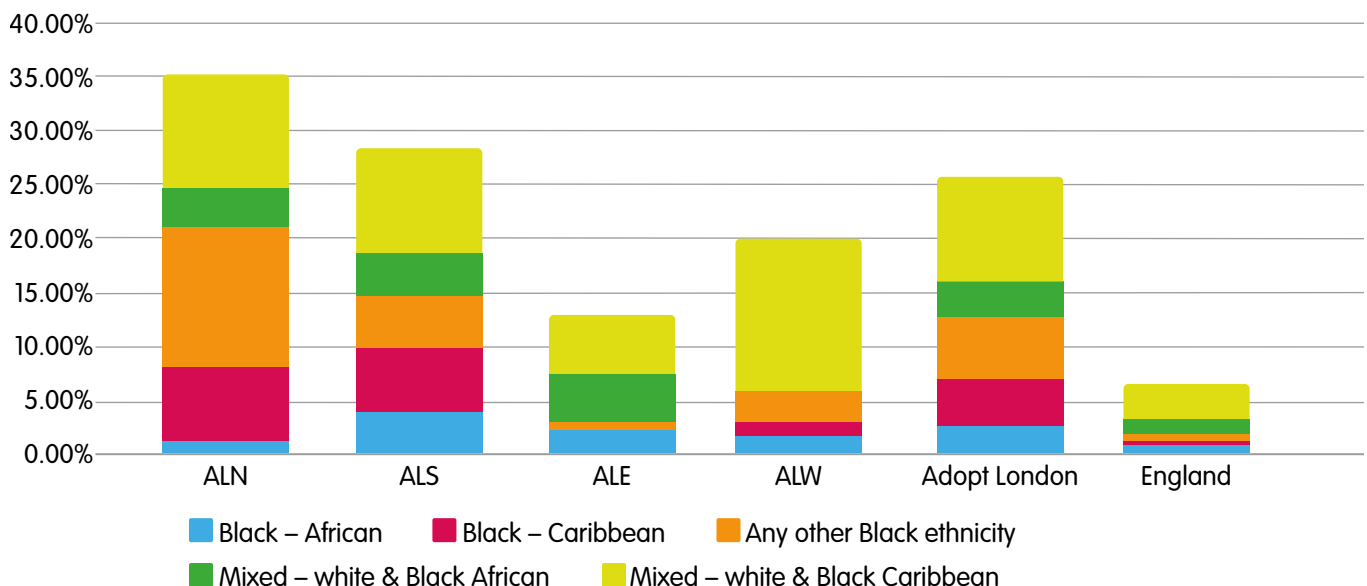
The Black Adoption Project aims to improve adoption for Black children and families and is a partnership project between Adopt London and Laurelle Brown Training & Consultancy. We have now completed phase 1 of the Project and have a strong governance structure established with a wide range of representatives covering professional, community, and lived experience of Black adoption – including adult adoptees, care experienced adults, and adoptive parents.

Our initial research is detailed in our Phase 1 Report, which evidences the disparities for Black children in the adoption system and pinpoints where these disparities are occurring. It also looks at the experiences of Black prospective adoptive parents, and Black community

perceptions of adoption. Some of our key findings are:

- Black children who have a plan of adoption agreed by the court are much less likely than other children to go on to be adopted, and this seems to be most often because suitable adoptive parents couldn't be identified.
- Black children who are adopted wait much longer to move into their adoptive family.
- Black prospective adopters are more likely to drop out during the assessment process and not go on to adopt a child.
- Some of the most significant barriers to adoption for Black prospective adopters are financial factors, negative experiences

Black children placed for adoption as a proportion of all children placed for adoption in the 5 years from 2016/17 - 2020/21



or perceptions of the assessment process, the need for more support after adoption (including culturally informed support), and the impact of racism.

In the five year period studied, Adopt London North placed the highest proportion of Black and mixed Black ethnicity children for adoption compared to other Adopt London RAAs. Across Adopt London on average 25.8% of children placed for adoption were of Black or mixed Black ethnicity backgrounds. We found that Black children with a Placement Order were 20% less likely to have been successfully placed for adoption than children of other ethnicities. Black Caribbean children particularly were 12 times more likely than other children to have 'prospective adopters could not be found' given as the reason for a change of care plan away from adoption. When other factors were held constant, Black children spent on average 6½-8 months longer in the adoption process before moving in with their adoptive family, and the most substantial delays occurred during the family finding process – again suggesting that significant delay is caused by difficulties identifying suitable prospective adopters.

Within the research we also looked at the journey for Black prospective adoptive parents and found that Black-only households were 5-6 more likely than white-only households to leave the adoption process without adopting a child, indicating that there are difficulties during the assessment phase that need to be considered further.

During 2022/23 we organised workshops with a wide range of stakeholders, including adopted young people, to develop a Theory of Change – a document which articulates the things that aren't working currently, and the goals of the project. The research findings and Theory of

Change process led directly to some options for creating change. The pilot proposals target different areas of practice including:

- Services to increase retention of Black prospective adopters both at the initial enquiry stage, and later during the assessment process.
- Exploring ways to reduce the economic barriers to adoption.
- Specialist learning and development programme for adoptive parents of Black children.
- Community-led approach to raise awareness of adoption and ultimately to recruit more Black adoptive parents.
- Research into the significance and availability of Black therapists providing support under the Adoption Support Fund.
- Social, participatory, and educational groups for Black adopted young people.

In the next phase of work we will be initiating a number of pilot projects across these different areas of practice, and evaluating the impact these changes have on Black children and families.

Alongside the research and practice change is activity focusing on the importance of workforce development and support for Black staff members. We have been running monthly 'Safe Space Sessions' for Black staff to reflect on their work within adoption and discuss experiences that impact and shape the workplace and practice.

We have run whole-staff development training, and a series of workshops focused on learning from Black adoptees on their experiences of adoption. In the next phase of work we will be developing more ongoing programmes of support for staff to help create and embed change.

Black Adoption Project goals

- Levelled playing field for Black **families**.
- Reimagined **system** for Black children.
 - Black **communities** understand and care about adoption.
 - Black adopted **children** have the support they need.
 - Confident, anti-racist and culturally-competent **workforce**.

The Adoption Panel

Structure of the Adoption Panel

Adopt London North run one central Adoption Panel which oversees all:

- Matching decisions relating to the choice of adoptive family for a child
- Best Interests Decisions for voluntary adoption (relinquished babies)
- Approval of prospective adoptive parents
- Review or rescindment of approval of prospective adoptive parents

Panel recommendations relating to individual children are presented to the Agency Decision Maker in the child's borough for a decision. Prospective adopter approval and review of

approval decisions are presented to the Agency Decision Maker in ALN.

The ALN Panel meets twice per month, with capacity to run additional meetings if required. There is one independent Panel Chair and central list membership to ensure consistency of decision making and robust oversight of the work of ALN. The independent Panel membership is diverse in terms of their experiences of adoption, their age, gender, relationship status, and ethnicity. Social workers from ALN and partner boroughs also sit on the Panel regularly however it has been harder to ensure gender and ethnic diversity in the social work representatives and this is something we hope to improve in future as those positions are rotated. The Panel have regular training and there is a programme of annual appraisals. The Panel provide quality assurance feedback to ALN and the relevant local authority for every case they consider.

Views of the independent Adoption Panel Chair

The Panel Chair, Josephine Scorer, provides a report of Panel business every six months. The report covers the activity of the Panel, a summary of quality assurance feedback, and areas for improvement and development. Recommendations arising from Panel Chair reports are reviewed in quarterly meetings between the Panel Chair and Head of Service. In her most recent report covering the period September 2022 – March 2023, she provided the following conclusion:



6 The Adoption Panel is settled and stable, and the Panel membership is diverse and well balanced, containing broad and wide-ranging personal and professional expertise. Panel members are focused, collaborative, and mutually respectful, and clearly able to use critical thinking to robustly scrutinise cases being presented to the Panel, make safe recommendations, and feedback and appropriately challenge standards of practice.

Gaps in Panel membership have been identified and addressed, particularly in relation to increasing the number of social work members on the central list.

The working relationship between the Panel chair, Panel advisor and Panel coordinator, continues to be strong.

Virtual Panels continue to work well, with clear advantages; however, a review process is underway to look more closely

at the disadvantages, and to see where improvements can be made.

There is a clear training program for the Panel with future training dates already in place.

Annual reviews of Panel members are up to date, with no major concerns identified.

Panel business remains steady overall, and the quality assurance process is effective.

The strengths across Adopt London North are also clearly apparent. Standards of practice are very high, with robustly analysed assessments and strong, well evidenced matches being consistently presented to the Adoption Panel. Although CPRs in particular still need some work, the overall standard of reports is extremely high. The presentation from social workers is also consistently high, and social workers are well supported by team managers who attend every Panel."



Training for local authority social workers

In early 2023 ALN were able to launch the first in a number of planned training sessions designed to support local authority social workers and direct managers to develop confidence in adoption and permanency work.

The first training provided guidance in preparing a Child Permanency Report (CPR). The CPR is a crucial document which has multiple uses as evidence for court when a Placement Order application is made, for information-sharing with prospective adoptive parents during the family finding process, and as a crucial life-long record for the adoptee. The in-person training was attended by social workers and managers from

across the ALN partner boroughs and strong positive feedback was received and evaluated by the Quality Assurance Board. Many attendees reflected on the benefit of learning together with practitioners from other boroughs. As a result of the success of the training, the CPR training will run twice in 2023/24 and then on an ongoing basis as demand requires.

The second topic in the programme, 'Permanency Planning and the Legal Process', has now been prepared and will run for the first time in September 2023. Five other topics have been agreed and will be developed gradually to run alongside the existing topics.



"This was really important information, I think all social workers should do this training."

Social Worker, Child In Need, Hackney

"[The training had] open, reflective, and free-flowing conversations."

Senior Practitioner, Family Intervention, Camden

"[I will take away learning about] keeping the child in mind at all times when writing the CPR and being respectful."

Social Worker, Intervention & Planning, Barnet

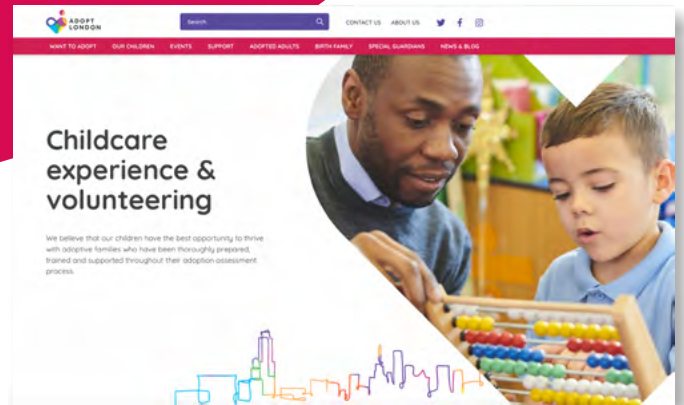
"The videos gave me an understanding of how important and how helpful the information we put on the CPR is to the child and the adoptive parent."

Social Worker, Looked After Children, Enfield

"Learning about how different [boroughs] work with families and how they would capture information..."

Social Worker, Children Looked After, Islington

Finding prospective adoptive parents



Adopt London brand

Our single Adopt London public face is successful at making Adopt London easy to find for anyone considering adoption in London and provides prospective adopters with a clear and transparent choice between agencies. Pooling communications resources means that Adopt London can spend less whilst still maintaining a professional, creative, and current online presence.

We have a shared recruitment and communications strategy. Through the Adopt London brand we aim to celebrate the diversity of London, to demonstrate that London children are central to our agencies, and to highlight a range of voices impacted by adoption.

The **website** is at the heart of Adopt London's communication and usually the first contact point for people considering adoption. Articles, blogs, news, and up-to-date information is accessible on the website with several new pages and content reviews being introduced during the year. In 2022/23 we undertook significant development work in the systems side of the website to ensure it is compliant with local government standards and began a programme of work to improve accessibility.

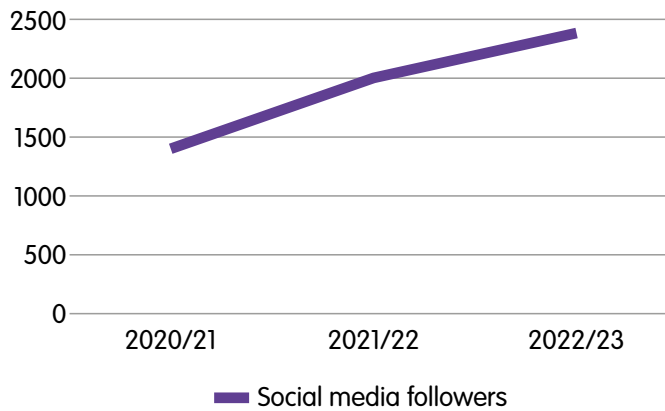
Visits to the website are most often initiated by an organic search online (50% of visits), people entering the address directly into the browser (27%) and through links from other websites (20%). In total there were 46,647 website sessions during the year, a decrease from 58,696 in

2021/22. Other website engagement measures such as number of new users and page views were also reduced this year. This may be due to our focus on systems development this year with deliberately less promotion of new articles and features on the site as we have tried to manage high demand in our Recruitment & Assessment Team; but also may in part reflect wider patterns in adoption recruitment driven by the 'cost of living crisis'. From those who provided feedback after attendance at an Information Session this year, 49% said they chose to attend an ALN session because they live in one of the partner boroughs, and 39% said they made the decision after searching online – emphasising the importance of a strong website presence.

The Adopt London social media channels post regularly to communicate and inform a range of audiences impacted by adoption. Our social media followers continue to organically increase and using these channels can be an effective way to engage and support people in London who are considering adoption but not yet ready to begin an assessment.

In 2022/23 ALN ran workshops for our partner borough communications leads to increase their awareness of the work of ALN and the importance of recruiting adoptive parents. This has led to the development of a local communications plan for 2023/24 which will see ALN working closely with one borough at a

Social media followers



time in a chosen month to raise local knowledge of adoption through bespoke articles, adverts, and use of social media.

For the second year we have produced an original podcast series 'Adoption Shared' in partnership with We Are Family, our adopter peer support partners. In 2022/23 we published the third season, with episodes focused on Black adoption from different perspectives. The podcast has been successful at providing another way for us to engage, support, develop, and build loyalty with those considering adoption who are not yet ready to begin an assessment. Episodes are also used in preparing and training prospective adopters and in building community for adoptive parents.



The first three seasons of Adoption Shared have now been downloaded 8,284 times. A fourth season is being prepared for release in 2023/24 focused on adoption experiences for children with additional support needs.

Enquiries and providing information

We have continued to run Information Sessions virtually this year due to the positive feedback we have received about these sessions being easier to access and effective at sharing a large amount of information. However, in Autumn 2022 we developed a waiting list of prospective adopters who had attended initial meetings and were ready to start their assessment. In the same period we had a temporary drop in our capacity within the Recruitment & Assessment team, and an increase in other areas of this team's work. We therefore did not run Information Sessions from November 2022 – March 2023 to ensure we could allocate and begin assessments for households who were already on our waiting list. For this reason, the numbers attending sessions is reduced significantly this year.

From those who attended and provided feedback after an Information Session, 100% rated the session as highly informative, and 98% would recommend the session to a family or friend who was interested in adoption.

“Really informative and friendly – beyond my expectations. Thank you!”

“Everything was really useful and well presented... [the speakers] clearly have a passion for adoption and a wealth of information, this came across throughout the session.”

“A great overall overview – felt like the start of a journey. And a solid one, a good dose of optimism and positivity mixed with realism too – good balance.”

“Being a critic, I felt the session was perfect to me.”

“...It was clear that this is a competent and experienced team.”

“We really enjoyed it and felt very strongly that ALN would be brilliant to work with.”

“It was overall exceptionally great and informative.”

We have also continued to deliver our popular monthly Meet the Adopter sessions virtually this year, with 201 households attending a session. The virtual delivery means that it is possible for us to have a wide range of diverse adoptive parents speaking about their experiences, as childcare demands would limit speakers if sessions were delivered in person. Our adoptive parent speakers have a wide range of experiences including those who have adopted younger and older children, had siblings placed at the same time and siblings who have joined the adoptive family separately; some have adopted through Early Permanence, as a single parent, or as a couple in a same-sex or heterosexual relationship, or as an older parent. Two or three speakers attend each session and questions are thrown open to those considering adoption. Due to the wide range of speakers, these sessions highlight to prospective adopters that there is not just one valid 'adopter experience' and provide a realistic and balanced view of the joys and challenges of adoption. Some of our prospective adopters have attended sessions regularly throughout their assessment and this has enriched their preparation.



"I was grateful for the event and that I can attend more of these sessions if I want to. It helped to alleviate any fears of judgement e.g., if a person wants to [adopt as] a single parent and so on."

"The adopters were amazing and really helpful because they were so honest."

"The session was fantastic and beyond my expectations... The environment (despite being on Zoom) felt a safe space to speak freely and honestly."

61% of Information Session attendees, and 65% of attendees at Meet The Adopter sessions live in one of the six ALN boroughs, whilst other households attending live in neighbouring London boroughs and bordering areas such as Essex and Hertfordshire.

Due to our pause in running Information Sessions and accepting applications during the second half of the year, there were many households who made an enquiry with us but were unable to take the process further. Overall enquiry numbers were higher than last year, which may reflect the difficulty some prospective adopters have experienced in finding an adoption agency in London who is actively recruiting new families. Of those who attended an Information Session, 35% went on to submit an Expression of Interest application compared to 39% in 2021/22 and 36% in 2020/21 – so the proportion of those attending a session who go on to submit an application has remained reasonably consistent, but the overall number has reduced as a result of pausing our sessions.

"Very well done session. It felt like a really relaxed session, no pressure, and good opportunity to hear from adopters and to hear questions from other prospective adopters."

"These sessions are so honest, they show the good the bad and the ugly but all your speakers come back to how adoption has changed their lives for the better and that they are capable of dealing with the situations as they arise."

Prospective adopter enquiries

Number of households who...	2020/21	2021/22	2022/23
Made an enquiry	714	827	873
Signed up to an information session	493	516	214
Attended an information session	351	349	143
Submitted an Expression of Interest application	128	136	50
Started Stage 1 assessment	26	18	14
			118

Preparing and approving adoptive parents

After an increase in 2021/22, the number of approvals of new adoptive families has decreased again this year primarily due to capacity challenges within the Recruitment & Assessment Team, alongside increased demands from other areas of work. In addition there has continued to be a change, reflected nationally, in the average complexity of assessments since the Covid-19 pandemic. This appears to be due to increased difficulty and challenge in family life – for example more applicants have experience of mental health difficulties, disordered eating, fertility treatment

which has been cut short, recent bereavement, and redundancy. These complexities impact the assessment process in different ways but can mean that the assessment needs to be slower, that families might need to take a break or drop out of the process, or that professional counselling support may be needed before an assessment can progress.

Assessments have continued to be of a high standard as evidenced by the quality assurance feedback from our Adoption Panel, and most adoptive parents are matched soon after

Adoptive household approvals

2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
41	31	27	33	19	12	24	13



Referrals for foster carers & connected people to be assessed as adoptive parents

Borough	2019/20	2020/21	2021/22	2022/23
Barnet	1	1	2	3
Camden	0	0	1	1
Enfield	0	3	4	3
Hackney	1	2	3	2
Haringey	0	0	2	2
Islington	0	0	5	6
Total	2	6	17	17

approval. At the end of March 2023, only 4 approved adoptive households not matched with a child had been waiting for over 12 months, and 3 of these households had had significant periods on hold since approval for different reasons, accounting for this delay. This shows that the adopters who are approved are usually suitable for the needs of our North London children, and where it is necessary for them to consider children from outside the ALN partnership, they are able to be successfully matched.

The ALN Governance Board have closely monitored and reviewed levels of approvals and capacity of the Recruitment & Assessment Team. Due to the high level of enquiries ALN continue to receive, the capacity of the team will be increased on a pilot basis through seconded social workers in 2023/24 to assess the impact on approval levels.

Referrals from boroughs for adoption assessments of foster carers and connected people (who wish to adopt children known to them or already in their care) have remained very high this year. A process for referral and joint decision making between the borough and ALN for foster carer assessments is being used well. Foster carer assessments tend to be particularly complex and often encounter delays.

On behalf of the boroughs, ALN are legally required to provide advice and assess any resident who wishes to privately apply for an Adoption Order for a child in their care (non-agency adoption). This can include adoption by a step-parent, by a same-sex partner where both partners were not registered as parents on the birth certificate, in surrogacy cases,

for Special Guardians who wish to convert to an Adoption Order, and in some family care arrangements. A high proportion of these cases involve international elements because an Adoption Order is often advised by solicitors as being a way to formalise the legal status of a family arrangement when resolving immigration difficulties. Many of these cases are extremely complex legally.

ALN offer meetings with those who enquire about non-agency adoption to advise on the suitability of an adoption application and in many cases to suggest alternative ways of gaining the legal security needed. Despite this, there are an increasing number of cases which do go on to require allocation for full assessment.

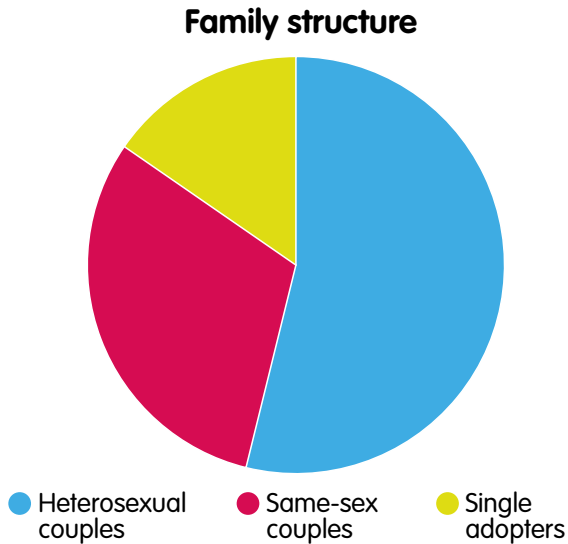
New non-agency assessments started each year

2019/20	2020/21	2021/22	2022/23
4	4	6	8



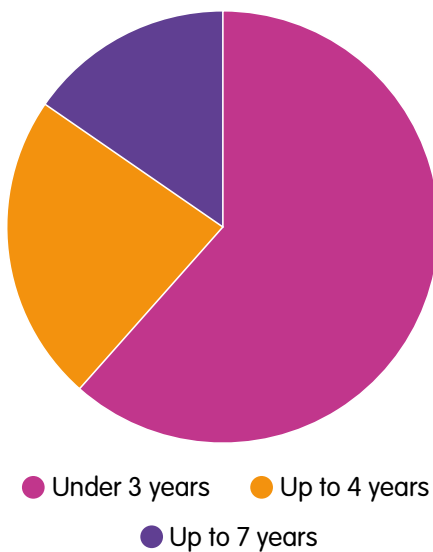
Characteristics of approved adopters

Approved adoptive households were diverse in terms of family structure, with 54% being heterosexual couples, 31% same-sex couples, and 15% single adopters.



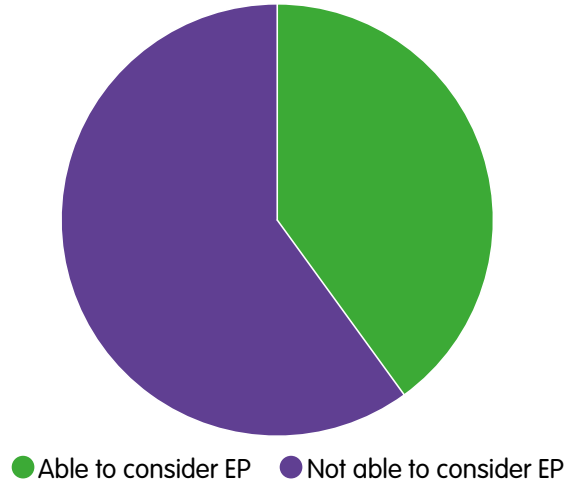
In total 62% of approved households wanted to consider children up to the age of 3 years, 23% up to the age of 4 years, and 15% up to the age of 7 years.

Approval criteria – age of children



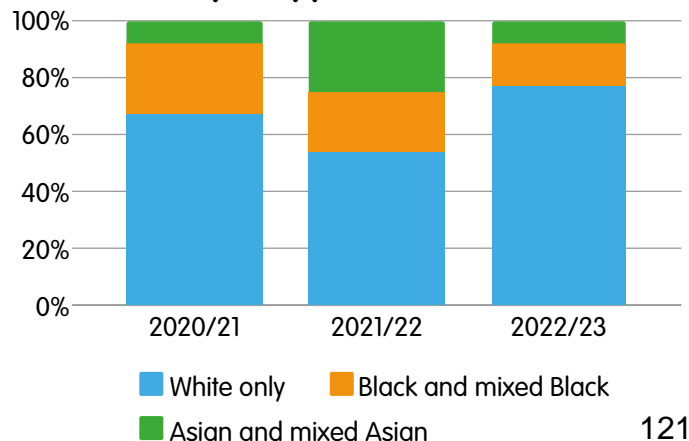
3 of the approved households were foster carers for the child they hoped to adopt. When these households are taken out of the figures, 40% of approved households were able to consider an early permanence placement.

Approved adopters able to consider early permanence



This year only 23% of approved households had at least one person of a global majority ethnicity and 77% of households had adopters only of white British or other white ethnicities. This is a decline from last year, when 46% of households had at least one person of a global majority ethnicity. There is no clear reason for this decline, although our research undertaken within the Black Adoption Project highlighted how Black individuals are statistically more likely to be unable to adopt due to socio-economic factors, which is of particular concern in the current 'cost of living crisis'. Whilst increasing overall numbers of approved adopters remains essential, it is critical that we use the learning and pilots from the Black Adoption Project to ensure the proportion of approved Black adopters increases significantly.

Ethnicity of approved households



Planning for children

Adoption permanency planning

Each partner borough is responsible for permanency planning and tracking of their children. A Family Finder from ALN attends planning meetings and is able to provide advice and guidance about adoption plans. Referrals for children are made to ALN when the plan is likely to be adoption and the case is allocated at the point that early Family Finding work can begin, usually around the time the Best Interests Decision is made by the borough Agency Decision Maker.

Many referrals do not result in a Placement Order and therefore a final adoption plan for the child, however referral levels can be indicative of increases and decreases in the amount of new family finding work that ALN will be undertaking. The table shows that after a dip in 2021/22, referrals were again higher in 2022/23 and the overall picture emerging over the 3 full years is of consistency when figures from all boroughs are

considered together. At an individual borough level there is more significant variation. It is worth noting with all placement figures that overall numbers for ALN provide a stronger indication of a trend in the data, as individual borough's figures alone are low and therefore do not indicate trends reliably.

When family finding referrals are compared to matches over a 3 year period, we can develop an estimate of how many referrals on average result in children being matched and placed for adoption. Across ALN, around 1 in every 4 referrals over the last 3 years has resulted in a match (27% of referrals), although there is wide variation by borough, likely the result of different permanency planning processes.

Children with a plan for adoption

After a 45% reduction in 2021/22 in the number of adoption plans being formalised by the borough

Family finding referrals into ALN

Borough	2020/21	2021/22	2022/23
Barnet	25	19	36
Camden	21	18	25
Enfield	26	24	21
Hackney	22	15	13
Haringey	49	19	32
Islington	12	30	17
Total	155	125	144

Agency Decision Makers (ADM), there has been a return to 2020/21 figures this year. Placement Orders have also increased although have not been as high as in 2020/21 – this could mean that a lower proportion of ADM Best Interests Decisions are resulting in Placement Orders, or that care proceedings with Decisions made in the second half of 2022/23 have not yet concluded. Numbers of children placed for adoption are lower than last year but significantly higher than 2020/21. In all cases some time lapses between the Best Interests Decision, the Placement Order being made, and the child being placed for

adoption; therefore it is possible that the high level of Best Interests Decisions is an indicator of increased Placement Orders and adoptive placements in 2023/23. Significant court delays have now been a feature particularly in adoption cases since 2020, and these delays complicate the picture that the data shows.

This year the ASG national adoption data collection have provided data showing the proportion of children taken into care before turning 5 who go on to have a Best Interests Decision made (this data is not yet available for 2022/23). These figures suggest that the

Number of referrals resulting in a match over a 3 year period 2020/21 – 2022/23

Borough	Referrals	Matches	% of referrals that result in a match
Barnet	80	16	20%
Camden	64	17	27%
Enfield	71	30	42%
Hackney	50	18	36%
Haringey	100	24	24%
Islington	59	9	15%
Total	424	114	27%



proportion of children within ALN who come into care under the age of 5 and go on to have a Best Interests Decision has been reducing annually, however given the increased Best Interests

Decisions in 2022/23, this figure may increase when data for the most recent year is available.

Best Interests Decisions – data provided by borough’s own ASG national returns

Borough	Total ADM Best Interests Decisions				% children taken into care before turning 5 with a Best Interests Decision			
	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23
Barnet	27	13	5	14	47%	24%	24%	-
Camden	9	5	4	11	38%	12%	22%	-
Enfield	13	15	11	16	29%	23%	24%	-
Hackney	18	12	2	4	32%	12%	5%	-
Haringey	13	16	7	14	33%	44%	19%	-
Islington	5	4	7	9	26%	22%	23%	-
Total	85	65	36	68	34%	24%	20%	-

Placements and Placement Orders – data provided by borough’s own ASG national returns

Borough	Total adoptive placements				Total Placement Orders			
	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23
Barnet	15	2	8	5	11	10	5	2
Camden	4	8	3	5	7	2	5	5
Enfield	7	3	12	14	11	9	11	10
Hackney	9	5	10	2	14	9	3	2
Haringey	9	8	10	5	9	17	8	15
Islington	6	3	3	5	2	1	2	3
Total	50	29	46	36	54	48	32	37

Placing children with adoptive parents

Family finding

Strong connections between the Recruitment & Assessment team and the Family Finding team mean that by the time a Placement Order is made we can establish whether there is a potential in-house adoptive family available. If an in-house family may be a good match for a child, they will be considered initially before the search is broadened to look for prospective adopters from other RAAs and Voluntary Adoption Agencies (VAAs).

Within the Adopt London matching project we are exploring ways to build stronger and quicker family finding links between the four RAAs – this includes regular networking meetings where practitioners can share profiles of children and adopters, Adopt London play sessions where prospective adopters can informally meet and play alongside children and their foster carers, and enhanced Adopt London profile booklets to ensure information about potential Adopt London adopters is readily available to family finders.

Regular family finding review meetings are held between the family finder and the borough social work team after a Placement Order is granted to monitor and progress family finding decisions.

In-house placements

There are a number of reasons why it is a priority for ALN to place as many children with our own adoptive parents as possible. Firstly, we can be confident that in-house adopters have been assessed, trained, and approved to a

high standard. We cannot guarantee the same standards when considering external adopters and in many cases we find there have been significant gaps in their preparation. Secondly, we understand the strengths, weakness and vulnerabilities of our own adopters. This means we can carefully link children and adopters with a greater level of understanding than is often possible with external adopters. Thirdly, it is easier to problem-solve and escalate issues when concerns arise about a child being placed with in-house adopters. We have strong relationships between supervising social workers and family finders which enable difficulties to be identified and supported. Fourthly, it is easier and quicker to provide support to in-house adopters when this is needed in the early placement stage. Where our own adopters have experienced difficulties, we have been able to identify the need and provide support quickly and effectively, preventing the escalation of concerns. For all these reasons, in-house placements are more stable and less likely to experience early disruption. All the disruptions that have occurred in ALN prior to an Adoption Order have been for children placed externally. None of our adoptive parents have been involved in a disrupted placement. Over a period of 3 ½ years across Adopt London's 24 boroughs, only 1 adoptive placement out of 12 total disruptions was with in-house adopters. Finally, there is also a high financial cost to external placements, with the cost of VAA placements rising each year.

We have been successful in maintaining a high proportion of in-house placements this year, 125

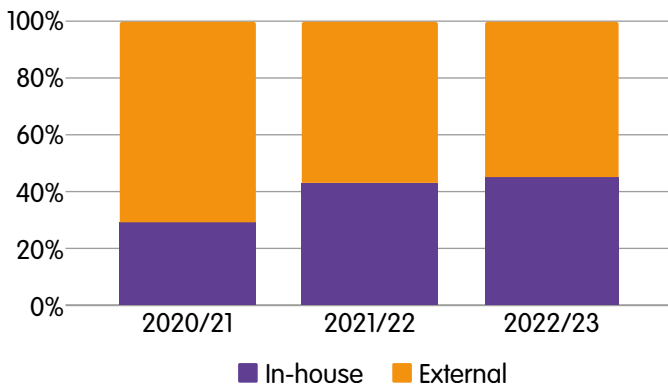
despite adopter approval levels being low. 45% of children matched during 2022/23 went to live with an in-house family. This compares to 43% in 2021/22 and 29% in 2020/21.

To increase in-house placements further we need to ensure we assess the adopters who are most likely to be matched with our children and talk to them from the earliest stages about the benefits of waiting for a link internally. We know that not every adopter will be matched in-house and we therefore support adopters who are ready to begin family finding on a wider basis, particularly where they have very specific matching requirements. However the majority of adopters appreciate the benefits of an in-house placement and are prepared to wait.



children by only considering local placements before looking at placements further afield, however we consider the location of a placement as an important factor when weighing up the strengths or vulnerabilities of potential adoptive families. This year 88% of children matched for adoption went to live with adoptive families in London and the South East.

Type of adoptive placement for children matched



Children waiting for an adoptive family

The family finding team and children’s social work team in the borough meet regularly for Family Finding review meetings for each child to closely monitor progress, provide updates, and to ensure the plan for adoption remains right for the child. ALN are also invited to attend tracking meetings in the borough to provide information for senior managers who are monitoring permanency planning. ALN and borough senior managers speak regularly to escalate delays or concerns.

Location of placements

Regardless of whether an in-house placement is possible, we aim to place as many children as we can within London and the South East as this enables ALN and the child’s social workers in the borough to provide the best possible support and to quickly pick up any difficulties that arise post-placement. We do not create delay for

In 2021/22 there were a particularly high number of matches alongside low Placement Order numbers, which meant that only 9 children with a Placement Order had active family finding taking place at the end of March 2022. This year Placement Orders are slightly higher and matches lower, which means there are a higher number of children waiting with active family finding at the end of March 2023. These figures exclude children who are already linked, whose foster carers are being assessed as adoptive parents, and whose plan for adoption has been changed or put on hold).

Location of adoptive placements



Children with a Placement Order where there is active family finding taking place on 31 March

Borough	2020/21	2021/22	2022/23
Barnet	2	1	1
Camden	4	1	2
Enfield	8	0	4
Hackney	11	1	1
Haringey	11	6	10
Islington	1	0	1
Total	37	9	19

Adoptive matches made

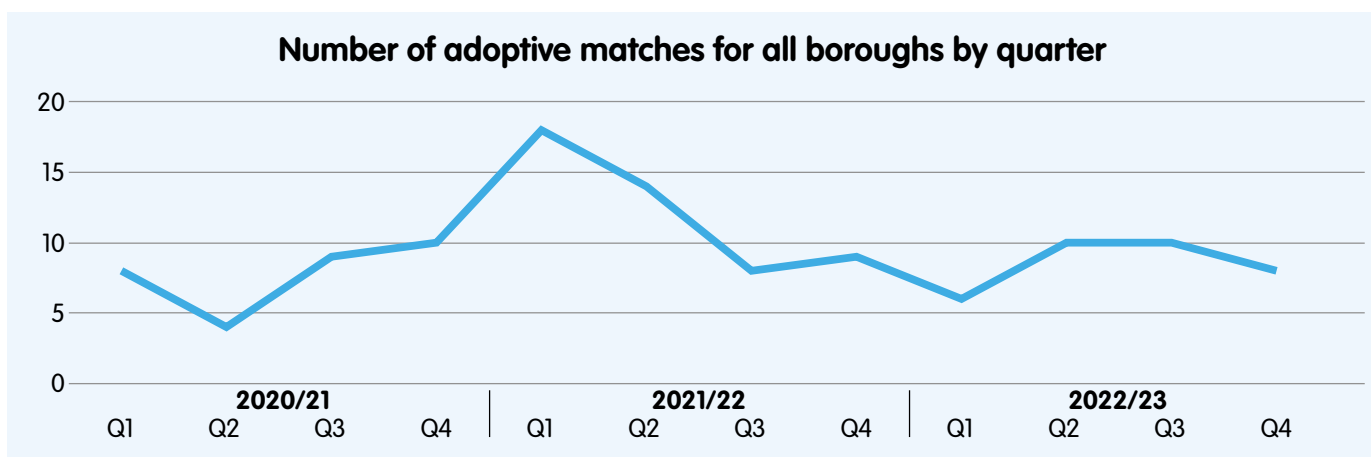
After a peak in matches in the first half of 2021/22, the number of matches this year has been lower but in line with 2020/21 figures. The 2022/23 reduction in matches was expected as there were only 32 Placement Orders made in 2021/22. The overall number of matches for ALN

provides a better indication of placement trends than the number of matches in each borough, which can seem volatile due to small numbers when viewed for a single year. As there were 37 Placement Orders made in 2022/23 and an increase in Best Interests Decisions, it is possible that adoptive matches may increase slightly in 2023/24.

Number of adoptive matches for all boroughs

2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
55	50	29	31	49	34

Number of adoptive matches for all boroughs by quarter



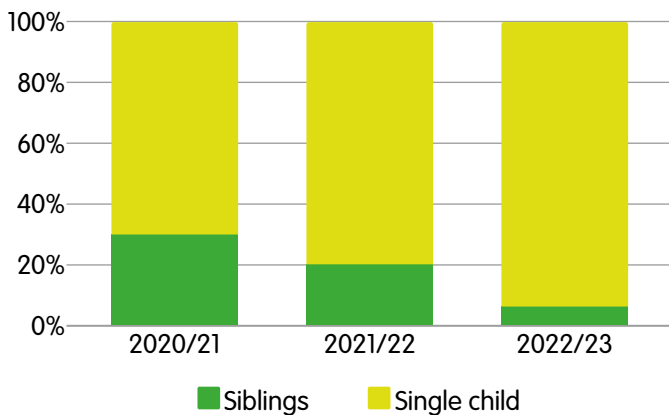
Number of adoptive matches

Borough	2020/21	2021/22	2022/23
Barnet	2	10	4
Camden	7	4	6
Enfield	4	12	14
Hackney	8	8	2
Haringey	6	13	5
Islington	4	2	3
Total	31	49	34

Characteristics of children matched for adoption

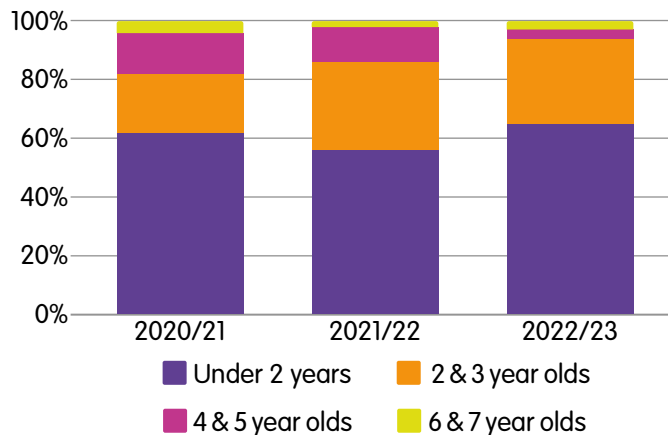
There has been a significant drop in the proportion of children who were matched for adoption with a sibling in 2022/23 compared to previous years, with only 1 sibling group being matched for adoption compared to 5 sibling groups in 2020/21 and 2021/22. These figures do not include children who were matched with the adoptive parents of a sibling who had already been earlier placed for adoption. It is unclear why this number has reduced however there are not a high number of sibling groups waiting for a match; of all the children waiting with a Placement Order at the end of March 2023, there was one sibling group of 3 children with significant complexities and another of 4 children who had only just received a Placement Order. It therefore appears that there have been fewer sibling groups receiving a Placement Order rather than specific difficulties in matching sibling groups with adopters. ALN will monitor and consider this further during 2023/24 to understand whether this is an anomaly or pattern.

Children matched for adoption in sibling groups



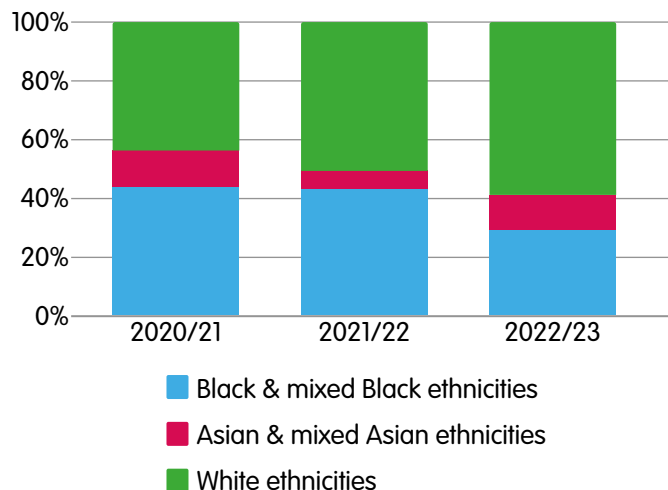
There are some minor changes this year in the ages of children matched for adoption, with an increase in the overall proportion of younger children. 94% of children matched fell within the 'under 2 years old' and '2 & 3 years old' categories compared to 86% in 2021/22 and 82% in 2020/21. The oldest child to be matched for adoption was aged 7 years, slightly older than in previous years (6 years old).

Ages of children matched for adoption



In this data children's ethnicities have been grouped into broader categories to illustrate the types of adoptive placements that are needed for us to be able to consider placements for children that are not fully trans-racial. There has been a reduction this year in the number of children of Black and mixed Black ethnicity matched for adoption and an increase in children from white ethnic backgrounds, however these remain the most prominent ethnicities with Asian and mixed Asian ethnicity children making up a small proportion. When we look at the ethnicities of the children waiting for a match with a Placement Order, 42% of these children are from white backgrounds, 42% are from Black and mixed Black backgrounds, and 16% are from Asian and mixed Asian backgrounds – this suggests that the proportion of Black children may not be significantly reduced from previous years, however these children are more likely than children from White backgrounds to be waiting for an adoptive match.

Ethnicity category of children matched for adoption



Early Permanence placements

There were 7 children placed for Early Permanence with prospective adoptive parents during 2022/23, 1 more than the previous year. There has been a significant increase in referrals for Early Permanence in early 2023/23, with 5 Early Permanence placements made in the first part of the year, so we expect these figures to rise. All of the Early Permanence placements that have concluded their court processes have resulted in the children remaining with their Early Permanence carers for adoption. However all adoptive parents are trained and prepared for the possibility that the outcome of care proceedings may be for the child to return to live with birth parents or a connected person.

As part of the London Early Permanence project, research has been undertaken into the barriers to Early Permanence in London. The researchers carried out 41 interviews with those involved in Early Permanence decision-making in London, including Agency Decision Makers, Heads of Service, legal representatives, members of the judiciary, CAFCASS Guardians, and Regional and Voluntary Adoption Agencies. The research highlighted that London is consistently the region with the lowest use of both adoption and

Early Permanence in England, but also used Special Guardianship Orders below the national average – suggesting low levels of adoption are not directly related to high levels of Special Guardianship placements. Some of the key barriers to Early Permanence identified in the research were:

- Low levels of confidence in Early Permanence practice partially because adoptions themselves are so rare.
- Care proceedings delays which are acute in London increase the uncertainty and risk in Early Permanence placements.
- The strong emphasis on adoption as a last resort within London courts has an impact on both adoption and Early Permanence rates.
- Gaps in case tracking and Early Permanence planning can result in missed opportunities for the use of Early Permanence.
- A shortage of Early Permanence carers ready for placements, so not all referred children can be placed through this route.

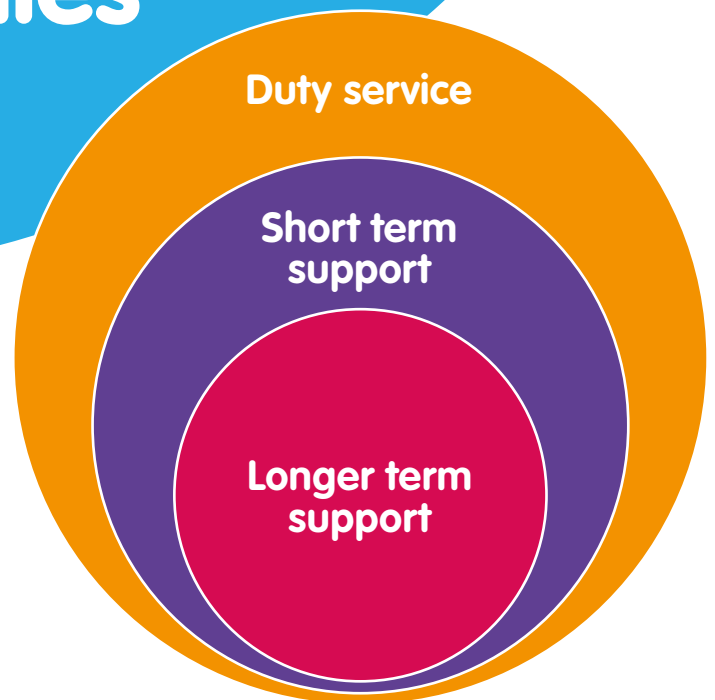
A number of recommendations have been made which will be taken forward in the next phase of the project, including workshops for borough staff and engagement with judiciary and Cafcass.



Providing support to adoptive families and others

The Adoption Support team provide support to adoptive families and adult adoptees living in our boroughs, and provide contact support between adoptive families and birth families for all adoptive children and young people that were previously placed by one of our boroughs. Access to support is through the duty service who are also able to offer short-term support such as standalone applications to the Adoption Support Fund (ASF) and access to specialist training. Families requiring longer-term or more complex social work support are allocated to a social worker who completes an assessment of their needs and recommendations for support. Many of the situations requiring longer-term social work support and coordination are at risk of family breakdown.

Demand for support has been consistently high since the last national Covid-19 lockdown in early 2021, with an increasing level of need and complexity in adoptive family's lives. Families are also impacted by pressures on other specialist services such as CAMHS and specialist mental health support, which means that they are increasingly dependant on the support they can access through ALN and the Adoption Support Fund. As a result of the level of demand, there is a waiting time for families to have an assessment of need completed by a social worker (at the end of March 2023 this was approximately 3 months) and we have created waiting lists for non-urgent types of support including reviews of contact and access



to records for adult adoptees. Every attempt is made to prioritise responding to adoptive families with immediate support needs as quickly as possible to prevent family breakdown, which means that waiting lists for adult adoptees (access to records requests), and contact support are hard to reduce. Waiting lists and demand levels are closely monitored by the ALN Governance Board and we are undertaking work to consider other services that families may be able to access in addition to ALN support, and to reduce the need for cases to remain open over a long period of time.

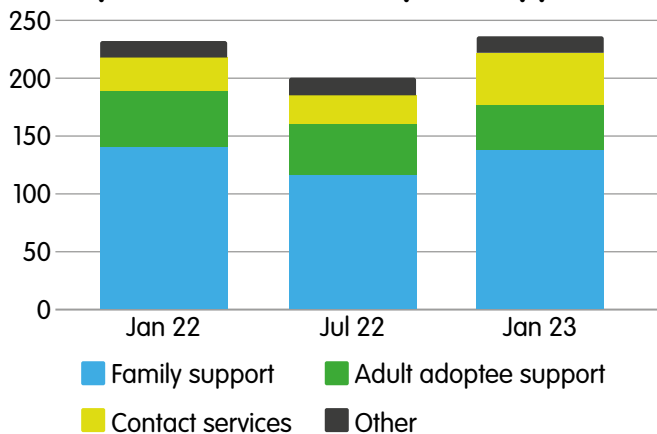
Despite pressures facing our Adoption Support Team many families value having an adoption-informed approach to support, and the team work hard to build supportive, trauma-informed relationships with families that increase their ability to manage the difficulties they face.

We have introduced a snapshot audit monitoring system to understand the level and types of adoption support casework in the service and this has provided us with greater insights into the types of need that are most prevalent. This system is now being piloted by other Adopt

London RAAs with the intention of developing a common dataset that we can use to consider adoption support demand across the partnership.



Open casework in adoption support



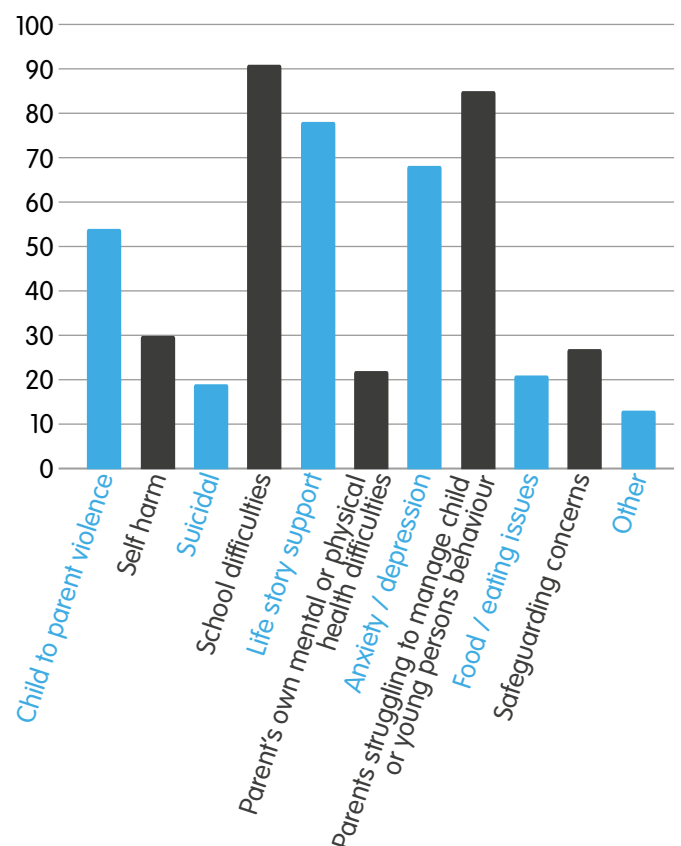
Open casework in adoption support

Type of support	January 2022	July 2022	January 2023
Family support	140	117	138
Adult adoptee support	49	44	39
Contact services	29	24	45
Other	15	16	15

At the time of the most recent audit in January 2023, 52% of family support cases required significant social work support in addition to ASF therapeutic provision and signposting – this proportion is slightly lower than in the last audit (60% in July 2022). 38 families had active CAMHS involvement (compared to 30 families in July 2022), and 18 families were open to the borough’s social work teams in addition to ALN (compared to 20 families in July). There were some notable changes in the proportion of open cases with some of the most significant difficulties – for example 54 open cases where child to parent violence is a factor, compared to 38 in July 2022; 68 cases where the child or young person’s anxiety or depression is a factor, compared to 41 cases in July 2022, and 27 cases where there are safeguarding concerns compared to 21 in July 2022. There are also significant increases in the number of cases where school difficulties or life story work needs are factors.

This data is now being used to consider how our services can be best targeted to meet the needs identified.

Main presenting factors in family support cases



Adoptive parent peer support

2022/23 has been our third year working in formal partnership with We Are Family, a London adoptive parent peer support charity who started as a single group in Hackney & Islington 10 years ago. We Are Family are adopter-led and provide a wide range of peer support to adoptive parents free-of-charge. Their overall membership has now grown to 1157 members, an increase from just over 1000 at the end of 2021/22. Through We Are Family our adoptive parents are connected to social networks of other adoptive parents from the earliest stages of adoption, providing parents with a place to seek advice, normalise parenting challenges, and reduce the potential for isolation.



“I was lucky that I found We Are Family early into our placement, my husband & I were struggling a great deal with the challenges with no family or support close by and being part of We Are Family changed that. I don't believe we would have the relationship with our children that we have now if it were not for the help, support and understanding that other WAF members gave to me.”

We Are Family member and adoptive parent

There are currently seven locality-based We Are Family groups running across London, as well as a group for single adoptive parents and for prospective adopters still being assessed. The groups hold meetings both virtually and in-person, organise family gatherings, and have annual celebration picnics. We Are Family also run a playgroup for adoptive parents with pre-school children and have recently begun to initiate some common interests groups – such as for parents of teenagers.

We Are Family groups are run by adoptive parent volunteers, supported by a small staff team. In 2022/23 We Are Family have started providing professional peer support training to their volunteers which assists with the sustainability and development of their voluntary roles.

“I have gained so much from being a We Are Family volunteer. As well as making new contacts and meeting people from different walks of life, I get the chance to use my professional skills from my previous working life in education to run activities.”

We Are Family volunteer and adoptive parent



Adoptive parent training

We provide expert webinars to our adoptive parents twice per month through our partnership with We Are Family. Adoptive parents can choose whether to attend webinars live and have the opportunity to ask questions, or whether to watch on demand in the member hub for up to a year

after the event. This way of offering learning, development, and support has been popular with adoptive parents who need flexibility to manage childcare demands. In 2022/23 we provided 23 expert webinars on a wide variety of topics. Over 400 adoptive parents attended webinars live this year, and since the programme started over 3100 webinars have been watched on demand.

- Child to parent violence
- Executive functioning
- Self-care for parents
- Adoption support available through Adopt London
- Special Educational Needs
- Supporting contact with birth families
- Non-violent resistance parenting strategies
- Adoptee experiences
- Life story work
- Birth parent experiences
- Sensory processing
- Childhood anxiety
- Parenting teenagers



"I found it tremendously valuable and interesting, thank you!"

Webinar on childhood anxiety

"Brilliant, insightful and helpful"

Webinar on life story work

"Fantastic. So knowledgeable. I know more from Eleanor's webinar than I've known for the entire year this has gone on for."

Webinar on Special Educational Needs

"Great presenter, very engaging, experienced with specific tangible techniques."

Webinar on non-violent resistance parenting strategies

"It all confirms my gut feeling about contact being so important going forward."

Webinar on supporting contact with birth families

Parents of adopted teenagers therapeutic group

This group was created in the North London Adoption Consortium around 13 years ago and continues to be run through ALN. The group supports adoptive parents with the impact of parenting teenagers who have experienced trauma. It provides an opportunity for parents to reflect and gain support from those with similar parenting experiences, and is co-facilitated by ALN social workers and an independent therapist. The group meets monthly on a Saturday for three hours and discussions follow themes agreed by the group. In the last year some of the topics covered in the group have been:

- How children moving towards adulthood impacts parents
- The emotional impact of your child's life story
- Interplay of child and parent identities
- Experience of being in a family that is 'different'
- The impact of adoption on couple relationships
- Emotional impact of contact with birth families
- Adoptive parents' feelings about birth parents

The group has proven to be effective at helping families sustain relationships through some of the most complex adolescent challenges, and therefore reduce the likelihood of family

breakdown. As support is needed for a reasonably long-term period for many of the attendees, spaces within the group are not frequently available. A challenge for ALN is therefore how to ensure this support is available to more families in the future.

"The support of a group means that you have the emotional space to think and focus on really difficult issues. In that space, solutions often bubble up, or you find actually you are not doing as bad as you thought. The group is like a breath of fresh air, or a pause in busy, difficult, and challenging times that we often have with our children. It gives you perspective and space to think. This means that you go back for the next month feeling much more comfortable and confident about the challenges."

"Lots of our children are at different ages and stages. This is really helpful because either you, or someone else, can give some thoughts or ideas to someone who has got a younger child than you, or you get positive support and ideas from people who have had experience of older children."

“Our parent group is invaluable. There is no other place that I can go where I am amongst parents who fully appreciate and understand all of the issues of having an adopted child. Friends and family are great but a parent group is irreplaceable because we are all struggling and juggling with the same kind of issues. They are not identical so we learn different things from each other. The facilitators are absolutely amazing. They are sensitive and always helpful. They raise relevant and helpful ideas, always bringing really relevant topics and support for us to use and discuss as a group. We each have a short space to tell the group what we have been challenged by, or tackling lately. Often in that space ideas come to me or an understanding that simply wouldn't have happened outside the group environment.”

Adult adoptee peer support groups

ALN have a long-standing peer support group for adult adoptees that meets on alternate months in Islington. The group has long-term committed members but also regularly welcomes new attendees. Adoptees are different ages and have a wide range of experiences of adoption. Adoptees highly value having a space where they can meet with other adoptees and share experiences without judgement. The group is facilitated by an adoptee and supported by an ALN social worker who provides coordination and takes responsibility for supporting anyone in the group who is vulnerable or needs additional assistance outside the group meeting. Some meetings are left open for group reflection whilst others are led by a speaker of the group's choice. A number of the adoptees who attend the group sit on a steering committee with ALN to ensure the group continues to adapt and grow to the needs of the adoptees who attend.

In Spring 2022, Adopt London started a new adoptee group specifically for trans-racially adopted adults in partnership with TAAN

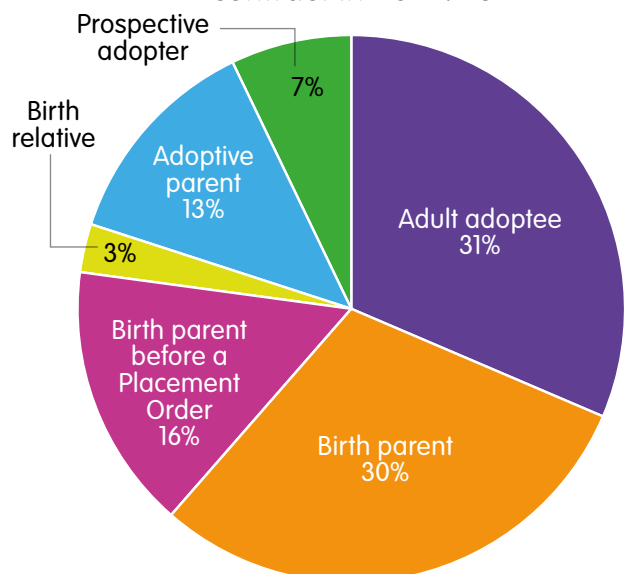
(Transracial Adult Adoptee Network), following a similar model to the original ALN group.

Working in partnership with adoptees, Adopt London hope to initiate new groups in different locations in London and on different days / times of the week so that all adult adoptees in London have a group that is accessible for them to attend.

Specialist counselling support for adult adoptees and birth family members

ALN have a long-standing contract with PAC-UK, a specialist adoption and permanency support agency, to provide an advice line and independent counselling on our behalf. This contract has been used to provide counselling services to adoptive parents, adult adoptees, and birth family members impacted by adoption. Due to a high level of demand which had created waiting times for support and an increase in requests for support from adult adoptees, management of the contract was reviewed for 2022/23 and a decision taken to prioritise use of the contract for adult adoptees and birth family members as these groups often have no other form of counselling support available. In most cases adoptive parents can have the same or similar support funded by the Adoption Support Fund through an ALN assessment of need and where this isn't possible ALN can still refer to PAC-UK for support to be provided under the contract. The contract is also used by ALN for prospective adopters to access some counselling during assessment, usually to focus on a particular

Clients referred to the PAC-UK counselling contract in 2022/23



issue which has become a barrier or cause for concern. The changes made to the contract have been successful at ensuring support to adult adoptees and birth family members can be met within the contract limits. The contract currently offers 6 sessions of counselling to an individual, although where there is a high level of need and a good use of counselling, ALN can agree to a second set of 6 sessions. Many clients find the counselling sessions supportive and helpful,

although some feel that the limited number of sessions is not adequate to meet their need. Effective use of the contract is reviewed quarterly by ALN and PAC-UK.

PAC-UK also runs two birth parent support groups, one virtually and one in person. Birth parents who access support from PAC-UK advice line or counselling service are invited to join one of the groups and this can become a more sustainable form of support for individuals.



“Initially I was experiencing overwhelming feelings regarding my experiences as an adopted person, it’s been building and causing me emotional distress. Contacting PAC-UK was my first step to seek support and I felt apprehensive... [The PAC-UK advice line therapist] really made me feel safe in these first steps and optimistic about engaging with the counselling. I have also handed in my notice at work and so will need to budget more than usual so the free counselling sessions are a blessing and means I don’t have to worry about the usual expense of therapy, I don’t have to delay until I’ve secured a new job, this is my window of opportunity and feeling ready and I don’t need to delay. I’m ready and PAC-UK funding for the free 6 counselling sessions is a light and blessing for me. I have tears in my eyes, just relieved, ready and so happy I don’t have to delay knowing that if I take my foot off the accelerator, I may lose this readiness and motivation and the shadow will return. I’m not looking for a magic bullet, just an opportunity to work through this, decades in the waiting. Thanks so much, honestly.”

“Through counselling I’ve changed my thought patterns and felt totally supported and assisted.”

“I found the PAC contract invaluable. There is very little even general support out there, and have [my PAC-UK therapist] who understood both adoption and cultural aspects of my life. I have not had access to any support from anyone that has specialist knowledge or experience of either before. Whilst I felt the time I had did help me to move forward in improving my mental health, and I was fortunate enough to have 12 sessions instead of 6, I do feel that I needed more sessions to get the most benefit from it.”

“Although my feelings about early separation and mistrust have not changed, having support through a difficult period was very nourishing and helped me get through my weeks and feel supported. So more positive things could come into my life.”

“PAC-UK has supported me through the most challenging and difficult time of my life after a reunion with my child. They have helped me to process and navigate a very complex emotional landscape providing me with the support needed to understand and develop coping strategies. Their ongoing support is invaluable.”

Review of 2022/23 recommendations

Finding prospective adoptive parents

- 1. Grow and further establish the Black Adoption Project to better understand the needs of Black and mixed Black ethnicity adopters, and to improve our services to them for the long term.**

The Black Adoption Project has grown and become further established in 2022/23 and is now ready to begin piloting and evaluating changes to our practice, which will include improving services to Black prospective adopters.
- 2. Build Adopt London reach and engagement on social media.**

Social media reach has increased this year, although due to the capacity issues in our assessment service we have used this to focus on raising awareness rather than increasing numbers of people making enquiries about adoption.
- 3. Work further with borough communications teams to improve our reach in our local communities.**

Workshops have been held with borough communications leads which has led to the development of local adoption communications plans for 2023/24.
- 4. Increase the rate at which those submitting an Expression of Interest go on to start an assessment.**

Due to the capacity difficulties in the assessment team we have not been able to start assessments for all those who have expressed an interest in adopting, therefore we have not made progress towards this recommendation this year.

Preparing and approving adoptive parents

- 5. Increase the number of approvals whilst maintaining high standard of assessments.**

Although the standard of assessments has been maintained, the number of approvals has dropped this year due to capacity difficulties in the assessment team. A pilot to increase capacity in the team is being implemented in 2023/24 so that the impact on approval levels can be assessed.

Planning for children

- 6. Increase awareness of Early Permanence in children's social work teams.**

Awareness has been increasing of Early Permanence, evidenced by an increase in referrals and an indication that Early Permanence placement levels are likely to be higher in 2023/24. Research into the barriers to Early Permanence in London will lead to further targeted work in this area in 2023/24.

Placing children with adoptive parents

- 7. Continue to focus on the number of children who move to in-house and local adoptive families.**

The proportion of children who move to live with in-house adopters has remained high this year, with the hope that this will increase further when approval levels increase. The proportion of children who go to live with adoptive families in London and the South East has increased.

Providing support to adoptive families and others

8. Increase access to support resources for everyone impacted by adoption through development of the Adopt London website.

Updates and improvements on all major sections of the site have been completed this year. Significant work on the systems side of the website has been completed to prepare the site for structural changes in 2023/24 that will assist us in making the site more user-friendly for all clients, not just prospective adopters.

9. Implement regular monitoring of adoption support work so that changes in demand can be reported.

A regular snapshot audit of adoption support casework has now been in place for 18 months and is providing us with useful monitoring data and insights into the needs within the service so that support can be designed to target the most significant areas.

Working as part of Adopt London

10. Strengthen arrangements through a legal partnership agreement for Adopt London.

The legal partnership agreement has stalled this year due to complexity and capacity in the legal department leading on this work. It is hoped this can be progressed further in 2023/24.



Recommendations for 2023/24

Finding prospective adoptive parents

1. Continue to progress the aims and objectives of the Black Adoption Project, including implementation of new pilot projects to improve services to Black prospective adopters.
2. Re-establish strong adopter information sessions and enquiry processes as the capacity in the assessment team increases.
3. Implement new local communications plans to test the impact on awareness of ALN and adoption in borough areas.

Preparing and approving adoptive parents

4. Through greater capacity in the assessment team, increase the number of approvals whilst maintaining high standard of assessments.

Planning for children

5. Implement recommendations from the Early Permanence research report into barriers to Early Permanence in London.

Placing children with adoptive parents

6. Continue to focus on the number of children who move to in-house and local adoptive families.

Providing support to adoptive families and others

7. Implement changes to the website which make it more accessible to all those accessing support, including adult adoptees, birth parents, and families with adopted children.
8. Begin to use audit data for Adopt London to compare and understand different levels of demand and models of adoption support to improve services across Adopt London.

Working as part of Adopt London

9. Strengthen arrangements through a legal partnership agreement for Adopt London.

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Family Services

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Introduction

An annual report of the Independent Reviewing Service for looked after children is required in accordance with the Children and Young Persons Act 2008, and statutory guidance published in the Independent Reviewing Officer's (IRO) Handbook (published by the department for Children, Schools, and Families 2010.)

The report provides a summary of the service activity and delivery by the IRO Service in Barnet for the period 1st April 2022 to 31st March 2023

Service Delivery

The Independent Reviewing Service is managed within the Safeguarding, Quality Assurance and Workforce Development Service to ensure that the Independent Reviewing Officers' (IRO's) input and contribution to social work practice and care planning for children and young people is distinct from case holding service areas. The Head of Service has a direct line of accountability to the Executive Director of Children's Services: they meet regularly to review any practice concerns independently.

IROs' play an important role in ensuring that the local authority fulfils its responsibilities as Corporate Parent for the children it looks after by ensuring that they receive a good service that meets their range of needs and are provided with safe, stable care that enables them to flourish and achieve. IROs' provide quality assurance of children and young peoples' care plans by monitoring the effectiveness and progress of care planning, alongside, providing challenge to the professional systems responsible for supporting children and young people in care as necessary.

The IRO's core functions, tasks and responsibilities are set in statutory guidance within the Children Act 1989 guidance and regulations Volume 2: care planning, placement, and case review (June 2015) and, the IRO Handbook: Statutory Guidance for Independent Reviewing Officers and local authorities which sets out their functions in relation to case management and review for Looked After Children (Department for Children, Schools and Families, 2010).

The role of the IRO is to improve care planning and secure better outcomes for Looked After Children. They do this by chairing the child's reviews and monitoring the child's case on an ongoing basis with particular attention to:

- Monitor the performance by the local authority of their functions in relation to the child's case.
- Alert senior managers of identified areas of poor practice or patterns of concern.
- Recognise and report on good practice
- Participate in any review of the child's case.
- Promote the voice of the child and ensure that any ascertained wishes and feelings of the child concerning the case are given due consideration by the appropriate authority.
- Ensure the care plan for the child is informed by an up-to-date assessment and fully reflects the child's current needs and that actions are set out in the plan are consistent with the local authority's legal responsibilities towards the child.

- Prevent drift in care planning and delivery of services to children
- Make sure that children's care plans given proper consideration and weight to their wishes and feelings, and that they understand the implications of any changes made to his/her care plan.
- Ensure children understand how an advocate can help

Statutory Guidance recommends that IROs hold caseloads of between 50 to 70 Looked After Children, to deliver a good quality of service that includes the full range of functions set out in the IRO handbook. Caseloads need to be managed effectively to allow for midway review tracking responsibilities, placements Out of Borough, large sibling groups, disability, unaccompanied asylum seeking children (UASC) and complexity of individual children's circumstances. To ensure capacity for our IRO's to provide high quality services caseloads have remained within statutory guidelines at an average of 60-65 cases per permanent IRO and an agreed maximum of 35 cases per contracted IRO.

Service Structure

The IRO Team in Barnet is comprised of four permanent full-time Independent Reviewing Officers and one Fostering Independent Reviewing Officer (FIRO) who chairs annual foster carer reviews who are supervised by the Principal Independent Reviewing Officer. The FIRO reports to the fostering service and does not review any review any cases held under the IRO function.

In addition to the permanent IRO's, there are currently four IRO's working via our contracted provider, Aidhour, and one long-standing freelance IRO who provides additional support as and when required. Contract meetings take place quarterly and are well attended by the Operations Managers of Aidhour, the Head of Safeguarding and the Principal IRO. Agenda items focus on the key performance indicators, integration, service development and information sharing.

The flexibility of the contract allows for cover of a permanent IRO position that has not yet been successfully recruited to (a long-term IRO was redeployed to a Quality Assurance role due to a significant change in her personal circumstances). Another permanent role was filled with an internal appointment when another long-term IRO left to pursue an alternative career. These two changes in permanent staffing meant a change in IRO for approximately one third of looked after children who had previously enjoyed consistency in their IROs for a number of years. This has been managed as sensitively as possible for children and young people.

Administrative support to the IRO Service is provided by the Conference and Review Manager with additional part time support from a dedicated Conference and Review Administrator.

Annual Performance 2022-23

For the 357 children that were in care in the reporting period 2022/23; the data and performance indicators show:

- 97.9% of Children in Care Reviews were held within statutory timescales.
- 95.7% of children and young people participated in their Children in Care reviews.

The performance of reviews held within statutory timescales is a 2% increase from 2021/22 (95.6%). This can be attributed, in part, to utilising a degree of flexibility afforded by the reviewing process. A small number of reviews were held in two parts or were held virtually to accommodate occasional late notifications of children becoming looked after, change of placement requiring an initial review, IRO availability, or illness.

Participation is recorded as children who have attended the review meeting and spoken for themselves or contributed to the review process by means of a consultation form, observation in the case of a very young child by the IRO, having their views presented by an advocate or interpreter, or a direct conversation with their social worker or IRO.

There was a slight 0.2% increase in child participation (from 95.5%). The small number of children who do not wish to participate in their reviews are encouraged to do so and their views are captured separately if they feel unable to attend.

The highest number of children in care in the reporting period 2022/23 reflects numbers in 2021/22 which was 357. In the last quarter reporting period this number has reduced to 347 – this is a small increase on the average figure (338) reported in the 2021/22 annual report.

The rise in the number of children looked after resulted in a temporary increase in the caseloads of both the permanent IRO's and the commissioned IRO's. Currently caseloads are operating at the annual average reflected in the 2021/22 reporting year.

Focus on Care Planning

Ensure the care plan for the child is informed by an up-to-date assessment and fully reflects the child's current needs and that actions are set out in the plan are consistent with the local authority's legal responsibilities towards the child.

- All About Me/Assessment and Care plan is mostly (80-85%) updated with a child's current needs and available for the IRO prior to each review. Discussions between the IRO and the social work team take place prior to the review to ensure the information sharing is up-to-date and the IRO is aware of any developments in the child's circumstances. Performance, audit data and tracking and quality assurance activity reflect the positive efforts being made by social work practitioners to ensure All About Me assessments are updated before reviews.

-All About Me assessment/care plans require the voice of the child to be evidenced throughout their care planning, alongside updating any changes in the child's circumstances or needs. The IRO service notes that children and young people's plans mostly reflect current needs and that the participation and contribution of young people in their care/pathway plans is clear and well evidenced.

- Where needed, IRO's provide challenge which is generally well received and responded to by social work teams. Challenge is respectful, clear, and consistent and is evidenced in discussions which are recorded on case files, emails, and virtual meetings with the social work teams and where necessary, in escalation reports.

Alert senior managers of identified areas of poor practice or patterns of concern and recognise and report on good practice.

-Where there is the need for formal escalation, this is tracked, and monitored by the Principal Reviewing Officer and where necessary, escalated to Heads of Service.

- The increased communication and consultation between the IRO's and social work teams in this reporting period has continued. However, there has been a slight increase in practice alerts and formal escalations relating to care planning and a decrease in escalations relating to processes.

-In the reporting period there were 12 formal escalations. Of those escalations (5) were related to processes, i.e., care plans not being updated by the social workers, preventing IRO's from completing planning outcomes on LCS. The remaining escalations (7) were in relation to social work practice and planning with a notable increase in formal escalations to senior management level; from zero (0) cases during the previous reporting period to five (5).

However, most practice alerts and formal escalations when raised, are swiftly addressed although and there has been renewed focus by IROs to ensure any unresolved escalations are responded to in a timely way.

Of the cases escalated: -

- One was a sibling group of two, where a placement agreement meeting, and a statutory visit had not taken place prior to the initial review and where the carer had not registered the children with health services local to the placement.
- One escalation was in respect of another sibling group of two whereby the review needed to be rescheduled due to the social worker not providing an updated assessment/care plan.
- One escalation in relation to a sibling group of two was due to the cancellation of a joint CP/CiC review on three occasions by the social work team as they were unclear about the legal status of the children. A joint review is chaired by either the CRO or IRO to end the CP status of a child that has become Looked After. This

was escalated to AHoS level but the delay in resolving the issue resulted in a three-month delay in the joint review taking place.

- One escalation was due the IRO's concerns about a proposed final care plan written without the social work team having sight of the SGO assessment or having sought the views of the IRO.
- In one the All About Me Plan had not been had not been updated on LCS for over a year. CiC reviews were taking place with the social work team providing a verbal update to the IRO prior to each review. This meant the CiC meeting outcomes could not be completed by the IRO following each review and the up-to-date care plan was not recorded on the child's record.
- The other escalation was for a sibling group of two where the CP plan was ended through a joint review chaired by a Conference Reviewing Officer (CRO), but an up-to-date plan to end the CP process had not been recorded, preventing the CRO from completing the CiC outcomes from the joint review. This meant an up-to-date care plan was not recorded on the child's record for over one year.

Also, an audit of children in care by a new team manager identified three occasions where the CiC workflow was significantly behind and the allocated IRO's had failed to escalate these concerns; this was addressed with the IRO.

Where there is care planning that is contrary to the wishes and feelings of the child, there is evidence of IRO's challenging and ensuring children and young people's voices are well represented.

The Principal Reviewing Officer provides focused feedback and support to ensure that IRO's provide appropriate, respectful challenge to professionals when children's plans are not sufficiently addressing or progressing the support children need to achieve good outcomes.

Additionally, the IRO service is focused on preventing drift in care planning and delivery of services. Examples of this can be evidenced and include IRO's challenging what they consider to be unsuitable placement arrangements to achieve stability and security for children who require permanency in care.

Overall, the continued collaboration between the IRO service and the social work teams ensures most care plans are updated in a timely manner which supports the progression of plans and positive outcomes for children. Joint working is well established and IRO's are routinely invited to permanency planning meetings, professional meetings, the Tackling Violence & Exploitation Panel (formerly VARP) and Child Exploitation and Missing (CEAM) assessment and planning meetings.

A focus on strengthening the working relationship between the IRO's and social work teams in the Assessment, Intervention & Planning Service (AIP) has been needed due to changes in staff in both services. Linked IRO's to the AIP service need to establish relationships with newly appointed managers in the service and the Principal IRO is also mindful of how the

support provided by link IRO's to this service area has been inconsistent due to the use of Aidhour and newly appointed agency workers whilst recruitment to permanent IROs is underway.

Child Participation

Promoting the voice of the child and ensure that any ascertained wishes and feelings of the child concerning the case are given due consideration by the appropriate authority.

This reporting year has seen a slight increase in children attending and/or participating in their reviews. The IRO service has resumed face to face reviews and most children and young people have welcomed this, but a small number of older children who have expressed a preference for virtual reviews over face-to face reviews. For babies and very young children the quality of observations by their IRO, their placements and care arrangements were greatly improved with a physical presence at reviews.

Hybrid and virtual reviews are used flexibly where there is a need to schedule an urgent initial review due to late notifications, and the option of a virtual review or a two-part review is utilised to keep the review within timescale.

A priority for the IRO service was to continue to develop and embed our child participation model (bi-annual events) and resume age-appropriate activities in the community, chosen by them. A Go Ape ziplining event, followed by lunch, for children aged 12-17 years took place in April 2022 during Easter break. In April 2023 six children and young people went trampolining and for a meal with their respective IRO's. A further event was planned to take place during the October half term but was cancelled due to a scheduling conflict with activities planned by Barnet on Point (BOP), Barnet's Children in Care Council.

Completion of the review consultation booklet with children and young people has not been routinely completed by children for their reviews and feedback indicates that professionals (carers and practitioners) are not always using this tool. Refreshed information and ways to share information will be the focus of events going forward and co-produced with children and practitioners. Children's verbal feedback and views are being obtained outside of and during reviews and these are recorded and appropriately responded to at every opportunity.

The personalised record of review written to children in letter form has been embedded since December 2020 and feedback of this format written in child friendly, age-appropriate language and personalised content continues to receive positive feedback from both children and partner agencies.

Review Meetings: child centred practice.

The IRO Handbook states, 'for many older children and young people, particularly plan for independence that it is hoped the IRO will hand over at least part of the chairing role to them so that they can take an increased ownership of the meeting.' Many of our young people have told us they do not feel they want to chair their reviews as it can be a challenging process. We are working to encourage an enhanced level of ownership and participation for our children and young people by sharing invitational tools with them, i.e., an invitational letter with tips and advice from our BOP children for other children and young people and voice notes.

Also, skill-based workshops for children to increase confidence and communication will take place during the summer break which will be co-facilitated by other young people in BOP.

Ensure children understand how an advocate can help.

The IRO service, alongside the social work practitioners, explain the advocate role and the role of the independent visitor to children and young people. The matter is routinely raised and recorded in the record of review by most IROs. We are supporting some IROs to routinely offer this service again even if it has been declined at previous opportunities. Feedback during reviews from children and young people who have an advocate or independent visitor, is generally positive about their experience of advocacy.

IRO Footprint

Monitor the performance by the local authority of their functions in relation to the child's case.

The Principal IRO is assured there is clear evidence of IRO oversight on children's records by regular review of cases, particularly those where there has been uncertainty regarding a child or young person's CLA status and/or a discussion between the IRO and Principal IRO has taken place, to ensure the IRO's are appropriately recording their views and concerns, ensuring the IROs footprint is clearly visible on the child's record.

IRO's provide appropriate challenge and escalate concerns where necessary, which contributes to robust and timely planning for children. Statutory reviews are taking place regularly and within timescale. Midway reviews are routinely scheduled at statutory reviews but need to take place more consistently and recorded on children's files. This includes any discussions involving the IRO and social worker.

The Principal IRO attends the weekly Permanence Tracker Meeting, and Permanency Planning Panel. This enables the IRO service to contribute to planning, provide positive feedback and/or raise concerns about progression of permanency for the children and young people who are discussed.

2022/23 Priorities

1. Child Participation

- A key priority for the year ahead is for children to be supported to participate in their reviews in ways that they feel comfortable, to feel empowered and hold professionals to account for their actions in the care planning process. We will be encouraging children and young people to facilitate/lead the reviewing of their plans in reviews.
- To increase the of children attending participation events by providing more individual opportunities and age-appropriate activities and linking more closely with the Participation Leads and Service Development Officer to use child and parent feedback to help improve how reviewing services are offered.
- To ensure the invitation and explanation of the role and benefits of having an advocate and/or independent visitor are consistently offered at each review with the aim of increasing and encouraging greater take up of the advocacy service.

2. IRO Practice Development

- A key priority for the Principal Independent Reviewing Officer will be increased oversight over the midway review process to ensure these are taking place routinely and recorded on children's records.
- To ensure that all IROs continue to develop their capacity to drive high quality care planning activity and to monitor the effectiveness of children's plans by providing respectful and robust challenge to professionals when plans are not progressing.
- The IRO's are being supported to achieve these aims through both formal and informal supervision and group supervision. Safeguarding training provided for the workforce is attended by the IRO's to keep their practice up to date.
- To ensure practice alerts are raised routinely where there are concerns about the reviewing process, and where necessary escalated to the Principal IRO in accordance with the Safeguarding and Escalation Protocol to prevent drift in the reviewing process.
- To work with the Workforce Development Team to source training specific to the role of the IRO from external providers. Knowledge gained from training days will be shared across the IRO service and wider service where relevant.
- The Principal Reviewing Officer will continue to support the IRO's practice through performance data, quality assuring the IRO's case recording and the letters of review and live observation of the IRO's chairing reviews to give feedback and support learning.
- Data is used to support management oversight and the development of the IRO service. This includes individual performance data and the monitoring of statutory requirements i.e., timescales of decisions and minutes to prevent practice falling below expected standards.

3. IRO Workshops

- CIC workshops facilitated by IROs' resumed during this reporting period. The workshops focus on children in care processes and care planning with an emphasis of the timescales, expectations, and process for the All About Me assessments and plans. The workshops are advertised on the Learning POD and there was additional promotion on FS News but uptake was low. A workshop scheduled for 19.10.22 was cancelled due to having only one attendee express interest and another workshop scheduled to take place on 8.2.23 was cancelled.

Workshops will be reviewed, and feedback sought from practitioners to develop the workshop material into a webinar and to enable the workshop to be delivered at team meetings. We will invite young people to help develop our webinar and record the session for dissemination to new starters.

Conclusion

Communication and consultation between IRO's, social work teams and partner agencies continues to contribute to robust care planning and outcomes for children and young people.

The IRO footprint is evident in children's records: challenge is recorded but midway tracking needs to improve. Mostly, challenge to drive improvements in care planning for children is positively received but here has been a need for practice alerts and formal escalations to be escalated to senior management in this reporting period. The delivery of IRO workshops will be reviewed to provide insight into the role and expectations of the IRO service at team meetings

A key focus for the IRO's is to promote participation opportunities to develop their relationships with their children and young people and promote their confidence to chair their reviews. Refreshed consultation processes will be co-produced and practice development specific to the role of the IRO, training, child participation, and using children's feedback to shape service delivery will be the key priorities for 2022/23.

BARNET VIRTUAL SCHOOL

ANNUAL REPORT 2022 - 2023

The Virtual School is the key educational advocacy service for all children in care (CIC), whether educated in Barnet or placed out of authority. The focus of our statutory duty is to improve educational outcomes through challenging and supporting schools, academies, and specialist settings to ensure that CIC:

- Attend school on a full-time basis.
- Receive the best possible opportunities as learners by accessing mainstream education or where appropriate specialist or alternative provisions and through attending schools which are judged to be at least good in Ofsted inspections.
- Maintain at least expected rates of progress relative to their starting points on becoming looked after.
- Close the achievement gap with their peers.

The Virtual School acts as a champion for CIC by fulfilling the responsibilities of being a highly ambitious, proactive, and effective 'Corporate Parent'. There is a clear emphasis on the need to raise aspirations and improve rates of progress and to close the attainment gap between CIC and their peers. As part of the Corporate Parenting Strategy pledges, the Virtual School supports young people's 'educational and career dreams through providing the best possible quality of education, and exploring options for additional educational support' (Corporate Parenting Strategy 2021-23)

The Virtual School is not a registered educational provider - it is each educational setting that is directly responsible for improving the rates of progress and educational outcomes of CIC on roll. However, through the effective use of Personal Education Plans (PEPs), the Virtual School holds schools and colleges to account in relation to the:

- provision offered
- level of aspirations encouraged
- setting and reviewing of SMART targets
- attendance of young people
- reduction of fixed term exclusions and need to find alternatives to permanent exclusions

The Virtual School team is responsible for ensuring that Pupil Premium Plus (PP+) for children in care is managed to improve educational outcomes and has primary responsibility for ensuring that there is a suitable education in place for all children in care, this includes overseeing admissions, managed moves and education moves brought about through care placement moves. The Virtual School team works with children at times of placement change, school change and periods of challenge in their lives to ensure that engagement with education is sustained. It also provides advice and information to support children who were previously looked after and are now subject to adoption orders, special guardianship orders and child arrangement orders.

In June 2021, the DfE extended the duties of the Virtual School to all children with a social worker. The responsibilities are different from the work with children in care and are more strategic in nature.

N.B. Some figures for groups may appear different through the report as they can change daily.

1. Key Performance Indicators

Key Performance Indicator	Outcome
Average Progress 8 score of looked-after children in the top 10% when compared to CIC nationally.	Average Progress 8 score was -1.79 in 2022, lower than national and London. See on for details
Gap between (i) A8 for Barnet CIC and A8 nationally for all pupils and (ii) P8 for Barnet CIC and P8 nationally for all pupils is in the top quartile. (2021/22 results)	Both Attainment 8 and Progress 8 dipped in 2022 and was lower than national and London so Barnet is not within the top quartile.
90% of 0–16-year-olds PEPs are good or better	July 2023 – 92.3%
75% of 16–17-year-olds PEPs are good or better	July 2023 – Years 12 and 13 - 98.3%
RWM in KS2, at the expected standard, is in the top quartile	Numbers of pupils was too small for all attainment metrics.
The percentage of 16–17-year-olds who are NEET is below 20% by the end of March 2022	July 2023 – 20% of 16/17year olds are NEET. This is higher than the previous year.

2. School Context (as of 18/7/23)

		2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023
	Nursery		11	12	13	14
	% of children SEN support			2	1	3
	% of children with EHCPs			3	1	2
Statutory age group	Statutory age	191	196	195	191	186
	Reception		4	7	8	8
	Key Stage 1		16	14	15	21
	Key Stage 2		43	37	45	45
	Key Stage 3		51	53	52	48
	Key Stage 4		82	84	71	64
	Male/female	111/80	113/83	109/86	108/83	115/71
	% of children from ethnic minority groups		70.6%	73.3%	68.1%	67.2%
	% of children SEN support		19.8% (39)	21.5% (42)	17.8% (34)	24% (45)
	% of children with EHCPs		24.9% (49)	24.6% (48)	30.9% (59)	32.8% (61)
				O/B I/B	O/B I/B	O/B I/B
			33 16	30 18	38 21	41 20
	Number of Unaccompanied Asylum Seeker Children (UASC)	18	25	35	28	21
Children without a school place		0	2	5	6	

Post 16 age group	Post 16	157	135	152	155	147				
	Male/female	113/44	96/39	113/39	111/44	102/45				
	% of children from ethnic minority groups		78.5%	79.6%	79.4%	83%				
	% of children with EHCPs		14%(19)	13.8%(21)	14.8% (23)	16.3% (24)				
			O/B	I/B	O/B	I/B	O/B	I/B		
			11	3	16	5	7	16	14	10
	Number of UASC	39	67	76	75	66				
	Not in Education Employment or Training (NEET) Year 12		11	19	15	18				
NEET Year 13		14	14	22	20					

3. Attendance (statutory age children)

Absence over time – children in care for more than 12 months (Local authority interactive tool - LAIT)

% absence from school of children who have been looked after continuously for at least 12 months

Local Authority, Region and England			2017	2018	2019	2020	2021	2022	-	Change from previous year
302	Barnet	-	5.50	3.30	6.50	-	10.40	10.30	-	-0.10
988	Outer London	-	5.10	5.20	5.00	-	8.70	7.90	-	-0.80
	Statistical Neighbours	-	4.48	4.37	4.61	-	8.26	8.10	-	-0.16
970	England	-	4.70	5.00	5.10	-	9.10	7.80	-	-1.30

Persistent absence over time - children in care for more than 12 months (Local authority interactive tool – LAIT)

% of children looked after who are classed as persistent absentees

Local Authority, Region and England			2017	2018	2019	2020	2021	2022	-	Change from previous year
302	Barnet	-	10.60	6.90	12.30	-	35.50	24.50	-	-11.00
988	Outer London	-	13.60	12.70	11.60	-	31.20	21.00	-	-10.20
	Statistical Neighbours	-	12.37	12.60	11.39	-	28.95	21.62	-	-7.33
970	England	-	11.20	11.80	12.10	-	32.10	19.10	-	-13.00

Quartile bands

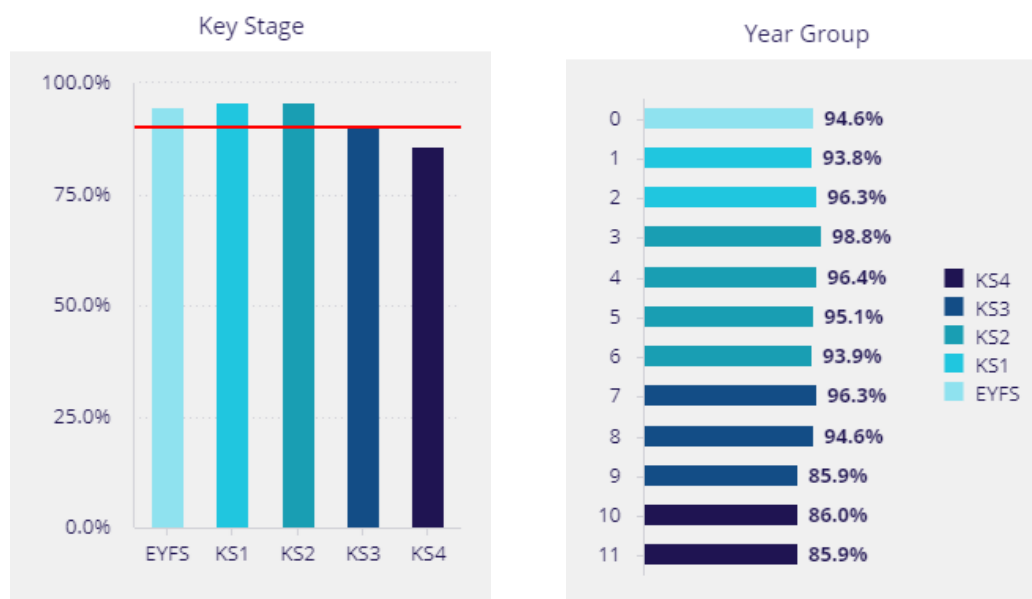
Official Data Release for Children Looked After (CLA) for more than 12 months 2021/22

LA	Barnet	Rank (Out of 153 LAs)	England	London
Total Number of Pupils	98		35130	3370
Attendance Rate	89.7%	141	92.2%	92.2%
Authorised Absence	6.6%	132	5.5%	5.2%
Unauthorised Absence	3.8%	143	2.3%	2.6%
PA	24.5%	131	19.1%	20.1%

- Low cohort sizes in this measure will have an impact on the outcomes of attendance and absence.
- Across 2021-22 Barnet's attendance rate was below the London and national averages, but within 2.5% of both.
- Authorised, unauthorised and persistent absences were all higher than the London and national averages.

Current Attendance – 2022/23

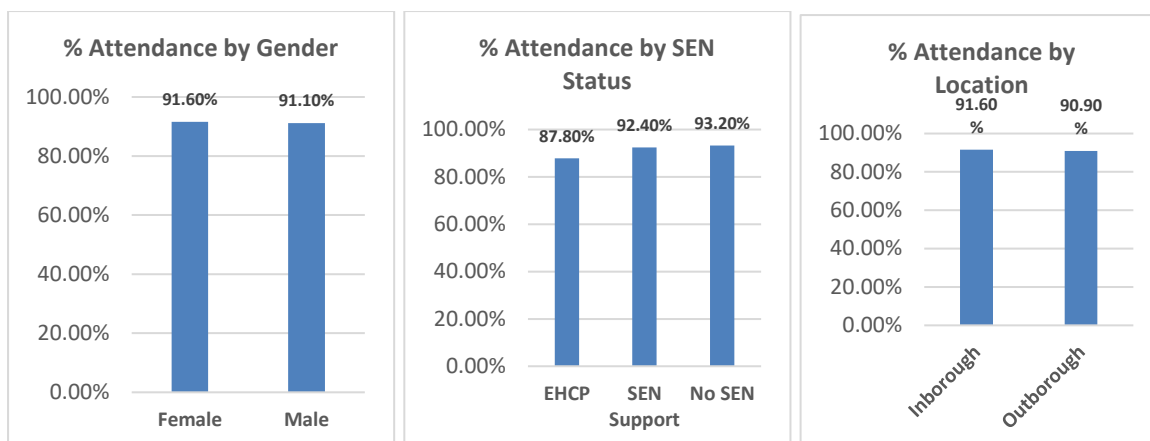
Barnet whole school attendance of statutory looked after children is 91.29% which is a significant increase from this time last year (89.54%). It is also above the annual figure of 88.3% from Welfare Call who monitor the attendance of children in care in a large number of local authorities. DFE data indicates that across all schools nationally, the attendance rate for all statutory age children this year was only 92.5%.



Attendance over the year has been strongest among our primary aged children, specifically Year 2,3 and 4. Attendance drops in KS3 but remains slightly above 90% which is an improvement on last year. Attendance is lowest in KS3 (specifically year 9) and KS4 (specifically year 11). To provide a greater context, there are also larger numbers of young people in the older year groups:

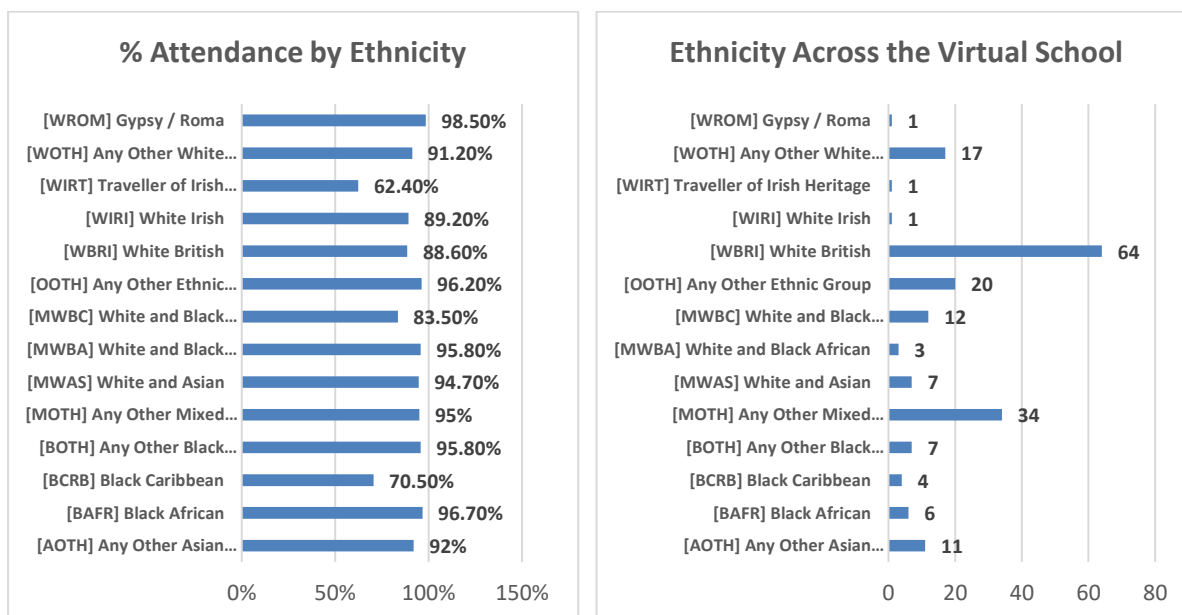
- 75 students from Y0-Y6
- 49 students in Y7-Y9
- 64 students across Y10-Y11

Year 11 has historically been the most challenging year group in terms of attendance and the number of Year 11 in Barnet Virtual School remains high – currently 41 students. This impacts considerably on overall attendance.



Across the whole school, there has been little variation when analysing by gender and location. The attendance of students with an EHCP is lower at 87% compared to students without an EHCP. However, the national average attendance rate for all students with an EHCP was 86.7% so Barnet young people had slightly better attendance. It is also of note that many of our young people with EHCP have SEMH needs which impact on attendance.

The data provided on persistently absent students (see on) gives some further context.



Contextual information relating to ethnicity data

WIRT (Traveller – white Irish) (1 YP) – this is one young person, a Yr 8 student with an EHCP (SEMH) – placed in a special school. He had a period of suspension from school, missed school due to his placement in Barnet breaking down and has had several placement changes since then across different LAs and is currently waiting for a special school to be named on his plan.

BCRB (Black Caribbean) – (4 YP) The data is impacted by 1 Yr 11 student with an EHCP (SEMH) placed in a special school. This YP has been frequently missing from placement and gravitating towards her mother’s home. EP is supporting.

1 other Yr 11 student also with an EHCP (SEMH) placed in a mainstream secondary school attendance deteriorated towards the end of the school year.

2 other students have attendance above 94%.

MWBC (mixed white and black Caribbean – (12 YP) Data relates mainly to 1 student in Yr 11 with an EHCP (SEMH) who was previously placed in a special school but moved back in to mainstream at his request. Despite being persistently absent, he has improved his attendance considerably this year.

1 other Yr 11 student with an EHCP (SEMH) was new in to care mid-year and had a placement change and found it very difficult to settle into new school.

7 of the 12 YP had attendance above 94%.

Attendance Comparison

	Autumn 2021	Spring 2022	Summer 2022 (whole year)	Autumn 2022	Spring 2023	Summer 2023 (Whole Year)
Numbers (all)	169	178	189	170	184	188
Attendance (all)	90.55%	90.02%	89.54%	90.25%	90.98%	91.29%
Number with 100% (all)	38	22	11	29	23	16
Number of eligible children (in care for 12 months plus)	115	121	134	117	126	129
Attendance (in care 12 months plus)	92.22%	90.15%	90.16%	92.28%	92.58%	91.8%

Persistent Absence (below 90%) in children in care 12 months plus

The Persistent Absence rate for Barnet children who have been in care for 12 months or longer was **20.93%** compared to the Persistent Absence rate across all statutory aged pupils nationally which was **22%**.

Looking at the 129 children who have been in care for more than 12 months:

7/129 - 100% attendance across the whole year

77/129 - above 95% attendance across the whole year

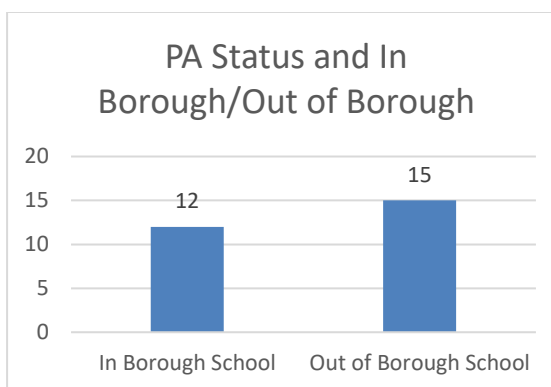
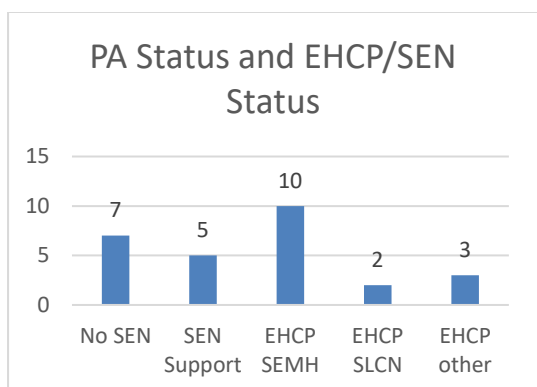
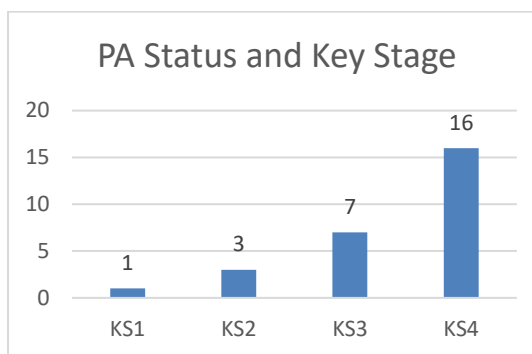
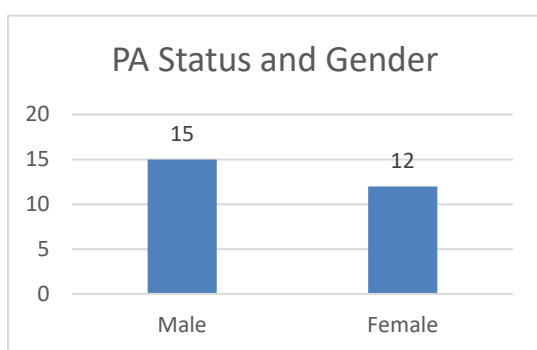
102/129 - more than 90% attendance across the whole year.

27 children are considered persistently absent (attendance below 90%)

Of these 27 children, 5 are considered severely absent (attendance below 50%)

PA attendance Ranges	Number of Students
70-90%	17
50-70%	5
Below 50%	5 (3 x EHCPs 2 x EHCP applications underway) (1 x in <i>Emergency Respite Placement out of borough</i>) (4 x <i>Emotional Based School Avoidance</i>)

To provide a context to those that are persistently and severely absent:



Most of our young people with persistent absence are in secondary school and have complex needs. Many of these young people will also have an EHCP with the main area of need being SEMH and are placed in out of borough special schools and placements.

Reason for PA Status	Number of Students (with EHCP)	How is this is being addressed by Virtual School
Emotional Based School Avoidance	6 (5 EHCP)	Involvement from VS EPs, BICS/CAMHS, VS Transition Mentors, targeted support and funding through PEP. EBSA assessment and action plan completed.
Unauthorised absence / missing episodes)	6 (6 EHCP)	Targeted support and funding through PEP, Attend SEAM meetings with family services, EP involvement if appropriate.
Genuine illness	6 (3 EHCP)	Ensure absence from illness is appropriate and proportional and monitor
Placement Changes	8 (6 EHCP)	<i>Where YP have an EHCP, SEN will keep them on roll at previous placement until new schools have been consulted with resulting in additional absence. VS unable to influence placement moves.</i>
Suspensions	1	Targeted support and funding through PEPs, Behaviour Support Plans, EP involvement, BICs/CAMHS. Support from Pavilion mentors.

Persistent absence is of greatest concern across KS4 (3 students in Year 10 and 13 students in Year 11), comprising almost two thirds of the entire cohort of persistently absent students. Within this KS4 cohort of 16 students, 10 have EHCPs, 6 of whom have entrenched patterns of emotional based school avoidance and mental health concerns requiring specialist professional input from EPs and other professionals.

It is important to note that 2 of the persistently absent year 11 students with emotional based school avoidance have made enormous progress this year:

Pupil A - Year 11 Male – EHCP SEMH – Was initially placed in a special school for SEMH and was severely absent over year 9 and 10. Following another placement change, he requested to be placed in a mainstream setting and whilst he is still persistently absent, his attendance has increased from almost 0% up to 60% this year resulting in him being able to sit some of his GCSEs which is an incredible achievement for him.

Pupil B – Year 11 Male – EHCP SEMH – Was also placed in a special school for SEMH and was severely absent resulting in him refusing to attend at all in year 10. We were able to work closely with SEN and get him home tuition throughout year 11. He sat his maths GCSE at his home placement this summer with external invigilators organised by the virtual school which was an incredible achievement for him.

4. Exclusions over time

% of children who have been looked after continuously for at least twelve months with at least one fixed term exclusion from school

Local Authority, Region and England			2016	2017	2018	2019	2020	2021			Change from previous year
302	Barnet	-	18.58	9.16	8.11	10.34	7.14	6.50	-	-	-0.64
988	Outer London	-	10.65	10.45	10.29	10.40	9.75	9.44	-	-	-0.31
	Statistical Neighbours	-	10.24	12.22	11.36	10.30	8.86	10.19	-	-	1.34
970	England	-	11.04	11.44	11.25	11.32	9.35	9.80	-	-	0.45

Exclusions 2020/21

Year	Measure	Barnet	Rank (Out of 153 LAs)	England	London
2020/21	Number of Pupils	123		39170	3990
	% of Pupils with One Plus Suspension	6.5%	10	9.8%	9.6%
	% of Pupils Permanently Excluded	0%	1	0.03%	N/A

- Official data relates to the 2020/1 academic year as this is latest official data available. The data is from a year impacted by the pandemic and therefore the information is not directly comparable to previous years. It only includes children who have been looked after continuously for at least 12 months. CLA pupils in Barnet were lower than the London and national averages for pupils with more than one suspension and permanent exclusion.
- Barnet has 0 permanently excluded CLA pupils.

Barnet Exclusions over time

There have been no permanent exclusions of Barnet children in care. One school did permanently exclude a young person in 2022/23 but following the governors hearing, where the child was represented by the Virtual School and his social worker, he was reinstated.

	Number of suspensions			
	2019/2020	2020/2021	2021/2022	2022/2023
No of pupils	18	18	26	21
No of suspensions	30	25	35	53
No of days suspended	79.5	89	130.5	89.5
No of suspensions with day 1 provision	29	24	31	52

	In Borough			
	Suspensions			
	2019/2020	2020/2021	2021/2022	2022/2023
Total number of pupils suspended	7	8	13	11
Total number of days lost	34	58.5	72.5	41
	Out of Borough			
Total number of pupils suspended	11	10	14	10
Total number of days lost	45.5	30.5	58	48.5

Of the children who received a suspension, 76% were boys and four out of the 21 were primary age. 57% of young people suspended were from Years 9 to 11. The highest ethnic group to receive suspensions was White British – 61.9%. This group is the largest in the Virtual School, but the number suspended is disproportionate – almost double the percentage in the school. 43% of the children who received a suspension have an EHCP with the majority having a primary need of SEMH.

Typical reasons for suspensions continue to be:

- Persistent disruptive behaviour
- Physical assault on an adult or child
- Verbal abuse/threatening behaviour
- Bullying
- Bringing in banned items
- Not following instructions

Suspensions enforced without clear reason are challenged by the Virtual School and schools are expected to provide alternative education from the first day of the suspension, whether this be a placement at an alternative school or tutoring. As part of the Virtual School strategy this is communicated to schools as soon as we are made aware of an intention to suspend or exclude. Schools are supported to look at alternatives to exclusions and with putting in place preventative measures e.g. the Virtual School will involve Educational Psychologists to support the school where necessary, refer to MOPAC or to the Pavilion Mentors, as well as meeting with schools more regularly to look at strategies to avoid suspensions.

5. School Places

Number of children without a school place as of 18/7/23: 6

Number of directions for a school place: 0

Of the children currently without a school place, one has moved placements twice in quick succession and is now in a short term crisis placement, two are in 17-week therapeutic crisis placements, one is a new to care unaccompanied asylum seeker and two have moved placements and have EHCPs – consultations are underway.

Changes in circumstances – Summer Term 2023 (brackets Summer Term 2022)

No. of pupils:	Same School Place	Change in school place
Same placement	165(177)	4(4)
Change in placement	9 (14)	4(2)

Looking at the Summer Term, there were four young people who changed placement and schools. This was due to:

- Moved placements so needed to change schools
- Moved schools within the same group to meet needs better

Educational Provision – Ofsted Judgements

	Total	No in good /outstanding schools	No in requires improvement /inadequate school	Reason for placements in requires improvement /inadequate school
In Borough school	101	99 (98%)	2 (2%)	Children already attending prior to coming into care
Out of Borough school	70	67 (96%)	3(4%)	Child already attending before RI grading Only specialist SEMH provision available Voice of the child – wanted mainstream provision and this was the only one that could meet need

6. Personal Education Plans (PEPs)

The Personal Education Plan (PEP) for each child includes progress and attainment information as well as recording interventions, often funded through the Pupil Premium Plus Grant, to ensure the child achieves well. The Virtual School works in partnership with teams in Children and Families and with Designated Teachers in schools, to ensure that each child has an up to date, effective and high-quality PEP that focuses on education outcomes. The PEP forms part of the child's overall care plan.

Whole Year

	Total Number of PEPs	Number and % rag rated Gold	Number and % rag rated green	Number and % rag rated amber	Number and % rag rated red
Overall	987	37 (3.7%)	938 (95%)	9 (0.91%)	3 (0.30%)
EYFS	34		34 (100%)	0	0
Statutory	546	37 (6.8%)	504 (92.3%)	3 (0.55%)	2 (0.37%)
Post 16	407		400 (98.3%)	6 (1.5%)	1 (0.25%)

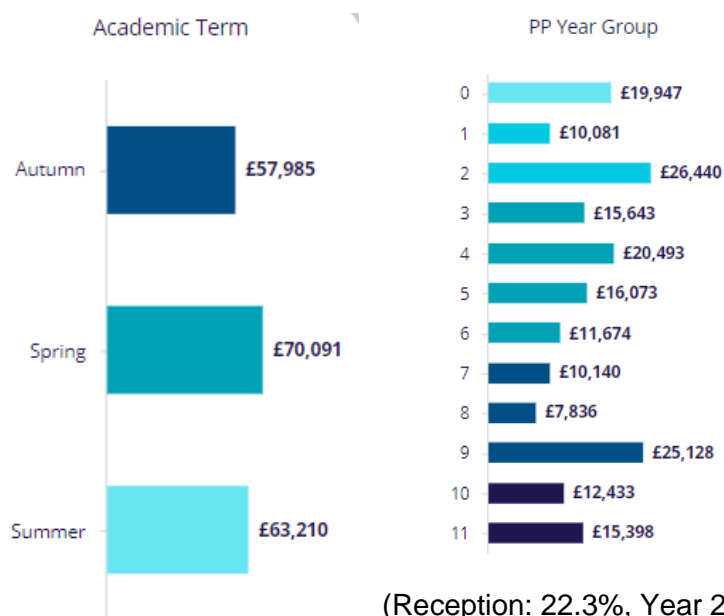
Over the year there have been 3 PEPs RAG rated red, two of these were Statutory aged PEPs and one was a Post 16 PEP. Two of these was due to the DT not completing any sections within the PEP and the third was because no targets were included, despite persistent reminders. The Virtual School Head has followed up with the three settings regarding this.

There have been nine amber rated PEPs over this academic year (6 Post 16 PEPs and 3 Statutory PEPs) which is an improvement on the previous year. There are several reasons for amber ratings, but the majority have been due to missing information such as no pupil voice, no achievement data, no attendance information, no review of previous targets or no new targets set.

Feedback has been given to the settings where PEPs require improvement and a guide on how to complete high quality PEPs will be included in the Autumn term newsletters to DTs. Additional training around the use of Welfare Call when completing PEPs is also included within the 'New to DT training.'

1. Pupil Premium Spend

This academic year £191,286 was allocated directly to schools in relation to targets set in the PEPs. This was a 21.8% increase on last year. Of the total funding, £150,439 came from Pupil Premium Plus funding and £40,847 came from recovery funding. This funding supported 158 pupils across 111 provisions with a split between in borough and out of borough schools of 60.7% v 39.3%. The charts below show breakdowns by terms and year groups.



Reception, Year 2 and Year 4 cohorts saw proportionally larger funding allocations this academic year. In Reception, larger amounts of funding were mainly due to requests to support children where schools have started the process to apply for an EHCP. In all 3 cohorts, over half of the funding was used to support emotional health and wellbeing (Reception: 60.5%, Year 2: 52.9% and Year 4: 55.1%) and a large proportion of the remaining funding was used to target academic progress

It should be noted that whilst Year 9 also saw higher funding in relation to other year groups, this year group is the second largest cohort within the Virtual School. 40% of this funding was allocated to support academic achievement and progress, of which over 51.7% was used for 1:1 tuition.

Breakdown by ethnicity

Ethnicity	PP+ Approved	Funding contribution	Virtual School cohort
[AOTH] Any Other Asian Background	£6,365	3.3%	6.0%
[BAFR] Black African	£2,790	1.5%	3.3%
[BCRB] Black Caribbean	£2,820	1.5%	2.2%
[BOTH] Any Other Black Background	£8,569	4.5%	3.8%
[MOTH] Any Other Mixed Background	£51,798	27.1%	18.5%
[MWAS] White and Asian	£10,791	5.6%	3.8%
[MWBA] White and Black African	£5,280	2.8%	1.1%
[MWBC] White and Black Caribbean	£12,768	6.7%	6.5%
[OOTH] Any Other Ethnic Group	£12,892	6.7%	10.9%
[WBRI] White British	£55,469	29.0%	33.2%
[WIRI] White Irish	0	0%	0.54%
[WOTH] Any Other White Background	£21,094	11.0%	8.7%
[WROM] Gypsy / Roma	£650	0.3%	0.54%
[WIRT] Traveller of Irish Heritage	0	0%	0.54%
[YTC] Yet to confirm	0	0%	0.54%

Breakdown of spend by type

Category	Pupils	Contribution to PP+
Emotional health & wellbeing	96	41.2%
Academic achievement and progress	117	34.4%
Social Skills	55	9.3%
Wider Achievement	51	7.6%
Transition	16	2.7%
Other	22	2.3%
Attendance	5	1.4%
Inclusion	5	1.1%

Pupil premium money was allocated to a variety of areas, supporting children in education. Emotional health and wellbeing continues to account for a large proportion of the total spend (41.2%) and there continues to be an increase in requests for funding to support social and emotional learning interventions (24.4% of funding for the academic year 2022/2023 v 21.2% in 2021/2022). One-to-one tuition continues to be one of the other main areas pupil premium funding is used to provide additional support.

When comparing the main funding areas in Primary and Secondary cohorts, 52.5% of Primary aged funding is used to support emotional health and wellbeing v 19.7% in Secondary. Whereas 47.1% of funding is used to provide academic support for secondary aged pupils.

PP+ Intervention	Pupils	Total Cost	Contribution to PP+
Social and emotional learning	70	£46,596	24.4%
One to one tuition	53	£28,547	14.9%
Other	66	£20,048	10.5%
Individualised instruction	37	£13,375	7%
Metacognition and self-regulation	28	£13,155	6.9%
Behaviour Interventions	19	£12,081	6.3%
Arts participation	35	£10,729	5.6%
Sports participation	33	£7,011	3.7%
Small group tuition	18	£5,807	3.0%
Mentoring	12	£5,431	2.8%
Reading comprehension strategy	22	£4,207	2.2%
Mastery learning	14	£4,056	2.1%
Collaborative learning	10	£3,889	2.0%
Outdoor adventure learning	12	£3,157	1.7%
Oral language interventions	9	£2,771	1.4%
Digital technology	10	£2,417	1.3%
Phonics	10	£2,035	1.1%
Homework	14	£1,905	1.0%
Early years interventions	5	£1,700	0.89%
Attainment Grouping	3	£1,045	0.55%
Summer schools	1	£424	0.22%
Parental	3	£374	0.20%
Peer Tutoring	2	£360	0.19%
Feedback	2	£166	0.09%

7. Achievement

Children Looked After (CLA)– Statistical First Release 2021/22

The Statistical First Release (SFR) was published at the end of March 2023. The data relates to Children Looked After for 12 months or more on 31st March 2022.

CLA KS4 Attainment data 2022

Year	Category	Barnet	Rank (out of 153 LAs)	England	London
2020	Number of pupils	29		6110	910
2021		34		5930	810
2022		19		5980	740
2020	Attainment 8	21.8	72	21.3	22
2021		22.6	77	23.2	24.7
2022		18.1	108	20.3	22
2022 (not available for 2020/21)	Progress 8	-1.79	129	-1.3	-1.37
2020	5+ E&M	N/A	N/A	10.8%	14%
2021		23.5%	4	12.6%	16.3%
2022		N/A	N/A	11%	16.2%
2020	4+ E&M	24.1%	64	24.3%	26.4%
2021		35.3%	33	28.8%	31.8%
2022		N/A	N/A	22.1%	25.4%

Revised figures for 2021 show that Barnet was ranked 4th for the proportion of CLA students attaining a Level 5+.

In 2022, the number of children in care for 12 months plus who were entered for GCSEs was very small, almost half the previous year and the results were very different with Barnet's Attainment 8 scores and ranking dropping. 2022 figures for English and Maths at 4+ and 5+ are currently unavailable due to cohort size. This cohort had a significant number of young people who were new to the country and a high number had EHCPs in it.

In addition to the above, one young person passed 6 full Scottish National Qualifications (GCSE equivalent). A particular notable result was from one of our unaccompanied asylum-seeking young people who achieved excellent results:

- 5 GCSEs at L4+ including a L8 in Persian plus other qualifications.

Current achievement 2022/23

Reception

8 Reception children were in care at the end of the Summer Term
4 of these children had identified special educational needs – SEN Support (SENS)
4 had been in care for less than 12 months
2/8 children reached a Good Level of Development (GLD)

Phonics – Year 1

7 Year 1 children were in care at the end of the Summer Term
3/7 are SENS
2/7 have EHCPs
4 have been in care for less than 12 months
2/7 children met the standard
1 was disapplied
1 was without a school place
1 child's results have not been received
One child scored maximum marks

Of the 3 who did not meet the standard, all have been in care for less than a year and two are SENS. One was four marks away from meeting the standard so should be successful in Year 2.

Multiplication check – Year 4

13 Year 4 children were in care at the end of the Summer Term
3/13 are SENS
5/13 have EHCPs
3 have been in care for less than 12 months
7/13 children scored more than 20 out of 25
3 did not take the check
4 children scored maximum marks

Key Stage 1 SATS - Year 2

13 Year 2 children were in care at the end of the Summer Term.
1/13 has an EHCP
6/13 have SENS
4 have been in care for less than 12 months

The results were:

	Pre-key stage	Working towards the expected standard	Working at the expected standard	Working at greater depth
Reading	2	4	5	2
Writing	2	7	2	2
Maths	1	8	3	1

Key Stage 2 SATS - Year 6

13 Year 6 children were in care at the end of the summer term.

5/13 have EHCPs

3/13 are SENS

7 have been in care for less than 12 months

8 of the children are White British

7/13 attend schools outside of Barnet and 3 are in specialist placements

3 children were not entered for their SATS as they were working below the level of the tests.

All three of these children have EHCPs and two are in specialist settings.

Results for the other 10 children:

	Working below the expected standard	Working at the expected standard	Working at greater depth
Reading	3	6	1
Writing	4	6	0
Maths	4	5	1

Predicted Results GCSEs - Year 11

Year 11

No in cohort – 40

Context:

14/40 young people have an EHCP

5/40 are on their school's SEN register – SENS

30/40 are male

15/40 are UASC

17/40 have been in care for less than 12 months

Four were new to care UASCs in the Summer Term.

Two will be taking their GCSEs next year.

One was in a specialist setting and did not take any exams.

One had been missing and then moved placement so was not on roll with a school.

One had been in secure accommodation but did achieve some Functional Skills qualifications whilst there.

One child moved placements so was not on roll to take exams.

Three were on pre-entry ESOL courses

Of the 25 who have been in care for more than 12 months:

Number expected to reach 4+ in English and Maths: 7

Of the remainder, 7 are UASC and 11 have EHCPs. One is without a school place having been missing for a significant amount of time. He is now in a placement and receiving education.

This year all young people completing GCSE were sent a revision pack including materials and revision tips. A session was also held for foster carers on how to support young people manage their anxiety approaching their exams. All Year 11s taking GCSE were offered additional tuition in the Autumn Term if they wanted it and for many, it was extended.

8. Planned Destinations – Year 11

Destination	Number
College– A levels	3
College- vocational course	8
College – other course	19
Staying on at school – A levels	3
Staying on at school – special school	2
Changing to another school – A levels	2
Apprenticeship	2
Working	0
Other - please specify	0
Unclear on plans	3

9. **Post 16 Cohort**

Engagement with education, employment and training

	In Borough	Out of Borough
Apprenticeship	1	
Working	3	5
College/6th Form/SEN Provision	43	51
NEET due to being new to care UASC	2	4
NEET - other	20	8
NEET - pregnant	2	
In secure unit		4
In mental health setting/hospital	1	3

Young people who are NEET

At Post-16 the young people not in education, employment or training present a significant challenge and engaging them is no easy task. The category includes those in psychiatric units, pregnant or who frequently go missing thus are even harder to engage in education or training.

In 2022, 38% of care leavers were NEET nationally (LAIT). Currently, we have 24.4% of our Year 12 and 13's who are NEET.

Supporting young people who are NEET is a key area and caseworkers work closely with them to support reengagement into education, employment, or training. The BEETs team support with connections within various industries whereby companies head hunt young people who are searching for either a work placement or apprenticeship. Construction and motor vehicle apprenticeship/placement have been of interest to young people.

Looking at the cohort of young people who are NEET at the end of the year, there are some who have been involved in education/employment during the year but have disengaged. Some of these young people had been NEET for a significant time and their engagement in smaller opportunities of activities this year has been hugely significant.

Action undertaken

1-1 work providing advice and guidance regarding action planning for the future.
 Support for young people who are NEET regarding applications for courses, CVs etc.
 Course ideas/opportunities provided on a regular basis to professional network.
 Follow up on progress on a regular basis (weekly or fortnightly).
 Continue to build relationships and trust through meetings and telephone contact.
 Support young people with interviews/visits when possible.

Maintain regular communication with professional networks so as not to duplicate actions.
Refer to Barnet Education Employment and Training Support (BEETS) if young person is not engaging

Liaise with placement to support young people

Mentoring as part of the Post 16 Pupil Premium Project which has supported them in a holistic manner

Encouraged to engage in activities e.g., playing instruments, joining youth clubs, accessing Princes Trust, New Citizens Gateway and Unitas Youth Zone etc.

Plans for end of Year 13 September 2023

Destination	Number
Higher Education – university	7
College	34
Staying on at school	
Educated at home	
Illness	2
Pregnancy	1
Specialist provision	2
Re-engagement provision	
Work training programme	2
Apprenticeship	1
Working	9
Other - please specify	2 – Youth offending institution
Unknown	11

Number currently likely to be NEET in September: 11

Higher Education

Number considering higher education 2024: 4

10. Staffing

a. Current Staffing

Staff member's name	Position	Additional comments
Sarah Deale	Headteacher	0.8
Julie Locke	Deputy Head of School	
Jane Thrift	School Business Manager	
Caroline Gladkow	PEP Coordinator	2 days termtime only
Nicola Axford	Senior Education Lead for Children with a Social Worker (CWSW)	0.9
Allan Newby	Caseworker	
Hannah Hudson	Caseworker	
Sejal Patel	Caseworker 0.6/CWSW 0.4	
Isabella Underhill	Caseworker	0.4
Ornella Rochfort	Caseworker	
Frasier Stroud	Caseworker	
Aiysha Iqbal	Caseworker	Maternity leave
Amy Wight	Senior Learning Mentor	
Jhana Mills	Outreach Learning Mentor	0.6

b. Professional Development

Training attended by members of the team during the year included:

NAVSH training sessions and conference
Welfare Call attendance and analytics training
How to increase educational outcomes for children with a social worker
Excluded to Included
Know me to teach me
Managing disciplinaries and grievances
Core Skills in Coaching
Analysing attendance and absence data
The Anti-Racist school
Essential Management Skills
Trauma and Attachment
Respecting biology – trauma responsive approaches
Suicide prevention training
UASC – higher education support

The whole Virtual School team has had training on:

Anti-racist practice
Working when things are stuck
Understanding and supporting young people who experience anxiety

Staff were also given the opportunity to apply for additional project work which led to a new website being built for the Virtual School www.barnetvs.org and improvements made to our social media presence, work being completed around our UASCs including changes to the Post 16 PEP and work to support on transitions from nursery to reception and Year 6 to Year 7.

c. Supervision

Caseworkers had 1:1 supervision with their line manager at least termly and the Head and Deputy Head have monthly supervision with one the Educational Psychologists.

A group supervision is carried out to support more difficult cases and share expertise. This is supported by the Educational Psychology Team. A termly work discussion group is held for the caseworkers and mentors. The mentors receive supervision as part of their role, from an E.P.

11. Engagement with Stakeholders

a. Children

Enrichment Activities

Over the year there have been a vast number of enrichment activities on offer with the majority of funding coming from John Lyons Charity. This was the last year of a 3 year funding allocation but an extension has now been agreed. Enrichment activities have included:

- Reading Club including a visit to the British Library
- Residential trip to Jamie's Farm for 5 UASC
- Visit to Kew Gardens for child and carer for 'Kew in Focus' activity
- Residential trip to Arvon with creative writing focus for 4 young people
- Strength and Learning through Horses
- Springboard Youth Academy – 3 week ESOL summer provision

In addition 100 young people receive 6 Letterbox book packages across the year, provided by The Book Trust. 13 young people have instrumental lessons funded in their schools by Barnet Education Arts Trust. 22 young people also received theatre tickets to attend a West End production with their families.

Stepladder Project

This is a tailor-made incentivised learning programme for 15–17-year-olds who have been in care for at least one year (with Child Trust Fund). Online modules covering Literacy, numeracy, financial capability, future planning and employment are completed, resulting in a monetary contribution to their savings account, which they can access when they turn 18.

The total amount paid out in incentive payments has increased to £32000. The ringfenced balance set aside for registered young people to complete all 6 steps is £10,150. The balance remaining is £27,850.

Total number of young people registered – 57

Total number of young people over 18 who have completed the programme in full – 14

Of these 57

- 17 young people has achieved step 5
- 20 young people have achieved step 4
- 23 young people have achieved step 3
- 27 young people have achieved Step 2
- 32 young people have achieved step 1

Total number of young people under 18 who are active on the programme – 9

Total number of young people under 18 who have completed the programme in full – 0

Of these 9

- 1 young person has achieved step 5
- 0 young people have achieved step 4
- 0 young people have achieved step 3
- 3 young people have achieved Step 2
- 4 young people have achieved step 1

Of these 9, 5 registered in July, 1 in June and 1 in May this year so the number of steps completed should increase over the summer.

b. Family Services

The Virtual School has continued to work closely with Family Services, attending several meetings including Permanency Panel, Permanency Tracking Meeting and Vulnerable Adolescents Panel ensuring a clear link with the wider team. The Virtual School are also represented on CPOG, a multi-agency group which coordinates and advances the Corporate Parenting Plan in Barnet to improve outcomes for children in care and care leavers. The Headteacher meets monthly with Kate Jeffrey, Head of Service, Corporate Parenting.

The Virtual School is represented on the Barnet on Point working party and the Deputy Head attends monthly. Several social events including a celebration event in the summer term have been supported by the Virtual School. There is now a Junior and Senior BOP termly meeting and the meetings are being shaped to best promote the voices of our CIC and enable them to contribute to policy and practice.

The Virtual School is now represented on the monthly Specialist Inpatient Surgery Panel which is led by NHS representatives across mental health inpatient provisions and enables social workers and other professionals to effectively plan for our CIC who are accessing these services and ensure that discharge plans are in place prior to returning to their placements.

Training has been delivered through the fostering team on The Role of the Educational Professional and from September education specific training to foster carers will be of a rolling programme and will form a compulsory part of the training for foster carers. The first session is due to be delivered in the Autumn Term. Expectations for will be shared again before the Autumn PEP season.

c. Designated Teachers

The Virtual School has continued to send out two newsletters a term and to offer a range of training. Both have now been extended to Designated Safeguarding Leads as well as Designated Teachers in response to the extensions of the Virtual School duties.

Training has included:

- New to being a D.T/New to Barnet
- Understanding Attachment and Trauma
- The Speech and Language needs of looked after children and other vulnerable young people
- Body based approaches to working with children and young people who have experienced trauma
- Understanding and supporting young people who experience anxiety
- Inside I am hurting

d. Foster Carers

Termly newsletters have been sent to foster carers and training offered across the year. Topics covered have included:

- Supporting children and young people with their emotions
- Supporting young people through their GCSE studies
- Speech, language and communication needs in children and young people in the care system
- Understanding specific learning difficulties
- Supporting young people in Year 11 during their GCSE exams
- Supporting transitions
- An introduction to ADHD
- Understanding Personal Education Plans
- Emotions, Behaviour and Communication: what we see and what we understand

Additional drop in workshops were offered to carers of children transitioning into Reception and Year 7.

e. Educational Psychology (E.P.)

The Virtual School has two days of EP support per week over the year, they have supported the team in a variety of ways including:

- Supervision for senior members of the team
- Work Discussion Groups for caseworkers to explore working practices
- Consultation sessions for caseworkers to explore complex cases
- Direct pieces of work / assessments with young people, carers and schools for complex cases

- Training for caseworkers, designated teachers and carers
- Newsletter contributions

Feedback from training has been very positive including comments such as 'impactful and interesting', 'This training really helped me to think more deeply about why things get stuck and how different people's views, feelings and priorities can impact the situation which in turn helps me think about how to move things forward' and 'Time to reflect and think of practical activities to support student regulation, greater understanding of behaviours that challenge'.

E.P.s have also collaborated in delivering training in connection with the Post 16 funding and have been involved in the children with a social worker focus.

f. SEND and Inclusion

Within the Virtual School there are a high number of children with special educational needs. Monthly meetings are held with the Head of SEN Assessments and Placements team to discuss any difficult cases and there is also occasional representation on the Complex Needs Panel to discuss and agree applications for EHCP assessments and funding requests.

g. Pupil Placement Panel

The Virtual School attends the fortnightly Pupil Placement Panel, a multi-agency group which monitors all statutory age pupil without a school place and formulates plans to ensure a school placement is identified or an education plan put in place.

h. Inclusion Advisory Team (I.A.T.)

The Virtual School has continued to benefit from the support of the I.A.T. team. The team have delivered a range of training (see above) and collaborated on work with the extended duties of all children with a social worker and the Post 16 Pupil Premium Plus Pilot. Feedback from the foster training has been very positive.

i. Working party - Unaccompanied Asylum-Seeking Children (UASC)

The Virtual School has continued to facilitate termly meetings of a working party to look more closely at the issues for UASC young people. It now has a wide range of attendees including representatives from Barnet and Southgate College, social work, the Refugee Council, social workers, educational psychologists and members of other Virtual Schools.

Across the year, different organisations have attended including the DfE and Breadwinners Charity. A further video has been produced aimed at helping asylum seeking young people understand the expectations of them in college and school. This will shortly be finished ready for the new school year.

12 Post-16 Pupil Premium Pilot Project

Barnet Virtual School was selected to receive funding from the DfE for a Post-16 Pupil Premium Pilot Project after a successful bid for a second year. The project was rolled out in a similar way to the previous year.

Training was delivered by Barnet Educational Psychologists to different colleges to ESOL staff on Trauma and Attachment and to 50 + people on Anxiety based school non-attendance. Both of these received really positive feedback. A webinar is being produced in conjunction with the Inclusion Advisory Team to support colleges with good practice in PEPS and supporting children in care. Funding had been allocated for an enrichment project at Barnet and Southgate College, but this did not go ahead. 18 young people have benefited from Boxing Mentoring. The videos explaining the education system for Post 16 UASCs was

expanded with the addition of an Albanian one and a new series of films focussing on supporting UASCs with the expectations of school and college has been developed and translated into a variety of language. Interpreters have also been funded when needed. The rest of the money was allocated to be used in a similar way to pupil premium for statutory age children, but this has provided challenging as colleges are not really set up to make use of the relatively small amounts of money involved. However, the amount of tuition offered has been increased and where young people requested it to continue over the summer, this was fulfilled.

13 Virtual School Mentoring

From October 2019, were part of a project with Achieving for Children's Virtual School (Kingston, Richmond, Windsor and Maidenhead), and St Mary's University, Twickenham implementing a Transition Hub for children in care aged 11 to 14 who are dealing with a significant transition in their lives e.g., new to care, new school, change of placement or school. This project finished in December 2022 and funding was secured through to March 2024 to build on the learning from it. In January 2023, the three members of staff moved over to work directly as part of the Virtual School and from April 2023 there has been 1.6 mentors.

During this academic year, the hub has supported 18 young people, receiving 13 new referrals. Five young people have exited the programme. Three received extensions of mentoring support due to unforeseen circumstances and greater need for support. Two received mentoring for a brief period after support from the programme ceased due to a placement move and need for intensive therapeutic support. In the Summer term three Year 6 young people were identified for additional support with the transition into secondary school and this will continue into Year 7. One of these recently received a positive contribution award from school in his last week of Year 6 and attended school every day in the last few weeks and engaged with multiple visits to his new secondary school. He also participated in the school leavers play and presented with an excellent mindset towards perfecting his role and in supporting his peers. His school and residential staff recognised and celebrated his efforts.

All the young people who remain on the programme, continue to successfully engage with their mentors and have made progress. Three young people are experiencing changes in placement or emotional dysregulation resulting in a significant impact on their school attendance. The mentors continue to make visits to these young people within their foster and residential placements in these cases.

Case study

The student is a 14-year-old Black/Black British Other going into Year 10. She was referred to the mentoring program in June 2022 after being taken into care. During the time working with this student, she moved placements 3 times due to an increase in need and difficulty in finding a suitable placement. Fortunately, the student remained in the same school throughout the changes. However, after multiple placement moves there was a decline in her attendance and she became emotionally school avoidant as well as regularly engaging with self-harm. The student had been emotionally dysregulated during the school day and found it difficult to communicate her needs with adults and peers. The baseline SDQ assessment indicated high levels overall.

Intervention

The student was matched with a mentor and always engaged well. The mentor focused on helping the student to develop key life skills; to better focus on communicating her needs, focused decision-making, accessing healthy routines and regulatory strategies that would

enable her to access her education and extra-curricular activities. In turn, this would enable her to better manage her emotions inside and outside of school, to feel confident in her school placement. Building positive relationships with key adults and supportive peers was essential to the work with the student, as her motivation to attend school was her closest friends. Through the mediums of art, sport activities and walks in the community, the student developed a trusting relationship with her mentor, sharing helpful ways that the network could better support her. The mentor attended various meetings to share best practice and the voice of the student.

Outcomes

The student made considerable progress since joining the mentoring program, in terms of her sense of self, communication style and developing relationships with trusted adults. The student has settled into her current placement and built relationships with most staff there. She also identified two key adults at school who she feels comfortable to go to when she dysregulated. The student had extended periods where she did not self-harm, instead went to trusted adults to support her. She used flash cards to communicate her needs whilst in school when she felt unable to speak, she also obtained a break-out card for regulatory breaks, when needed. Where the student would not speak to anyone about her needs in school, she has since demonstrated that she can strongly communicate her thoughts and feelings, written and/or verbally. She became an advocate for mental health; in a letter to her school, she encouraged her school leaders to participate in supporting young people with additional needs. She increasingly became more confident and understanding of her capabilities and looks to successfully complete her final GCSE year in school, with the support of the network around her.

Conclusion

This case study demonstrates the positive impact of mentoring on a student who was struggling with school attendance and emotional regulation. Although there was a decline in the student's attendance towards the end of the program, the student has made considerable progress in terms of her communication and relationships. The mentoring program was successful in supporting the student to adapt to the changes and further develop positive relationships with key professionals that will continue to support her with her mental health and access school in a bespoke way to her needs.

Sarah Deale July 2023

Appendix 1

Extension to duties – children with a social worker

From September 2021 Virtual School Heads (VSH) were asked to become **strategic** leaders for the cohort of children who have been assessed as being in need under Section 17 of the Children Act 1989 and currently have a social worker and those who have previously had a social worker. It covers all children who were assessed as needing a social worker at any time due to safeguarding and/or welfare reasons, which includes all those subject to a Child in Need plan or a Child Protection plan. This includes children aged from 0 up to 18 in all education settings.

The non-statutory guidance advises three ways to implement strategic leadership:

- Enhance partnerships between education settings and the local authority so agencies can work together
- Identify the needs of the cohort and addressing barriers to poor educational outcomes and ensure pupils make educational progress
- Offer advice and support to key professionals to help children make progress, including through increasing their confidence in using evidence-based interventions

CWSW cohort as of 20th July 2023	
No of children (4yrs+) subject to child in need plan:	360
No of children (4yrs+) subject to a CP plan:	154

Attendance

Current attendance:

In the second year of the project, work has continued on refining the systems and processes of identifying and sharing data relating to the cohort and their educational placements. A third-party company is used to collect the attendance and exclusions data for young people who have been on a Child Protection Plan this academic year currently 251.

Weekly attendance reports are shared with Social Care team managers and the Education Welfare Team to enable attendance and incidents of exclusion or suspension to be followed up. The virtual school has been transferring this data into an Attendance tracker to monitor attendance over time and has used consultation meetings with the link Educational Psychologist to target the severely persistently absent cohort.

Attendance for the year is 86.89% with strongest attendance in the primary phase, dropping off in Key Stage 3. Year 11 shows the lowest attendance at 61.17%. Persistent absence for this cohort was at 41.4%. The table below shows a further breakdown of attendance and highlights that 7.5% of the CP cohort for 2022-23 were severely persistently absent.

Absence attendance ranges	2022-23 Number of Students
100%	4
95%-99%	74
90%- 94%	69
70-89% Persistently absent	76
50-69%	9
Below 50% Severely absent	19

Attendance over time

Looking at the comparative data taken from LAIT for 2021/22, persistent absence in the CIN cohort has risen significantly since the pandemic, with Barnet's rate of persistent absence just below the national average.

% of Children in Need who are persistent absentees 6 Half terms							
Local Authority, Region and England	2017	2018	2019	2020	2021	2022	Changes from previous year
302 Barnet	35.00	36.70	31.80	-	46.40	46.80	0.40
988 Outer London	30.00	31.00	30.90	-	44.20	43.30	-0.90
Statistical Neighbours	31.10	33.04	32.63	-	47.19	44.50	-2.99
970 England	31.50	32.70	33.40	-	47.30	48.50	1.20

However rates of persistent absence were significantly down for children subject to a CP plan in 2022.

% of Children in Need subject to a Child Protection Plan who are persistent absentees 6 Half terms							
Local Authority, Region and England	2017	2018	2019	2020	2021	2022	Changes from previous year
302 Barnet	42.30	56.50	36.40	-	56.90	38.00	-18.90
988 Outer London	39.40	40.70	37.60	-	55.20	53.10	-2.10
Statistical Neighbours	37.45	38.91	39.48	-	56.66	56.78	0.12
970 England	37.50	39.70	39.40	-	57.20	56.20	-1.00

% of Children in Need who missed a session through overall absence							
Local Authority, Region and England	2017	2018	2019	2020	2021	2022	Changes from previous year
302 Barnet	12.10	12.60	11.00	-	14.40	16.10	1.70
988 Outer London	9.70	10.10	10.30	-	12.20	14.00	1.80
Statistical Neighbours	10.12	10.70	10.81	-	12.95	14.56	1.61
970 England	10.50	11.10	11.50	-	13.70	16.40	2.70

Attendance 2021-22

The Statistical First Release (SFR) has data related to: Children In Need, excluding children on a child protection plan and children looked after (CINO) at 31st March 2022; and children on a child protection plan, excluding children looked after (CPPO) at 31st March 2022. Where data is either not available or incalculable by the SFR, an "N/A" has been recorded.

CINO Attendance and Absence 2021-2022				
LA	Barnet	Rank (Out of 153 LAs)	England	London
Total Number of Pupils	395		119950	19080
Attendance Rate	83.9%	77	83.6%	86.1%
Authorised Absence	9%	72	9.5%	8%
Unauthorised Absence	7%	80	7%	5.9%
PA	46.8%	62	48.5%	42.6%

- Barnet ranks consistently in line with national rates across attendance and absence data for Children in Need.
- The attendance rate of Barnet's CIN pupils is exceeding the national average and falls within 2.5% below the London average.
- CIN pupils that are persistently absent is below the national average.

CPPO Attendance and Absence 2021-2022				
LA	Barnet	Rank (Out of 153 LAs)	England	London
Total Number of Pupils	137		26130	3640
Attendance Rate	88.3%	6	80.5%	82.2%
Authorised Absence	6.7%	16	9.1%	7.9%
Unauthorised Absence	5.1%	7	10.4%	9.9%
PA	38%	6	56.2%	53.5%

- Barnet is above both London and national averages in all CPP attendance measures.
- Barnet ranks within the top 10 LAs for attendance, unauthorised absences and persistently absent CPP pupils.

Building on the work from last year, action was taken to address the issue of persistent absence within the cohort and look at ways to affect systemic change. During the Autumn and Spring terms we carried out a series of training events with social workers to raise awareness about what constitutes good school attendance and how social workers and schools can work together to improve school attendance. The training looked at different ways that social workers could support with attendance and what they could expect partners in schools to be doing to support young people and families. The training gave lots of practical advice and outlined examples of SMART targets that could be used on plans with actions to support. Training was also provided to IROs/Conference Chairs on attendance to ensure consistency. Feedback surveys showed that 100% of participants felt that the training improved their practice and skills.

In September 2022 the Virtual School worked with Social Care managers to implement changes to the CP and CIN plan templates, updating them to include mandatory targets around school attendance where attendance was below 95%. The Virtual School has started the process of auditing the plans to look at how target setting is impacting attendance and in order to inform attendance training for social workers over the coming year.

During the Spring and Summer term, the Virtual School met with Lewisham, Greenwich, Enfield and Waltham Forest Local Authorities in order to research best practice on ways to tackle persistent absence for Children with a Social Worker. During the Summer term in partnership with the EWO team, the Virtual School has drawn up terms of reference for a monthly Child Protection Attendance Forum beginning in Autumn 2023 where a multi-agency team will agree actions to target the severely persistently absent from this cohort.

Suspension and Exclusion data

Looking at the data collected on our CP cohort for 2022-23 it is evident that 9% of the cohort received a fixed term suspension.

	2022-23	
	Suspensions	Permanent Exclusions
No of pupils	23	0
No of suspensions/exclusions	47	
No of days excluded	83	

Of these 23 children, three are of primary age and four were on roll in schools out of borough schools.

The rates of fixed term suspensions for Children in Need is higher than statistical neighbours and nationally during 2021 (latest data available - LAIT).

% of school-age Children in Need with at least one suspension								
Local Authority, Region and England		2016	2017	2018	2019	2020	2021	Changes from previous year
302	Barnet	9.32	8.31	7.33	10.54	6.59	9.34	2.75
988	Outer London	8.02	8.58	7.49	8.41	7.09	6.67	-0.42
	Statistical Neighbours	8.20	8.54	8.65	8.36	7.08	7.60	0.52
970	England	8.87	9.42	9.52	10.34	8.97	8.73	-0.24

However the picture with permanent exclusions is more positive.

% of school-age Children in Need with at least one permanent exclusion								
Local Authority, Region and England		2016	2017	2018	2019	2020	2021	Changes from previous year
302	Barnet	-	-	1.56	-	-	0.00	-
988	Outer London	0.53	0.69	0.59	0.63	0.36	0.30	-0.06
	Statistical Neighbours	0.91	1.11	0.87	0.74	0.20	0.00	-0.20
970	England	0.61	0.68	0.73	0.75	0.50	0.38	-0.12

Looking at the Statistical First release Barnet is ranked first out of 153 LAs in % of CINO and CP pupils permanently excluded.

CINO Suspensions/Exclusions 2020-2021					
Year	Measure	Barnet	Rank (Out of 153 LAs)	England	London
2020/21	Number of Pupils	332		133320	23330
	% of Pupils with One Plus Suspension	9.34%	93	8.73%	6.69%
	% of Pupils Permanently Excluded	0%	1	0.38%	0.25%

- CINO pupils in Barnet were higher than both the London and national averages for pupils with more than one suspension, but lower than both the London and national averages for pupils with permanent exclusions.
- Barnet had 0 permanently excluded CINO pupils.

CPPO Suspensions/Exclusions 2020-2021					
Year	Measure	Barnet	Rank (Out of 153 LAs)	England	London
2020/21	Number of Pupils	83		29800	4090
	% of Pupils with One Plus Suspension	7.23%	15	10.85%	9.05%
	% of Pupils Permanently Excluded	0%	1	0.55%	0.42%

- CPPO pupils in Barnet were lower than the national averages for pupils with more than one suspension and permanent exclusions.
- Barnet has 0 permanently excluded CPPO pupils.

In the case of children on a Child Protection plan, the Virtual School has contacted social workers where an exclusion is recorded on the attendance monitoring to check that the

guidelines outlined in [Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement \(publishing.service.gov.uk\)](#) are being followed and social workers are contacted by schools in the case of a suspension. The Virtual School is liaising with the BELs exclusion lead on a monthly basis to cross reference CWSW against suspensions reported by schools. This information is then shared with social workers on a monthly basis by the exclusions team. There are some inaccuracies and continue to work towards a system where this can be provided to social workers in a more timely way.

Attainment data

CINO KS2 Attainment Data 2022					
Year	Category	Barnet	Rank (Out of 153 LAs)	England	London
2022	Reading - % reaching the expected standard	51%	32	45%	47%
2022	Reading – average progress score	1.22	2	-2.02	-1.44
2022	Writing - % reaching the expected standard	46%	21	38%	41%
2022	Writing – average progress score	-0.57	4	-2.0	-1.27
2022	Maths - % reaching the expected standard	51%	17	39%	43%
2022	Maths – average progress score	0.80	2	-2.44	-1.64
2022	GPS - % reaching the expected standard	57%	8	41%	45%
2022	Science -% reaching the expected standard	57%	20	47%	49%
2022	R/W/M combined - % reaching the expected standard	40%	11	28%	32%

- Barnet ranks in the top 5 LAs for KS2 CINO pupils in average reading progress score, average writing progress score, and average maths progress score individually.
- CINO pupils in Barnet are above the London and national averages in meeting the expected standard of all subject measures.

CPPO KS4 Attainment Data 2020-2022					
Year	Category	Barnet	Rank (Out of 153 LAs)	England	London
2020	Number of pupils	N/A		1920	300
2021		N/A		1900	290
2022		12		2020	320
2020	Attainment 8	N/A	N/A	21.9	25.6
2021		N/A	N/A	22.9	24.3
2022		23.1	41	20.4	25.1
2022	Progress 8	-1.33	23	-1.89	-1.59

- Children on a Child Protection Plan data does not exist currently for English and Maths at 4+ and 5+.
- However, Barnet pupils on CPP are exceeding the national average in Attainment 8, and only 2 points short of the London average.
- Barnet is above the London and national average for CPPO pupils' average Progress 8 score. Ranking within the top 25 LAs in the country.

CPPO KS2 Attainment Data 2022					
Year	Category	Barnet	Rank (Out of 153 LAs)	England	London
2022	Reading - % reaching the expected standard	N/A	N/A	48%	57%
2022	Reading – average progress score	-1.56	67	-1.95	-0.75
2022	Writing - % reaching the expected standard	N/A	N/A	40%	46%
2022	Writing – average progress score	-0.04	31	-1.87	-0.67
2022	Maths - % reaching the expected standard	N/A	N/A	41%	47%
2022	Maths – average progress score	-1.33	45	-2.30	-1.41
2022	GPS - % reaching the expected standard	N/A	N/A	43%	51%
2022	Science -% reaching the expected standard	53%	41	49%	56%
2022	R/W/M combined - % reaching the expected standard	N/A	N/A	28%	36%

- Total pupil count that met expected standard was too low when compared to the total (totals in following brackets) for reading (14), writing (15), maths (15), GPS (15), and R/W/M (14) was too low for the SFR to provide the resulting percentage.
- Barnet is above the London and national averages for CPPO pupils in average writing and maths progress scores.
- Barnet is above the national average for CPPO pupils in average reading score.

The Virtual School has also been working with the BELS data team to improve use of NEXUS to provide accurate attainment data of cohorts. To support data collection for the extended CiN cohort, including school placement and attainment data available on DfE databases, the Virtual School continues to work with Family Services to improve the collection of UPN data at the point of referral. This remains an ongoing process and BELs Data Manager will support with training for the MASH team to record UPNs at the point of referral during the Autumn term.

	November 2021	July 2022	July 2023
% with no UPN recorded on LCS Child Protection Cases	77%	2%	8%
% with no UPN recorded on LCS Child in Need Cases	55%	5%	14%

Because of the size of the cohort, the collection of CiN attendance and exclusion data has been financially prohibitive using a third-party company. It is expected with the UPN data now in place, Virtual Schools will be able to access this data as the DfE develops its attendance portal in the new academic year. The DfE does not currently have a timeline on when data may be extracted from their portal and so the Virtual School has been exploring alternative ways to access the data. During the Summer term meetings were held with Studybugs, Mime, Wonde and data consultants currently working with Family Services to look at different ways to collect and record data from schools so that it is accessible to other teams in BELs as well as social care.

There is still work to be done to ensure that data for CIN students including protected characteristics is readily available and accurate. A strategic group has been set up to move

this forward and has met twice during the summer term working with data teams across BELS and Barnet to ensure information on a young person is available in one place, e.g. YOS involvement, FSM, SEN status etc., and that all teams have access to it.

As well as providing attendance training for social workers, the Virtual School has visited team meetings to answer queries around attendance, suspensions and signpost relevant support. The Virtual School website has been created with information available to support social workers covering areas such as attendance and exclusions, admissions, SEN and the national curriculum.

[Home | Barnet Virtual School | London Borough of Barnet | England \(barnetvs.org\)](http://barnetvs.org)

Work is being carried out during the Autumn term to provide an education training module for social workers who are new to post. The Virtual School continues to raise awareness of relevant training opportunities for parents from the School Circular and support social workers with advice, signposting and liaising with schools over education issues.

Schools continue to be updated on evidence-based approaches that work for children with a social worker through newsletters and training targeted at Safeguarding Leads in schools as well as D.T.s. Governors have been updated of the extension to the duties of the Virtual School and information has been distributed through the Governors briefing describing what Governors should be doing to support the cohort. Governors can access the information on the website.

The Virtual School has completed the first year of a pilot project focusing on trauma informed practice in Barnet schools. The pilot project was developed with a primary and secondary school and implemented over the course of the academic year. Attendance, exclusions, cohort size and data relating to support offered from other BELS services was scrutinised to establish a shortlist of schools to target resulting in Underhill and Copthall being selected for the pilot. Through research and by speaking with other Virtual Schools, the Attachment Research Community was used to allow schools to access online audit and development tools and be part of a wider research community. After completing their audits, each school worked on a development plan using Pupil Voice and a staff MAP activity to inform their actions. Whole school training was designed in response to the development plan and carried out by the Virtual School link EPs. The response to the training has been very positive with staff welcoming the opportunity to understand more about the impact of trauma on young people's wellbeing, relationships and learning.

'I think the Trauma training has been really useful and beneficial. There are lots of children with trauma and it is incredible that we are being given the tools and knowledge to help make a difference for these children.'

The Virtual School also worked with the Inclusion Advisory team and a team of champions in each school to target an intervention to be carried out in each school. One school has focused on the development of a safe space within school for young people to emotionally regulate. The other focused more on developing the ability of staff to employ emotion coaching consistently within their community.

During the summer term the process of recruiting more schools started to the project and there were many expressions of interest from Barnet schools. Ten schools were chosen to take part next academic year. This developing programme hopes to create a mutually supportive network of schools in Barnet, committed to being safe and nurturing learning communities and will build on work carried out during the pilot phase of the project this academic year. Representatives from schools will attend workshops to plan their actions and create unique action research projects targeting interventions in their schools. Planning has started for a Trauma Informed Schools conference in Spring 2024 and a celebration event during Summer 2024 with the opportunity for schools involved in the project to share their experiences with others.

The Virtual School has worked with St Marys University, Twickenham on a project looking at evaluating the impact of the trauma informed schools project and the wider extension duties. During the Summer term social workers were surveyed and interviews held with schools and education and social care managers. The results of this study will be published in September informing the work that will be undertaken during 2023-4. The report will also be shared with the DfE, contributing to the wider national evidence base for children with a social worker.

CLCH Clinical Quality Group

Report title:	Looked After Children Annual Report 2022/2023
Agenda item number:	
Lead director responsible for approval of this paper	K Issac, Director of Operations North Central Division
Report author	Sahida Begum, Named Nurse for Looked after Children
Strategic priority	Quality
Freedom of Information status	Available upon request

Executive summary:

This report provides an annual review of the health assessments provided by Barnet Looked after Children's health team, covering the period from 1st April 2022 to 31st March 2023. The report forms part of the ICB's assurance arrangements, in relation to Looked after Children, as part of the wider Safeguarding Children Arrangements.

This report reviews the delivery of health services to Barnet's LAC, and discusses achievements made for the year in accordance with statutory guidance, as well as service improvements and plans for further developments. It reviews performance indicators and summarises the data in relation to Initial and Review health assessments, indicating where assessments have not been achieved and provides rationale for this.

It is the responsibility of the Specialist GPs in Barnet and the Community Paediatricians to complete all Initial health assessments (IHA) and for the LAC nurse to oversee the review health assessments (RHA). An Independent GP completes Out of Borough RHA for Children/Young people who are placed in Barnet area.

Whilst CLCH report on the Initial Health Assessment activity, the Community Paediatrician provision is provided by the Royal Free Hospital and the Specialist GPs are all independent from CLCH.

This report aims to assure the ICB that it is commissioning high quality services for Looked after Children and that statutory requirements are being met.

Key messages:

- The ICB can be assured that the statutory arrangements are in place for Barnet LAC population
- This report identifies the extent to which the organisation and the commissioned health services for LAC are effectively discharging their safeguarding functions for this population, working in partnership with Barnet Local Authority

- This report highlights areas where improvements are required, to better ensure that Barnet has effective systems in place to safeguard and promote the welfare of the LAC population and maintain oversight of the health of Barnet's LAC population

Assurance provided: Ongoing quarterly monitoring at CQG.

Report provenance: Quarterly reports to CLCH Safeguarding Committee

Report for: Decision Discussion Information

Recommendation: For information only.

Annual Report
2022/2023
Looked after Children's [LAC] Health Service
Barnet

Written by:

Sahida Begum - Named Nurse for Looked after Children

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1. Introduction

1.1 The National Picture

Looked after Children and young people share many of the same health risks and problems as their peers, but often to a greater degree. They often enter care with a worse level of health than their peers in part due to the impact of poverty, abuse and neglect.

A child who is looked after by a local authority is defined in Section 22 of The Children Act 1989 and means a child who is subject to a care order [or an interim care order] or who is accommodated by a local authority. DfE/DH [2015]

Local Authorities are responsible for making sure a health assessment of physical, emotional and mental health needs is carried out for every child they look after, regardless of where that child lives.

The local authority that looks after the child must arrange for a registered medical practitioner to carry out an initial assessment of the child's state of health and provide a written report of the assessment. The Initial Health Assessment [IHA] must happen within 20 working days from when the child starts to be looked after [Care Planning, Placement and Case Review Regulations 2010, Regulation 7]

The number of children entering care is at an all-time high nationally with 90 young people entering the system every day. The majority of cases are due to parental abuse and neglect, however, household issues, such as poverty, poor housing and substance misuse are significantly contributing to the figures. There are claims that austerity, changes within the benefits system with the introduction of Universal Credit and the slashing of essential children and family services are partly responsible for the record number of children now living in care. [Coram BAAF 2017]

There is growing awareness nationally of the Looked-after child agenda, with several key papers and policy drivers published in the past few years, these include:

- 'Pass the Parcel, Children Posted Around the Care System [Children's Commissioner 2019]
- 'Not Seen, Not Heard' [CQC 2016]
- Coram BAAF [2017]
- HM Govt. Working Together to Safeguard Children [2015]
- NICE PH28 Promoting the Quality of Life of Looked after Children and Young People [2021]

NICE PH28 Promoting the Quality of Life of Looked after Children and Young People [2021] highlights that as of 31st March 2022 there were 80,080 looked after children and young people in England with this number increasing every year since 2010. Most of these children are cared for in foster placements [72%], with 14% in connected care, 13% in residential care, secure units or semi-independent living and 7% placed with birth parents

1.2 National Profile of Unaccompanied Asylum-Seeking Children [UASC]

Overall, in the UK, UASC represent less than 10% of the looked after children population however In Barnet this figure is 36% (120 during this review period, information taken from Social care system). This group of young people often attend initial appointments without a registered GP or NHS number. This can mean that communication does not reach necessary professionals. The majority speak no English at all. This creates challenges in completing health encounters, it also means that in placements there is difficulty communicating – for example to explain the purpose of various appointments, and discussing the outcome of health appointments, to ensure a young person's understanding.

The commonest age at arrival is 17, meaning that, many young people have an initial health assessment only with no follow up assessment, thus the opportunity for this safety net of a review prior to discharge to routine adult care is not in place for many young people.

Studies show unaccompanied young people are at high risk of infectious diseases. This vulnerable group of young people are referred at Initial health Assessment to specialist clinic. Following screening by specialist clinic, a child/young person may be diagnosed with a significant infectious disease which they may struggle to understand the significance of, and additional health input will be required to understand these conditions and the need to complete the treatment course.

2. The Local Picture

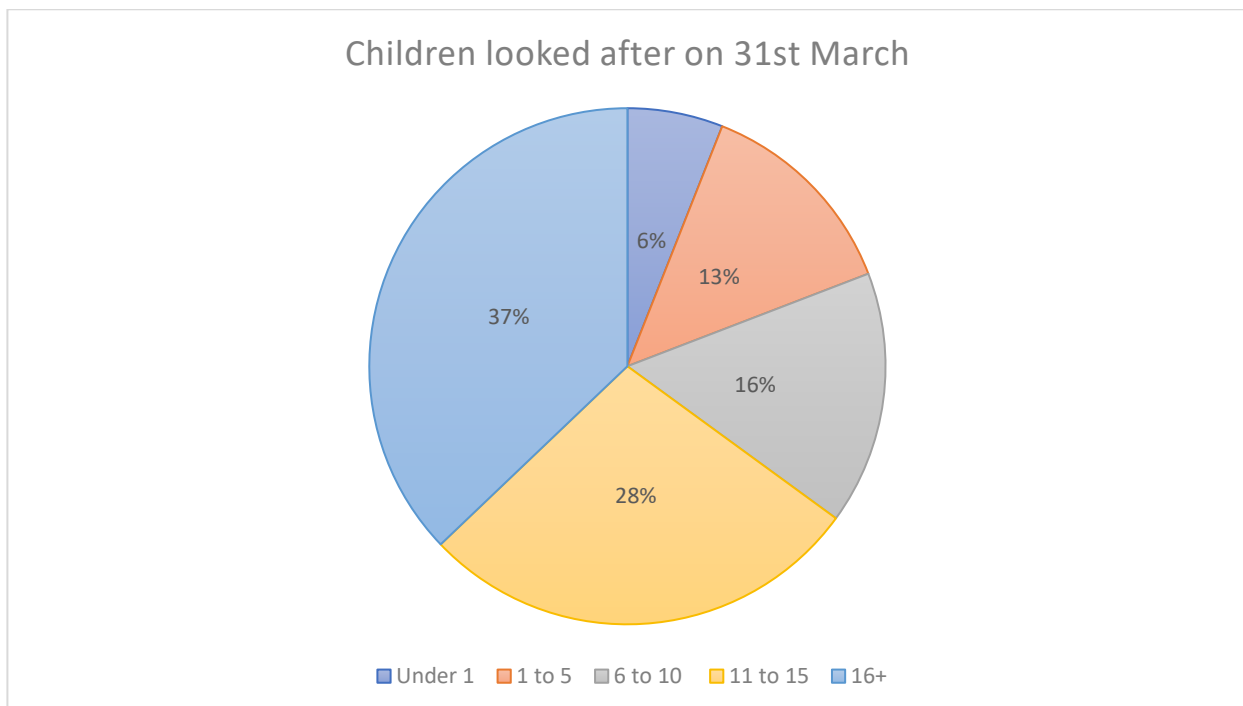
In total there were 334 (an increase of 4) children who were LAC at the end of the year as of 31st March 2023 (this figure also includes children who have recently entered carer and are therefore below 12 month).

Borough	Number 2021/2023	Number 2022/2023
Barnet	330	334

CLCH are commissioned to provide the LAC nursing service and Royal Free Hospital provide the LAC doctors.

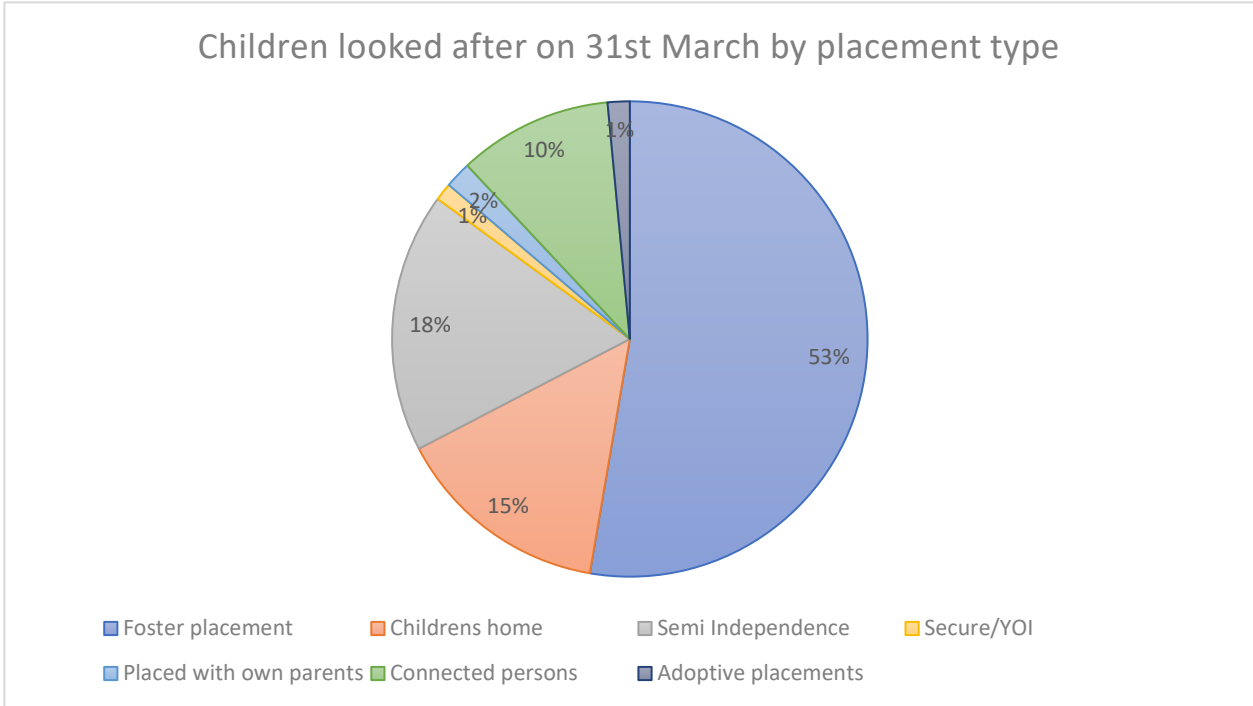
2.1 Barnet LAC by Population by age

At the 31/03/2023 37.1% of the cohort was age 16 and over and 60.7% were boys.

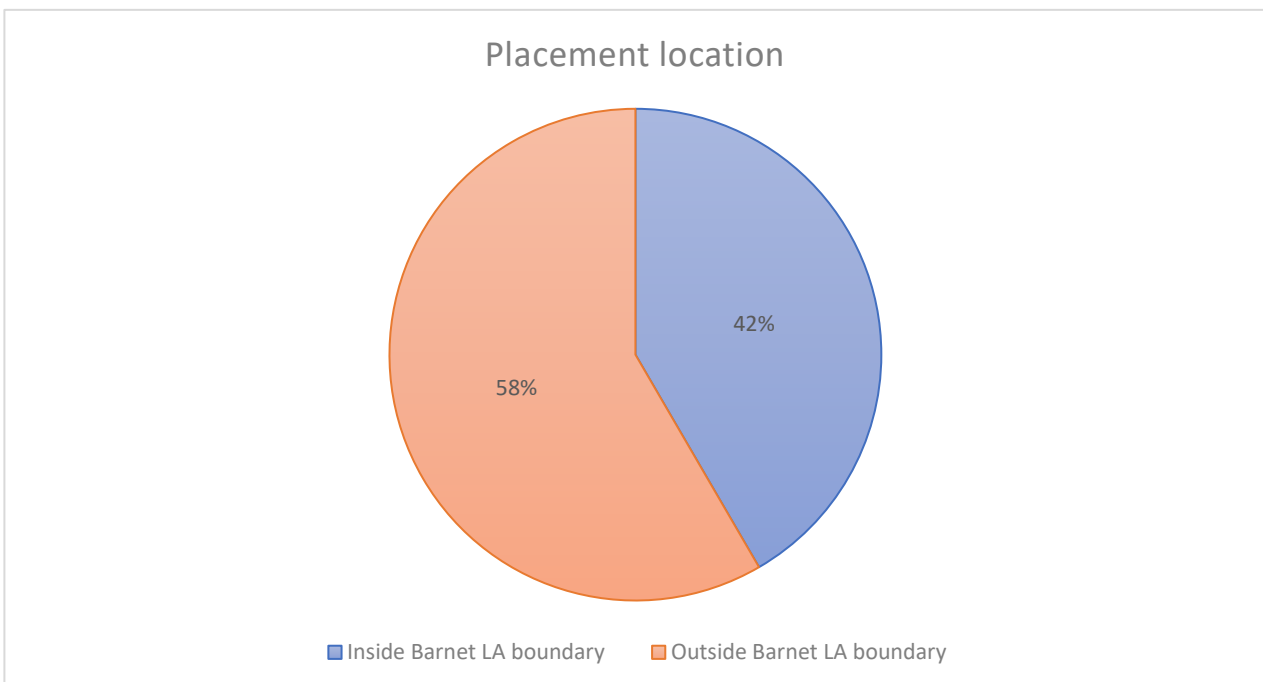


2.2 Barnet LAC by placement Type

Of the looked after children as at 31/03/2023, 53% were in foster placements.



More than half Barnet looked after children are placed outside of Barnet Local Authority boundary. The LAC health team continue to see all Barnet's LAC despite their location. Although this provides children with continuity of care and an allocated caseworker, it continues to have an impact on capacity and additional journey time.



3. LAC Health Team Clinical Activity

3.1. Health Assessments

The CLCH LAC health team is required by statutory guidance to ensure that all children looked after by the Barnet Local Authority have an initial health assessment (IHA) within 28 days of becoming looked after, and thereafter every 6 months (under 5 years) or annually (over 5 years).

The CLCH LAC Administrator is responsible for booking the IHA appointments, however getting this to work efficiently depends on working proactively with key stakeholders, to ensure notification of LAC and consent paperwork/information is received and sent for the children and young people in a timely fashion.

Initial Health Assessments (IHA) for Looked After Children aged 0-9 are performed by community paediatricians provided by the Royal Free Hospital, based at Edgware Hospital. North Central London Integrated Care System (ICS) commissions the Royal Free to complete IHA's for 42 weeks of the year. CLCH are responsible for the IHA administrative processes such as appointment management.

For Looked After Children aged 9-18 years old, the IHA's are completed by Specialist GPs based across Barnet. Currently there is one practice (Oak Lodge GP) and the agreement is that the ICS pay for each IHA completed.

The ICS also commissions a GP for 8 hours a week (equal to 3 slots every week not including annual leave). This GP completes all Unaccompanied Asylum-Seeking Children IHA's and Out of Borough Initial and Review Health Assessments that are requested through the CLCH Looked After Children Health team and funding is claimed by the ICS from the requesting Boroughs. We have recently seen an increase in out of borough health assessment which continues to have direct impact on admin capacity.

All review health assessments are completed by the CLCH LAC Health team, with some exceptions. The LAC health team do not complete health assessments for children who are placed out of the Borough and cannot be completed within 7.5 hours due to the distance.

3.2 Initial Health Assessment

A total of 190 requests for IHA's were received during the period 1st April 2022 and 31st March 2023, compared to 169 requests the previous year.

Table 1: Number of IHA's completed during the period 1st April 2022 to 31st March 2023

1st April 2022 to 31st March 2023	Total Number
Number of IHA requests	182
Number of children ceased to be LAC during 28 day period	27
Number of Initial health assessments due	155

Initial health assessments completed in timescale	55 (35%)
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We have seen a significant decline in the number of IHA's being completed within the 20-working day statutory requirement. There is not a robust process of how Barnet LAC team are informed children/young people are new into care. Within this review period 86 (55%) LAC IHA's breached due to late notification, paperwork not received within timeframe and incorrect consent resulting in a delay in children/young people being seen within timescales. This subsequently impacted on availability of IHA appointments, appointments gone unused, and not enough medical slots available to meet demands once 'batch' consents are received, as the medical team only cover 42 weeks of the year.

An IHA multi agency meeting has been set up between health, social care, and commissioners to discuss the ongoing challenges around timely assessments and develop a pathway to ensure all key partners agree regarding the IHA/RHA consent process. Further sessions are scheduled to improve joined up working and reduce fragmentation between providers.

Table 2: Comparative data IHA's 1st April 2022 to 31st March 2023

Month	Apr - 22	May - 22	June - 22	July 22	Aug 22	Sep - 22	Oct 22	Nov - 22	Dec 22	Jan - 23	Feb - 23	Mar - 23
No. of LAC due to be seen within month	16	8	7	24	10	19	14	21	15	20	21	7
No. of LAC who became no longer LAC during month	0	0	0	7	1	1	2	3	1	4	4	4
Total cohort	16	8	7	17	9	18	12	18	14	16	17	3
No. (%) seen in timescale s	7 (43%)	2 (25%)	4 (57%)	5 (29%)	4 (44%)	8 (44%)	3 (25%)	4 (22%)	2 (14%)	8 (50%)	6 (35%)	2 (66%)

No. breach exceptions	7	2	4	5	4	8	3	4	2	8	6	2
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3.3 Review Health Assessment

A total of 353 Review Health Assessments requests during the period 1st April 2022 and 31st March 2023, compared to 330 the previous year.

Table 3: Number of RHA's completed during the period 1st April 2022 to 31st March 2023

1 st April 2022 to 31 st March 2023	Total Number
Number of RHA requests	353
Number of children ceased to be LAC during the year	56
Review health assessments due	297
Review health assessments completed	283

Table 4: Comparative data RHA's 1st April 2022 to 31st March 2023

Month	Apr - 22	May - 22	June - 22	July - 22	Aug - 22	Sep - 22	Oct - 22	Nov - 22	Dec - 22	Jan - 23	Feb - 23	Mar - 23
No. of LAC due to be seen within month	32	18	24	22	31	28	25	26	23	18	17	33
No. (%) seen in timescales	31 (96%)	18 (100%)	23 (96%)	20 (90%)	30 (96%)	27 (96%)	25 (100%)	26 (100%)	22 (96%)	15 (83%)	17 (100%)	29 (87%)
No. (%) breach exceptions	1	0	1	2	1	1	0	0	1	3	0	4

Issues contributing to the overall performance:

- Refusal/non-engagement
- Missing from care
- Change of placement
- Did Not Attend (DNA)/Was not brought (WNB)
- OOB requests

4. Childhood Immunisations

The Local Authority [LA] should act as a ‘good parent’ in relation to the health of Looked after Children. Within that role it has the right to approve the immunisation of children within its care against vaccine preventable diseases as per the national immunisation schedule

The national immunisation schedule recommends that children should have received the following vaccinations:

- **By four months of age:** Three doses of Diphtheria, tetanus, pertussis [whooping cough], polio and Hib [DTaP/IPV/Hib]. Two doses of Rotavirus and Meningitis B [MenB] and one dose Pneumococcal [PCV]
- **By 14 months of age:** A booster dose of Hib/MenC and PCV and the first dose of measles, mumps and rubella [MMR] and Men B booster [MenB]
- **By school entry:** Fourth dose of Diphtheria, tetanus, pertussis [whooping cough], polio [DTaP/IPV or dTaP/IPV] and the second dose of MMR
- **Before leaving school:** Fifth dose of tetanus, diphtheria and polio [Td/IPV]. Two doses of Human Papillomavirus (6-24 months apart) and a Meningitis ACWY Booster

Table 5: Number and % of LAC with up-to-date immunisations

1 st April 2021 to 31 st March 2022	1 st April 2022 to 31 st March 2023
188/215 (87%)	180/206 (87%)

- The immunisation status of all LAC having health assessment is reviewed; information is requested from their GP and recommendations about outstanding immunisations are made
- A copy of the health recommendations is then shared with the GP, Carer and young person
- Health promotion is always given by the LAC health team regarding immunisations at every health assessment. Signposted to the relevant vaccinations at <https://www.nhs.uk/>
- The Lac health team also work closely with the Infectious Diseases Screening Clinic at University College London Hospital to implement a process for all unaccompanied asylum-seeking children with the introduction of Hepatitis B vaccinations to be offered to this group of young people due to high risk of exposure from journey to UK.

Reasons given for not having had immunisations in this year:

- Young people scared of needles
- Young person has refused

- All asylum seeking young people require immunisations as per HPA guidelines for 'Incomplete Immunisation Status'. This programme of immunisation is given over three-month period. Despite young people having this as a clear action on their health plans, not all are actioned by carer/social worker. Refusals, non-attendance and insufficient key worker staff at residential units to accompany the UASC to their appointments all contribute to poor uptake. As part of the Community Service Review funding has been granted for an additional Specialist Nurse with the view of following up any unactioned health needs from initial medicals. This will ensure any challenges with uptake of immunisations are addressed and supported.

5. Dental Care

Dental health is an integral part of the Health Assessment. The Local Authority and Central London Community Health Care NHS Trust are required to ensure that LAC receives regular check-ups with a dentist. Within the LAC health assessment, discussion routinely takes place to promote good oral hygiene and young people are advised to attend for regular dental checks as recommended by their dentist. The Community Dental service in Barnet supports the service where children/young people have difficulty engaging with dentist/high cost/cannot find a NHS dentist.

Table 6: Number and % of LAC with up-to-date dental

1st April 2021 to 31st March 2022	1st April 2022 to 31st March 2023
135/215 (62%)	144/206 (69.9%)

There has been an increase of 7% in dental attendance during the period 1st April 2022 – 31st March 2023. This correlates with the gradual opening of dental practices after the COVID-19 pandemic in addition to the launch of the Healthy Smiles Pilot. Social workers and health practitioners are now able to refer children and young people to dental practices within London for a routine check-up.

6. GP Registration

Central London Community Healthcare NHS Trust is required to implement systems to ensure children and young people who are looked after are registered with GPs and have access to dentists near to where they are living, even during temporary placements, and that primary care teams are supported where appropriate in fulfilling their responsibilities to Looked after Children.

Mechanisms are in place to ensure that all LAC are registered with a GP. Some young people over 16 years of age refuse to be registered and although this wish must be respected, the LAC health team continues to work with social services and the young people to help remove barriers and facilitate registration with GP in the long term. The LAC Health team advises social services that young people who refused to be registered with GP can access health services via walk in centres, pharmacies or accident and emergencies services.

On 31st March 2023 100% of LAC in Barnet were registered with a GP.

7. Other clinical activity

7.1 Emotional Health and Wellbeing

Due to the nature of their experiences prior to being placed in care many LAC will have poor mental health. This may be in the form of significant emotional, behavioural and/or mental health problems or attachment disorders or attention deficit disorder [ADHD].

Mental health services for children and young people are provided by either the in-house mental health team, Barnet Integrated Clinical Services (BIC's) or the local CAMHS [children and adolescent mental health services] teams if children are placed out of Borough.

Care for those with mental health problems continues over several months or years and for some even into adulthood. On average children and young people are under the care of CAMHS team for at least 18 months if they are in engaged psychological and psychotherapeutic intervention.

The number of unaccompanied minors is increasing. The emotional well-being of the unaccompanied minors is likely to be extraordinarily challenging and the likelihood of clinically significant disorders especially post-traumatic stress disorders, depression and anxiety very high. Many of the sources of stress are located outside of the young person including contact with the border agency, children's services and other state services. However, the impact may be primarily felt inside the young person and manifested in the kinds of disorders identified. Added to this complexity is the culturally situated construction of the causes and explanations of mental distress which may radically differ to that commonly used in Western and U.K. settings.

Due to the needs of this group of young people, Barnet are looking to offer the initial medical jointly with a clinical psychologist from BIC's to ensure the right support and help is identified from the offset. This ensures the young persons story is not repeated to numerous professionals which can bring about further deterioration and trauma. BIC's is yet to identify the lead clinician for this role.

Strengths and Difficulties Questionnaires [SDQ's] are completed by young people aged 11-18 years old. This process has slightly changed over the review period and Barnet no longer complete carer SDQ's but solely young people SDQ's. The child/young people's social worker continue to complete carer SDQ's and the Virtual School complete with education. The scores are then triangulated and used for the child's statutory health assessment. The scores also inform the below;

- To inform whether a child/young people requires a referral to BIC's
- To evaluate progress against emotional wellbeing outcomes as part of the overall health needs of looked after children
- To provide commissioners of services a better understanding of the emotional wellbeing needs of Barnet's LAC

The distribution and scoring of the strengths and difficulties questionnaires to children, young people and foster carers is dependent on the LAC health team.

In Barnet, the LAC nurse completes the SDQ at health assessment, scores this and uses the report to inform the health care plan, this is then shared with the Local Authority and uploaded to their recording systems. If a child/young person scores above 15 a referral is made into BICS' and the social worker informed. Within this review period 158 SDQ's were completed out of 173 (91%) compared to 148 out of 173 (85%) in the previous year.

7.2 Training

The LAC team supported training to other professionals, foster carers, key workers:

- Foster carer training around oral hygiene, medicine management, understanding basic health needs and first aid
- Social Worker training around the service we provide and health needs of LAC
- School Nurse training around the service we provide and health needs of LAC
- Designated Doctor for LAC delivered training on Schedule of Growing Skills (SOG's) to all of CLCH LAC nurses
- Designated Doctor for LAC delivered training to social workers covering the statutory requirements with regard to health when a child becomes looked after.
- Designated Doctor LAC delivered training for Royal Free NHS Trust (for the doctors who complete IHA's) on the health needs of care-experienced young people including the specific health needs and support for unaccompanied asylum-seeking young people

7.3 Working together in Partnership

- Quarterly interagency meetings are held to discuss joint business issues of service provision.
- Bi -Monthly Safeguarding Adolescents at Risk Panel
- Weekly tracker meetings with Local authority
- Bi-weekly meetings permanency panel with Local authority
- Monthly LAC Administrators and Nurses meetings
- Quarterly meetings with the LAC Nurses across CLCH
- Corporate Parent meeting
- Weekly allocation/team meetings
- 6 weekly meetings with Named Nurse, Designated Doctor and Designated Nurse

7.4 Staffing and Supervision

It is expected that all ICSs commission a Designated Doctor and a Designated Nurse for LAC. The Designated Doctor within the provider services provided by Royal Free Hospital and CLCH LAC nurses work very closely with them. The Designated Doctor is also the Medical Advisor to the adoption panel in Barnet. Monthly consultations take place with the LAC nurses and the Designated Doctor to provide service updates and discuss cases. Six weekly meetings continue between Named Nurse and Designated Nurse and Doctor to service plan and promote joint up working.

The Intercollegiate Framework outlines the role and capacity of LAC nurses [Intercollegiate Guidance: Knowledge, skills and competencies of healthcare staff, Intercollegiate Framework, March 2015]

- A minimum of 1 WTE* specialist nurse per 100 looked after children
- A minimum of 1 dedicated WTE Named Nurse for looked after children for each looked after children provider service
- If the Named Nurse has a caseload the maximum caseload should be no more than 50* looked after children in addition to the operational, training and education aspects of the role

The current staffing provision in Barnet LAC team is as below

- 1 WTE Named Nurse (holding average of 70 looked after children)
- 2 WTE Specialist Nurse (holding average of 125 looked after children each)
- 0.8 WTE Lac co-ordinator

During this review period the team have been extremely challenged due to staff shortage as one practitioner has been on a secondment with no substantive cover in the team. Despite this shortage, the

team has managed to complete more than 90% of RHA's within timescales with the support of bank staff.

Up until recently the LAC nursing service has been working with more children and young people every year with no increase in nursing hours to reflect this. As part of the Community Service Review Barnet additional funding has been granted for 1 WTE Band 7 Specialist Nurse and 0.4 WTE Band 4 Lac administrator. It is expected that once the posts are recruited into, the LAC nursing team will offer health assessments to all looked after children placed in Barnet from other Local Authorities and offer a 3 month telephone review to all new into care.

The current staffing provision is as below.

The LAC Health team has supervision as per NMC Guidelines and the team enjoys robust Safeguarding Supervision:

- Quarterly Safeguarding Supervision with the Named Nurse for Safeguarding, this is group supervision using the 'Voice of the Child' format where cases are brought for discussion with the wider team
- 1:1 Management supervision from both CLCH
- Clinical supervision

8. Service Improvements

8.1 Service improvements and team achievements

Despite the ongoing challenges faced by the LAC health team, we have demonstrated resilience and continue to ensure the health needs of all Barnet LAC are being met.

- The Local authority care homes are allocated aligned/link Specialist Nurse that offers bespoke support ranging from dental, contraceptives, diets etc to the young person
- Implementing the YP SDQ to capture their voice and emotional health
- Triangulation of SDQ scores with young persons, carers and education
- Quality assurance of health assessment to ensure health needs of LAC are captured and actioned
- Attendance at Interim Care Board Annual Learning Disability Forum health checks working group – plan to make reasonable adjustments to improve the experience of people with Learning Disabilities e.g., alerts of records, extra consultation time etc
- Continuum of needs now added to all LAC health records as Level 3
- Despite the ongoing challenges with timely notification the LAC co-ordinator has worked relentlessly to ensure all IHA's are being met within timescales

8.2 Challenges

- Intercollegiate Framework outlines the role and capacity of LAC nurses [Intercollegiate Guidance: Knowledge, skills and competencies of healthcare staff, Intercollegiate Framework, March 2015]
 - A minimum of 1 WTE* specialist nurse per 100 looked after children
 - A minimum of 1 dedicated WTE Named Nurse for looked after children for

each looked after children provider service

- If the Named Nurse has a caseload the maximum caseload should be no more than 50* looked after children in addition to the operational, training and education aspects of the role

The LAC nursing service continues to work with more children and young people every year with no increase in nursing hours to reflect this.

- Work is ongoing with the ICB, CLCH, the providers of the IHA service and the Local Authority to improve referrals and timeliness of IHA's. This continues to be a huge challenge, preventing CLCH to ensure IHA timescales are met.

8.3 Audits and Challenges

Designated nurse and Designated Doctor completed audit of Initial Health assessments completed by doctors on 11th May 2022. The audit noted continued high performance in terms of documentation, and considering emotional wellbeing concerns. The audit identified an area for development around identifying and responding to sexual health needs of care experienced people. This covered particular needs relating to unaccompanied asylum-seeking young people. The training was delivered by the whole Looked After Children's Health Team by Sarah McCarthy, Safeguarding Lead and Domestic Abuse Ambassador, Integrated Sexual Health & HIV Barnet & Camden CNWL - Central and North West London NHS Foundation Trust. The session was a brilliant training experience for the whole team and involved lots of team participation and support.

9 Forward Planning for 2023/3024

- To work with the placement and fostering teams to ensure that all children and young people are supported to attend the dentist, complete immunisations and register with a local GP
- Foster carers have identified a need for specific training around babies and their development. A training package will be delivered by Barnet LAC health team to cover safer sleep practices, current weaning guidance and safety in the home for babies and toddlers.
- To work with the ICB and other partners around care leavers and commissioning a care leavers health service that meets the needs of young people post 18 years of age and guidance suggests 0-25 service
- CLCH LAC health team to work alongside BICS to undertake joint initial health assessments with medical doctor and member of psychology support
- BICS and LAC health team to work together to deliver sleep support for young people
- As part of the Community Service Review Barnet LAC health team have received additional funding to recruit 1 WTE Specialist LAC nurse and 0.4 WTE administrator. It is proposed following this recruitment the CLCH LAC team will then complete all Care of other Local Authority review health assessment and offer a 3 month follow up review to look at the health care plans of all LAC and try to address unmet needs.
- It would also be good practice for LAC health team to be commissioned to provide a Care Experienced service, as guidance suggests 0-25 service.

- ICB to support LAC health team to receive monthly data of LAC cohort to allow cross-referencing between LA data and CLCH data to ensure all systems are kept up to date and accurate

Appendix 1- Glossary of Terms

BAAF- British Adoption and Fostering

BICS – Barnet Integrated Clinical Service

CAMHS- Child and Adolescent Mental Health Services

IHA- Initial Health Assessment

LAC- Looked after Child

LA- Local Authority

RHA- Review Health Assessment

SDQ- Strengths and Difficulties Questionnaire

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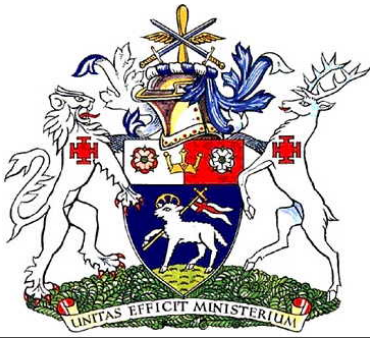
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AGENDA ITEM 16.1

Council

30 January 2024

Title	Outturn, Quarter 1 and Mid-year Treasury Management Strategy and Performance Update 2023-24
Date of meeting	30 January 2024
Report of	Executive Director of Strategy & Resources (Section 151 Officer)
Wards	All
Status	Public
Urgent	No
Appendices	Appendix A – Summary of changes in capital programme
Officer Contact Details	Anisa Darr – Executive Director of Strategy & Resources (Section 151 Officer) – anisa.darr@barnet.gov.uk Jagroop Basra – Finance Manager – Treasury & Income Generation – jagroop.basra@barnet.gov.uk

Summary

This report, which was presented to Cabinet on 12 December 2023, updates on treasury management performance through the first half of 2023/24, presenting data at three points in time as comparators. These are 2022/23 outturn (31 March 2023), end of quarter one (30 June 2023) and the mid-year point (30 September 2023). This report does not update on Treasury activity after 30 September 2023. A quarterly Treasury Report detailing treasury activity to 31 December 2023 will be shared with Governance, Audit, Risk Management and Standards Committee (GARMS) in due course.

The strategies set out in the Treasury Management Strategy approved by Council on the 28 February 2023 remain in place and there have been no breaches of strategy in relation to debt or investments. However, we are recommending that both the Operational Boundary and the Authorised Limit are increased to reflect expected borrowing requirements through 2023/24, which have increased significantly since the Authorised Limit was set in February 2023 due to the reasons set out in paragraph 1.19.

In the six months to 30 September 2023, £45m of PWLB borrowing has been taken to support the HRA and £15m for the General Fund. This was based on a need identified within the HRA capital expenditure plans and affordability is documented in the HRA 30-year business plan.

This report sets out the expected borrowing plans for the second half of 2023/24 within the context of the Council’s capital programme approved at September 2023 Cabinet and expected use of reserves through

2023/24 based on forecast outturn as at Q2. After factoring expected use of reserves and increases to capital expenditure expected over 2023/24, the treasury team would now expect to borrow a further £228m over the remainder of 2023/24, taking the council's external borrowing to £975m, which requires a revision to the Authorised Limit for total debt. The Authorised Limit was set at £920m for total external debt and other long-term liabilities over the period 23/24 and this report sets out the reasons for the recommended increase to £1,259m to reflect updated data around use of reserves and the capital programme. Note that the Operational Boundary and Authorised Limit are not, in themselves, an indication of the sustainability or viability of the capital programme. They are, rather, operational indicators for the treasury team to ensure that any borrowing requirements are consistent with the capital programme.

Investment performance throughout the same period has been above the benchmark. We achieved an average rate of return on our investment portfolio of 4.58% over the period against a benchmark of 4.55% and are achieving 5.30% as at 30 September 2023. This benchmark is the SONIA rate at which banks will lend to one another. This report confirms continued adherence to the investment strategy agreed in the 2023/24 Treasury Management Strategy Statement (TMSS) and confirms the treasury team continue to operate within the bounds of the counterparty criteria and agreed processes set out in the TMSS.

Recommendations

That Council:

1. **Note the report, the treasury activity and performance updates against the Prudential Indicators.**
2. **Approve an increase to the council's Operational Boundary and Authorised Limit for External Debt to £1,259m to reflect the council's current expectations around use of reserves over 2023-24 and capital expenditure requiring prudential borrowing.**

1. Reasons for the Recommendations

1.1 Capital Strategy

In December 2021, the Chartered Institute of Public Finance and Accountancy, (CIPFA), issued revised Prudential and Treasury Management Codes. These require all local authorities to prepare a Capital Strategy which included the following: -

- a high-level overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services;
- an overview of how the associated risk is managed;
- the implications for future financial sustainability.

1.2 Treasury Management

The Council, by legislation, is bound to set and operate a balanced budget, which broadly means cash raised during the year will meet its cash expenditure. Part of the treasury management operations ensure this cash flow is adequately planned, with surplus monies being invested in low-risk counterparties, maintaining adequate liquidity before considering optimising investment return.

The second main function of the treasury management service is the funding of the Council's capital plans. These capital plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning to ensure the Council can meet its capital spending operations. This management of longer-term cash may involve arranging long or short-term loans, or using longer term cash flow surpluses, and on occasion any debt previously drawn may be restructured to meet Council's risk or cost objectives.

Accordingly, treasury management is defined as:

“The management of the local authority’s borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.”

1.3 Introduction

This report has been written in accordance with the requirements of the Chartered Institute of Public Finance and Accountancy’s (CIPFA) Code of Practice on Treasury Management (revised 2021).

The primary requirements of the Code are as follows:

1. Creation and maintenance of a Treasury Management Policy Statement which sets out the policies and objectives of the Council’s treasury management activities.
2. Creation and maintenance of Treasury Management Practices which set out the manner in which the Council will seek to achieve those policies and objectives.
3. Receipt by full Council of an annual Treasury Management Strategy Statement - including the Annual Investment Strategy and Minimum Revenue Provision Policy - for the year ahead, a Mid-year Review Report and an Annual Report, (stewardship report), covering activities during the previous year. (Quarterly reports are also required for the periods ending April to June and October to December but may be assigned to a designated committee or panel as deemed appropriate to meet the Treasury Management governance and scrutiny aspects of the Council.)
4. Delegation by the Council of responsibilities for implementing and monitoring treasury management policies and practices and for the execution and administration of treasury management decisions.
5. Delegation by the Council of the role of scrutiny of treasury management strategy and policies to a specific named body. For this Council the delegated body is Overview and Scrutiny Committee.

1.4 This mid-year report has been prepared in compliance with CIPFA’s Code of Practice on Treasury Management, and covers the following:

- An economic update for the first half of the 2023/24 financial year;
- A review of the Treasury Management Strategy Statement and Annual Investment Strategy;
- The Council’s capital expenditure, as set out in the Capital Strategy, and prudential indicators;
- A review of the Council’s investment portfolio for 2023/24;
- A review of the Council’s borrowing strategy for 2023/24;
- A review of compliance with Treasury and Prudential Limits for 2023/24.

1.5 Economic update (first half of the year)

- At 31 March 2023, the Bank of England’s (BOE) Monetary Policy Committee (MPC) had set the base rate at 4.25%. Over the first half 2023/24, this has been increased by 100 basis points (bps) to 5.25% which some commentators including Link, the Council’s treasury advisors, expect to be the peak of the tightening cycle. The impact for this on Barnet Council has been increased investment returns from more responsive, liquid investment assets, such as money market funds (MMFs).

- Short, medium and long dated gilts remain elevated as inflation remained high compared to forecasts by BoE at the beginning of the year. As the Council's primary source of long-term borrowing, the Public Work Loans Board (PWLB) prices its loans at gilts plus a mark-up; this has meant the cost of new borrowing has remained high.
- Consumer Price Index (CPI) inflation has fallen from 8.7% in April to 6.7% in August, its lowest rate since February 2022, but still the highest in the G7. Core CPI inflation declined to 6.2% in August from 7.1% in April and May, a then 31 years high. There has been a cooling in labour market conditions, but no evidence yet that it has led to an easing in wage growth (as the 3-month year on year growth of average earnings rose to 7.8% in August, excluding bonuses). These conditions reflect an improving situation as inflation begins to move in the direction of the BOE's 2% target, however wage growth continuing to stay high may keep inflation levels elevated due to the price-wage echo. In respect of implications for Barnet council, services have faced higher costs causing strain on budgets. There may be pressure on salary budgets in future years to meet higher workforce wage demands in the face of elevated price levels.

1.6 In its latest monetary policy meeting on 20 September, the Bank of England left interest rates unchanged at 5.25%. The weak August CPI inflation release, the recent loosening in the labour market and downbeat activity surveys indicating low economic growth appear to have convinced the Bank of England that it has raised rates high enough.

1.7 Link expect that, as the growing drag from higher interest rates intensifies over the next six months, the economy will continue to lose momentum and soon fall into a mild recession. Their view is that strong labour demand, fast wage growth and government handouts have all supported household incomes over the past year and with CPI inflation past its peak and expected to decline further, the economy has got through the cost-of-living crisis without recession. Link suggest that despite the largest falls in real household disposable incomes having happened, the phasing out of financial support packages provided by the government during the energy crisis means real incomes are unlikely to grow strongly and that higher interest rates will also soon take a greater hold. Link expect the Bank of England to keep interest rates at the probable peak of 5.25% until the second half of 2024.

1.8 Interest Rate Forecasts

The Council has appointed Link Group as its treasury advisors and part of their service is to assist the Council to formulate a view on interest rates. The PWLB rate forecasts below are based on the Certainty Rate of gilts + 80bps (the standard rate of gilts + 100bps, minus 20 bps certainty rate discount which has been accessible to most authorities since 1st November 2012).

1.9 The latest forecast on 25th September sets out a view that short, medium and long-dated interest rates will be elevated for some time, as the Bank of England seeks to squeeze inflation out of the economy, however. The forecast also anticipated a reduction to short, medium and long-term over the next 24 months. The reduction in rates implied by this forecast will be considered when taking out new borrowing, specifically it may be appropriate to take short-term borrowing with a view refinancing rather than locking into high medium to long-term rates now. This approach is based on insight by industry experts, however, there is always a risk that interests do not fall as forecast or, indeed, increase further.

Link Group Interest Rate View	25.09.23												
	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26
BANK RATE	5.25	5.25	5.25	5.00	4.50	4.00	3.50	3.00	2.75	2.75	2.75	2.75	2.75
3 month ave earnings	5.30	5.30	5.30	5.00	4.50	4.00	3.50	3.00	2.80	2.80	2.80	2.80	2.80
6 month ave earnings	5.60	5.50	5.40	5.10	4.60	4.10	3.60	3.10	2.90	2.90	2.90	2.90	2.90
12 month ave earnings	5.80	5.70	5.50	5.20	4.70	4.20	3.70	3.20	3.00	3.00	3.00	3.00	3.00
5 yr PWLB	5.10	5.00	4.90	4.70	4.40	4.20	4.00	3.90	3.70	3.70	3.60	3.60	3.50
10 yr PWLB	5.00	4.90	4.80	4.60	4.40	4.20	4.00	3.80	3.70	3.60	3.60	3.50	3.50
25 yr PWLB	5.40	5.20	5.10	4.90	4.70	4.40	4.30	4.10	4.00	3.90	3.80	3.80	3.80
50 yr PWLB	5.20	5.00	4.90	4.70	4.50	4.20	4.10	3.90	3.80	3.70	3.60	3.60	3.60

1.10 Treasury Management Strategy Statement and Annual Investment Strategy Update

The TMSS for 2023/24 was based on data available at 31 December 2022 and was approved by Council on 28 February 2023. This report uses updated capital programme data presented at Cabinet in September 2023 and, due to increases in expected borrowing requirements, will recommend changes to the Operational Boundary and Authorised Limit within the 2023-24 TMSS.

1.11 The Council's Capital Position (Prudential Indicators)

This part of the report is structured to update:

- The Council's capital expenditure plans;
- How these plans are being financed;
- The impact of the changes in the capital expenditure plans on the prudential indicators and the underlying need to borrow; and
- Compliance with the limits in place for borrowing activity.

1.12 Prudential Indicator for Capital Expenditure

This table shows the revised estimates for capital expenditure and the changes since the capital programme that was presented at the December Policy and Resources (P&R) Committee meeting. This report uses the December P&R capital programme data as a comparator because this is the data that was used to prepare the 2023/24 TMSS.

In addition, the treasury team has added £45m of Prudential Borrowing relating to the purchase of properties for the HRA (Colindale Gardens) that was not included in the Capital Tables presented at September 2023 Cabinet. This additional prudential borrowing has been factored into our recommended revisions to the Operational Boundary and Authorised Limit in section 1.23.

Forecasted Capital Expenditure 2023/24 (£m)	Original Estimate Agreed at December 22 P&R	Revised Estimate Agreed at September 23 Cabinet	Change in Forecast
General Fund	210.741	271.537	60.796
HRA	100.569	160.971*	60.402
Total Capital Expenditure	311.310	432.509*	121.199

*These capital expenditure estimates include £45m relating to Colindale Gardens – actual capital expenditure relating to Colindale Gardens may be higher due to use of other sources of financing not included above.

1.13 Changes to the Financing of the Capital Programme

The table below shows the financing arrangements of the capital expenditure set out in 1.12. The borrowing element of the table increases the underlying indebtedness of the council by way of the Capital Financing Requirement (CFR), although this will be reduced in part by revenue charges for the repayment of debt, the Minimum Revenue Provision (MRP). This direct borrowing need may

also be supplemented by maturing debt and other treasury requirements. This analysis shows that the Net Finance Requirement has increased by £81m since the 23-24 TMSS was set in February 2023.

Financing of Capital Expenditure 2023/24 (£m)	Original Estimate Agreed at December 22 P&R	Revised Estimate Agreed at September 23 Cabinet	Change in Forecast
Total Capital Expenditure	311.310	432.509	121.199
Financed by:			
Capital Receipts	14.581	20.404	5.823
Capital Grants	72.486	104.693	32.207
Capital Reserves	36.227	39.112	2.885
Revenue	13.134	12.378	(0.756)
Net Financing Requirement	174.882	255.922	81.04

1.14 Note that the council operates two pools of debt, General Fund (GF) and the Housing Revenue Account (HRA), with each fund servicing the interest costs of a proportionate share of debt. However, for the purposes of compliance with the prudential indicators and for the policy of borrowing in advance of need the capital financing requirement, the council will use the combined capital financing requirement of the two pools. This does not conflict with the need to ensure the affordability of debt for each pool and is consistent with the Chartered Institute for Public Finance and Accountancy (CIPFA) Prudential Code for Capital Finance in Local Authorities (Prudential Code).

1.15 **Changes to the Prudential Indicators for the Capital Financing Requirement (CFR), External Debt and Operational Boundary**

This table below shows the CFR, which is the underlying external need to incur borrowing for a capital purpose. It also shows the expected debt position over the period, which is termed the Operational Boundary.

Prudential Indicator – Capital Financing Requirement

The projected CFR changes with in-year revisions to the council’s capital expenditure plans as these drive the level of prudential borrowing required. The table below shows the latest revised projection of CFR at 31 March 2024 based on updated capital programme data and reserve usage forecasted through 2023/24.

Updated projection of CFR (£'000)	Revised Projection	Projected within 23-24 TMSS	CFR in draft 2022/23 Accounts
Projected CFR 31 March 2024 (23-24 TMSS)	1,138,498		
Adjustment for actual CFR at 1 April 2023	(38,422)	975,593	937,171
Increase Prudential Borrowing	81,000		
Projected CFR 31 March 2024 (updated data)	1,181,076		

Prudential Indicator – Operational Boundary

1.16 The Treasury Team set its Operational Boundary and Authorised Limit in February 2023 based on data available at 31 December 2022. At that time the Treasury Team were working to the following data points:

Expected Treasury assets at 1 April 2023	£163m
Expected Prudential Borrowing 23-24	£175m
Expected Prudential Borrowing 24-25	£120m
Externalised Internal Borrowing	Nil
Target Treasury assets at 31 March 2024 (liquidity buffer)	£30m

1.17 The treasury team then set its Operational Boundary for 2023-24 as the level of external borrowing required over 2023-24 to cover both 2023-24 and 2024-25 prudential borrowing requirements (i.e., to allow forward borrowing against the agreed capital programme for 2-years). This Operational Boundary allowed for expected investments at 1 April 2023 of £163m and our target liquidity buffer of £30m at 31 March 2024. This gave an Operational Boundary for external debt of £808m over 23-24 i.e., scope for £121m of additional borrowing over 2023-24. The expectation of other long-term liabilities (OLTL) to total to £11.925m, made up of the Public Finance Initiative (PFI) lease liability relating to streetlighting, has not changed and therefore the Operational Boundary for External Debt and OLTL was set at £820m. Further details of how the Operational Boundary was set is explained in the 2023-24 TMSS.

1.18 The Treasury Team then set its Authorised Limit as £100m in addition to its Operational Boundary (as has been the practice for previous TMSS) giving total scope of £221m of borrowing over 23-24. In addition, significant levels (around £200m) of forward borrowing had been taken through 20-21 and 21-22 when interest rates were substantially lower.

1.19 We have reviewed the data points set out in 1.17 above at 30 September 2023 and found significant differences as follows:

- The council's Treasury assets at 31 March 2023 were £104m not £163m
- A significant increase in Prudential Borrowing over 2023-24 of £81m (as explained in 1.13)
- A significant expected use of usable reserves which would mean externalising internal borrowing of £116m.

A more detailed explanation of the implication of these changes from a borrowing perspective is set out below:

1.20 The lower-than-expected treasury assets is due to repayment of Covid grants made available by central government for the council to pay to businesses that could meet specific eligibility criteria, use of usable reserves in 2022/23 and other ebbs and flows of liquidity ("working capital"). The impact of lower than forecasted opening investment balances is an increased financing requirement as capital expenditure previously planned to be met from cash balances now need to be met through external borrowing.

- 1.21 The capital programme's prudential borrowing requirement to year end 2023/24 has increased by £81m relative to data available at 31 December 2022. The treasury team has undertaken a very high-level analysis of the changes to the capital programme since December 2022 and understands the main increases for 23-24 since December 2022 are Colindale Gardens (£45m), Care Homes: Meadowside and Dellfield (£25m), the Burroughs Hendon (£4m), Roads (£4m) and New Depot (£13m). Some capital streams have reduced expected prudential borrowing. A summary of the treasury team's analysis is provided in appendix A.
- 1.22 We understand from the closing team that the council is planning to use £116.3m of usable reserves in 2023/24. This includes £16.3m of capital receipts, £53.3m of unapplied capital grants, £43.1m of earmarked reserves, £3.7m of provisions and a small contribution to the HRA reserve. It is very important to note that these reserves are not held as cash as they have been employed to finance historical capital projects as a way of avoiding the cost of external borrowing (this is known as "internal borrowing"). As a result of this, the use of reserves, including historical capital receipts and grants, means that the treasury team would need to externalise its internal borrowing (take new external loans), therefore increasing the council's external borrowing requirement over 23/24.

Usable Reserves (£'000)	Impact of 2023/24 Reserve Drawdown		
	Opening Balance	Drawdown 2023/24	Closing Balance
General Fund Balance	-15,082	0	-15,082
Housing Revenue Account Balance	-6,120	-194	-6,314
Collection Fund Adjustment Account	-4,692	0	-4,692
Earmarked reserves	-126,701	40,394	-86,307
School Balances	-12,844	2,744	-10,100
Capital Receipts Reserve - GF	-9,083	6,233	-2,850
Capital Receipts Reserve - HRA	-34,744	10,059	-24,685
Capital Receipts total	-43,827	16,292	-27,535
Provisions (exc. any accumulating absences)	-15,358	3,719	-11,639
Capital Grants Unapplied (Incl S106)	-118,397	53,347	-65,050
Grand Total	-343,019	116,302	-226,717

- 1.23 The table below shows the aggregated impact of the changes to the capital programme, opening investment balances and use of reserves, and the resultant requirement for external borrowing and the Operational Boundary and Authorised Limit implied by this.

£m *negative number indicates asset or cash inflow	Based on 31 December 2022 data	Based on 30 September 2023 data	Delta	Comment on delta
Borrowing 1 April 2023	689	687	(2)	Repayment on Principal only loans
Expected Treasury Investments at 1 April 2023	(163)*	(104)*	59	see 1.21
Expected Prudential Borrowing over 23/24	175	256	82	see 1.22
Externalised Internal Borrowing over 23/24	0	116	116	See 1.23

Expected MRP over 23/24	(12)*	(12)*	0	MRP provision improves expected cash position of Treasury
Expected Actual Borrowing over 23/24:	(30)*	(286)*	(256)*	
Expected Treasury Investments 31 March 2024	(30)*	(30)*	0	Liquidity buffer
Expected Total External Borrowing 31 March 2024	719	973	254	New forecast for borrowing - does not account for principal repaid in year
Operational Boundary for External Debt	808	1,147	339	
Other long-term Liabilities (OLTL)	12	12	0	Joint streetlighting PFI lease liability
Operational Boundary for External Debt and OLTL	820	1,159	339	
Authorised Limit	920	1,259	339	

1.24 In summary, the 2023/24 TMSS set out an Authorised Limit of £920m based on the available data at 31 December 2023. Following the same methodology for updated data at 30 September 2023, this report recommends that the Operational Boundary is increased to £1,159m and the Authorised Limit is increased to £1,259m to allow the treasury team to borrow up in line with the council's capital programme and expected use of reserves over 2023-24.

1.25 Note that the Operational Boundary and Authorised Limit are not, in themselves, an indication of the sustainability and viability of the capital programme. They are, rather, operational indicators for the treasury team to ensure that any borrowing requirements are consistent with the capital programme. This means that the treasury team is not "signing off" on the level of borrowing requested as being viable, rather reacting to the level of borrowing implied by the capital programme and need to externalise internal borrowing due to use of reserves. Whilst each capital project is assessed for viability and sustainability at an individual level it is important that in aggregate the council is satisfied that the implied increase to borrowing does not introduce unnecessary or unsustainable risks to the council. and the treasury team will raise this point with the Capital Strategy Board.

1.26 We recommend the impact of higher borrowing within the treasury cost centre is understood and reflected in the council's MTFS (see 1.35).

1.27 Borrowing

The table below shows the actual movement of the council's external borrowing since 31 March 2023 to 30 September 2023 (£744.1m) and gives a projection of the position at 31 March 2024 (£945.1m). The treasury team may rebase HRA assets at 1 April 2023 after analysing the HRA's CFR and reserve position. This analysis may impact on the split of borrowing between HRA and General Fund.

Actual and Projected External Borrowing 23/24	31/03/2023		30/06/2023		30/09/2023		31/03/2024	
	Actual		Actual		Actual		Projected	
£m	GF	HRA	GF	HRA	GF	HRA	GF	HRA
PWLB	242.1	379.4	257.1	379.4	256.6	424.4	485.3	424.4
Market Loans	32.4	30.1	32.4	30.1	32.4	30.1	32.4	30.1

Salix	3.9	0.0	3.3	0.0	3.3	0.0	2.9	0.0
Total Loans	278.5	409.5	292.9	409.5	292.4	454.5	520.6	454.5

A summary of long-term loans taken out over the period 1 April 2023 to 30 September 2023 is set out below:

Principal (£m)	Fund	Start Date	End Date	Rate	Structure	Lender
15	General Fund	03/04/2023	02/04/2038	4.03%	Annuity	PWLB
45	HRA	20/07/2023	19/07/2073	4.90%	Annuity	PWLB

Taking this into consideration, and a further £228m of expected borrowing, total year-end borrowing will be £975m.

1.28 PWLB maturity certainty rates (gilts plus 80bps) year to date to 29th September 2023

Gilt yields and PWLB certainty rates were on a generally rising trend throughout the first half of 2023/24. At the beginning of April, the 5-year rate was the cheapest part of the curve and touched 4.14% whilst the 25-year rate was relatively expensive at 4.58%.

July saw short-dated rates peak at their most expensive. The 1-year rate spiked to 6.36% and the 5-year rate to 5.93%. Although, in due course, short-dated rate expectations fell, the medium dates shifted higher through August and the 10-year rate pushed higher to 5.51% and the 25-year rate to 5.73%. The 50-year rate was 4.27% on 5th April but rose to 5.45% on 28th September.

PWLB rates between 01 April 2023 – 30 September 2023

	1 Year	5 Year	10 Year	25 Year	50 Year
Low	4.65%	4.14%	4.20%	4.58%	4.27%
Date	06/04/2023	06/04/2023	06/04/2023	06/04/2023	05/04/2023
High	6.36%	5.93%	5.51%	5.73%	5.45%
Date	06/07/2023	07/07/2023	22/08/2023	17/08/2023	28/09/2023
Average	5.62%	5.16%	5.01%	5.29%	5.00%
Spread	1.71%	1.79%	1.31%	1.15%	1.18%

1.29 Link PWLB rate forecast

Link forecast rates to fall back over the next two to three years as inflation dampens. The CPI measure of inflation is expected to fall below 2% in the second half of 2024, and Link forecast 50-year rates to stand at 3.90% by the end of September 2025. However, their forecast is caveated by highlighting that there is considerable gilt issuance to be digested by the market over the next couple of years, as a minimum, so there is a high degree of uncertainty as to whether rates will fall that far.

1.30 Debt Rescheduling

Debt rescheduling opportunities have been very limited in the current economic climate and following the various increases in the margins added to gilt yields which have impacted PWLB new borrowing rates since October 2010. No debt rescheduling has therefore been undertaken to date in the current financial year. However, now that the whole of the yield curve has shifted higher there may be better opportunities in the future, although only prudent and affordable debt rescheduling will be considered but will be considered if it will give rise to long-term savings.

1.31 **Compliance with Treasury and Prudential Limits**

It is a statutory duty for the Council to determine and keep under review the affordable borrowing limits. During the half year ended 30th September 2023, the Council has operated within the treasury and prudential indicators set out in the Council's Treasury Management Strategy Statement for 2023/24. However, as noted under 1.16 to 1.26 the treasury team is recommending that Operational Boundary Authorised Limit is increased to reflect the use of reserves and increase in capital programme seen since 31 December 2022.

All treasury management operations have also been conducted in full compliance with the Council's Treasury Management Practices.

1.32 **Annual Investment Strategy**

The TMSS for 2023/24, which includes the Annual Investment Strategy, was approved by the Council on 28 February 2023. In accordance with the CIPFA Treasury Management Code of Practice, it sets out the Council's investment priorities as being:

- Security of capital
- Liquidity
- Yield

The Council will aim to achieve the optimum return (yield) on its investments commensurate with proper levels of security and liquidity and with the Council's risk appetite. In the current economic climate, it is considered appropriate to keep investments short term to cover cash flow needs, but also to seek out value available in periods up to 12 months with high credit rated financial institutions, using the Link suggested creditworthiness approach, including a minimum sovereign credit rating and Credit Default Swap (CDS) overlay information. In practice, to support capital outlay and avoid refinancing while interest rates for borrowing are high, the treasury team are allowing fixed-term deposits to mature and reinvesting them in Money Market Funds (MMFs) until such time as they are being spent. This approach means that we have fewer term deposits in our portfolio and are also expecting to see overall total investment balances fall.

Creditworthiness

Following the Government's fiscal event on 23rd September 2022, both S&P and Fitch have placed the UK sovereign debt rating on Negative Outlook, reflecting a downside bias to the current ratings considering expectations of weaker finances and the economic outlook.

Investment Counterparty criteria

The current investment counterparty criteria selection approved in the TMSS is meeting the requirement of the treasury management function.

CDS prices

It is noted that sentiment in the current economic climate can easily shift, so it remains important to undertake continual monitoring of all aspects of risk and return in the current circumstances.

1.33 **Investment Balances and Performance**

The average level of funds available for investment purposes during the first half of the financial year was £143.233m. These funds were available on a temporary basis, and the level of funds available was mainly dependent on the timing of precept payments, receipt of grants and progress on the capital programme. In the April 2023, the council received significant funding from central government and borrowed £15m and in July 2023, a further £45m was borrowed – these cash

balances fell through the periods shown below as expenditure was incurred, which explains why investment balances at the dates shown below were lower than the average balances available to invest through the year to date. The Council holds a minimum of £30m core cash balances in MMFs for cashflow purposes (i.e., funds available for on the day redemption).

Date	Total Investments (£m)	Total Money Market Fund Investments (£m)	Fixed Deposits Investments (£m)	Average Rate of Return	Interest Accrued in Quarter to Date (£m)
31/03/2023	108.300	39.000	69.300	3.71%	2.645
30/06/2023	108.640	57.940	50.700	4.60%	1.112
30/09/2023	105.910*	45.910*	60.000	5.30%	1.913

**Balances include £20m of short-term loans borrowed on the inter-local authority market to manage cashflow*

1.34 Approved Limits

Officers can confirm that the approved limits within the Annual Investment Strategy were not breached during the 6-month period ended 30th September 2023.

1.35 Treasury Management and Medium-Term Financial Strategy (MTFS)

The authority is operating against a vastly different backdrop to that of recent years, whereby the costs associated with financing the capital programme through external borrowing were relatively low and enabled the council to hold higher cash balances as investments. A high inflationary environment has also increased the strain on revenue budgets.

As the council is now running down cash balances in favour of avoiding taking on new external borrowing, the previous internal borrowing approach is being unwound. Where the council has previously used the cash backing its usable reserves to finance capital projects and avoid external borrowing, the cost to the council of using this cash has been the foregone investment income on the balances before they had been spent, however this is typically lower than the cost of external borrowing, so it is more efficient to use internal borrowing.

The shift to using these reserves requires the treasury team to source external borrowing and therefore incur higher interest payable costs.

The impact of lower cash balances and higher external debt will mean the treasury team's cost centre will switch from a broad contribution to the council's budget to being a significant cost to the council's budget (before application of MRP). The treasury team have been working closely with teams across the finance department to support the modelling of this impact, factoring in the true cost of using reserves and externalising internal borrowing over the span of the MTFS. Initial analysis suggests that this cost is significant.

2. Alternative Options Considered and Not Recommended

- 2.1 The council has the option to keep high cash balances as investments and externalise all internal borrowing immediately. However, this is not recommended due to the high cost of external borrowing and the cost of carry that would be incurred, where interest rates payable on loans outstrip rates of return achievable on investments.

2.2	To make an adjustment to the Operational Boundary and Authorised Limit. However, these are important indicators of outturn against the council's initial plans and so should be used to inform decisions and revise plans to stay within the limits where necessary.
3. Post Decision Implementation	
3.1	Subject to Full Council agreement, the council's agreed Operational Boundary and Authorised Limit for External Debt will be increased to £1,259m to reflect the council's current expectations around use of reserves over 2023-24 and capital expenditure requiring prudential borrowing as detailed in this report.
4. Corporate Priorities, Performance and Other Considerations	
Corporate Plan	
4.1	The Corporate Plan 2023-26 sets out one of its aims for the council as being financially responsible. Effective treasury management directly supports this aim, but being an effective treasury team and delivering to our treasury management strategy statement will support the organisation in meeting all other elements of the corporate plan through strong financial management.
4.2	The treasury team are also building Ethical, Social and Governance (ESG) considerations into the decision making around investments and have in 2023-24 placed a 'sustainable deposit' with Standard Chartered, where much of the onward lending by the bank goes to support sustainable development projects that address long-term environmental challenges.
Risk Management	
4.3	The council's policy around counterparty credit worthiness and ensuring all investment activity is carried out within the bounds of the agreed TMSS investment criteria is part of the council's corporate risk register and the associated risks are monitored quarterly through this process.
Insight	
4.4	The Council uses its treasury advisors Link to provide key insight to support its analysis around key investment and borrowing decisions.
Social Value	
4.5	Through aiming to achieve security of the council's capital at the highest investment returns available, the Treasury team support the wider organisation in using its resources as effectively as possible to generate income that will support service delivery. Ensuring that we have sufficient liquidity, and that external borrowing is financed at the most opportune timing and at the lowest possible rates also help to keep the council's costs lower, enabling more resources to be directed towards delivering services that generate higher social value.
5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)	
5.1	None in the context of this report.
6. Legal Implications and Constitution References	
6.1	Authorities are required by regulation to have regard to the CIPFA Prudential Code when carrying out their duties in England and Wales under Part 1 of the Local Government Act 2003.
6.2	Section 1: E4. of The Prudential Code requires authorities to look at capital expenditure plans, investments and debt in the light of overall organisational strategy and resources and ensure that

decisions are being made with sufficient regard to the long-run financing implications and potential risks to the authority.

- 6.3 The Act also sets out in Part 1, 3.1. “A local authority shall determine and keep under review how much money it can afford to borrow” and gives the general power to do so and 12.b “A local authority may invest for the purposes of the prudent management of its financial affairs”.
- 6.4 Section 3 of the Local Government Act 2003 places a duty on a local authority to determine and keep under review how much money it can afford to borrow. The Council has determined this limit to be £920m as set out in the TMSS and there has been no breach of the strategy.
- 6.5 Part 4A of the Council’s Constitution, section 2.15.2 sets out that “Cabinet will receive reports on its treasury management policies, practices and activities. This will also be considered by the Overview and Scrutiny Committee and Sub Committees. These reports will incorporate the prudential borrowing limits and performance indicators.
- 6.6 The terms of reference of the Overview & Scrutiny Committee and Sub-Committees (Council Constitution, Part 2B, Terms of Reference of Committees and Sub-Committees includes: “9.2.6 Performance Review - to receive selected monitoring reports (including KPI, financial performance and risk information) in relation to internally and externally delivered services” and that they may “9.4.1.2 Review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas.
- 6.7 Article 3 (The Full Council) states that a function of Full Council is to approve the Budget:
- 3.4.1 The budget includes the allocation of financial resources to different services and projects, proposed contingency funds, setting the council tax including decisions relating to the control of the Council’s borrowing requirement, the determination and control of its capital expenditure and the setting of virement limits.
- The decision to revise the council’s agreed Operational Boundary and Authorised Limit for External Debt represents an amendment to the Budget agreed by Council on 28 February 2023 and Full Council approval is therefore required.

7. Consultation

- 7.1 There has not been any Consultation process followed in the preparation of this report.

8. Equalities and Diversity

- 8.1 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

9. Background Papers

- 9.1 Council, 28 February 2023, Item 11.1: [Agenda for Council on Tuesday 28th February, 2023, 7.00 pm \(modern.gov.co.uk\)](#)
- 9.2 Cabinet, 12 January 2023, Item 15, Plot 1 Brent Cross Town Redevelopment: [Agenda for Cabinet on Tuesday 12th December, 2023, 7.00 pm \(modern.gov.co.uk\)](#)
- 9.3 2023/24 Treasury Management Strategy Statement (accessible [here](#))
- 9.4 Capital Programme September 2023 (accessible [here](#))

Appendix A – Significant changes to capital project expenditure plans within the Capital Programme as agreed at 31 December 2022 and 30 September 2023

Capital Stream	December 2022 Borrowing	September 2023 Borrowing	Change
	£000	£000	£000
MEEF	10,000	8,400	(1,600)
Brent Cross West Station	1,828	(0)	(1,828)
New Build Housing (Open Door)	0	3,812	3,812
Housing acquisitions Open Door	36,000	23,000	(13,000)
The Burroughs, Hendon	4,498	8,616	4,119
Strategic opportunities fund	13,185	0	(13,185)
Public Sector Decarbonisation Scheme 3 (PSDS3) to Towards Net Zero	0	4,000	4,000
Firestopping works and other urgent maintenance works at care homes	10,000	0	(10,000)
Care Homes - Meadowside and Dellfield	0	25,682	25,682
Highway Asset Management/Network Recovery Plan (NRP) Phase 2	5,147	6,397	1,250
Environment	9,416		(9,416)
Vehicles	3,177	5,492	2,314
Improving Barnets Roads	0	4,000	4,000
Depot relocation	0	13,743	13,743
Asset Management	600	1,665	1,065
Replacement Finance, HR and Procurement systems	5,624	7,177	1,553
New Build - 250 units	8,277	9,328	1,050
Extra Care - housing (Cheshir)	13,915	8,153	(5,762)
Regen Stock Additional Investment	3,803	7,126	3,323
Carbon Neutral works	3,759	2,073	(1,686)
HRA Acquisitions Phase 3 - Programme 1	0	2,178	2,178
HRA Acquisitions Phase 3 - Programme 2	4,897	16,028	11,131
HRA Fire Safety Programme	5,900	1,900	(4,000)
Graham Park NE	1,933	3,085	1,152
Colindale Gardens	0	45,000	45,000
General Fund	107,753	121,311	13,558
HRA	34,207	85,542	51,336

	<p>Council</p> <p>AGENDA ITEM 16.2</p> <p>30 January 2024</p>
<p style="text-align: center;">Title</p>	<p>Youth Justice Plan 2023-25</p>
<p style="text-align: center;">Date of meeting</p>	<p>30 January 2024</p>
<p style="text-align: center;">Report of</p>	<p>Director Early Help & Children’s Social Care</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;">Appendices</p>	<p>Appendix A – Youth Justice Plan 2023-25</p>
<p style="text-align: center;">Officer Contact Details</p>	<p>Tina McElligott, Director Early Help & Children’s Social Care Services</p> <p>Tina.McElligott@Barnet.gov.uk</p> <p>020 8359 5169</p>
<p>Summary</p>	
<p>Under Section 40 of the Crime & Disorder Act 1998, local authorities must produce and publish an annual plan that sets out how youth justice services will be provided and funded in the local authority area, and how the services provided will prevent offending and reduce reoffending.</p> <p>Updated guidance to youth justice services, published in March 2023, confirmed that plans must be signed off by the full council in accordance with Regulation 4 of the ‘Local Authorities (Functions and Responsibilities) (England) Regulations 2000’.</p> <p>In line with government guidance Barnet’s Youth Justice Plan 2023-25 was submitted to the Youth Justice Board as required before 30 June 2023. The submission of the plan enables payment of the Youth Justice Grant 2023/24 and was submitted with the approval of the Youth Justice Matters Board Chair with confirmation of full sign off to be submitted at a later date. The ‘sign off’ by the Chair indicates that the wider management board have approved the submitted plan and all sections outlined in the Youth Justice Plan Structure have been covered. The Plan is available in appendix 1.</p>	

The Youth Justice Plan was also submitted to the Overview & Scrutiny Committee for Crime and Disorder on 7 November 2023. The recommendations in the report were unanimously agreed and that the Youth Justice Plan be recommended to Full Council on 30 January 2024

The Youth Justice Board will be sent confirmation of full sign off of the youth justice plan assuming it is agreed by full Council.

Recommendations

- 1. Council is asked to approve the Youth Justice Plan in Appendix 1 for the years 2023/24 and 2024/25.**

1. Reasons for the Recommendations

1.1 Youth Justice Services

- 1.1.1** Youth Justice Services (YJS) are multi-disciplinary teams set up under the Crime and Disorder Act 1998. The Act places a duty on local authorities and statutory partner agencies (Police, Health & Probation) to establish Youth Justice Services with the primary aim of preventing offending by children and young people.
- 1.1.2** Youth Justice Services in England and Wales are overseen by the Youth Justice Board (YJB) which is a non-departmental public body that oversees, monitors and leads the youth justice system.
- 1.1.3** The YJB also administers and oversees an annual grant provided by central government. Members of the YJB are appointed by the Secretary of State for Justice and are responsible for setting the YJB's strategic objectives; the YJB is sponsored by the Ministry of Justice.
- 1.1.4** Local authorities have a statutory duty to submit an annual youth justice plan under Section 40 of the Crime and Disorder Act 1998. Whilst statute requires the production of an annual plan, the Youth Justice Board welcomes plans that cover more than one year.
- 1.1.5** In line with legislative requirements and the Constitution, Barnet's Youth Justice Plan requires approval by Full Council, and ideally this should take place before June each year so that the plan can be submitted to Youth Justice Board with this approval in place. As noted above, the Youth Justice Board approved Barnet's Youth Justice Plan 2023-25 and Barnet Youth Justice Services have been working to that plan throughout the current year and are entering the second year of delivery against the Plan,. There are no changes proposed to the Plan ahead of resubmission to the Youth Justice Board in June 2024, for the 2024/25 year.
- 1.1.6** The 2023/24 performance against the Youth Justice Plan will be set out in a report to the Youth Justice Matters Board and Safer Communities Partnership Board; this will be further subject to scrutiny by the Overview and Scrutiny Committee for Crime and Disorder. A new annual Youth Justice Plan (for 2025/26) will be prepared for Full Council approval in Q4 2024/25. This will allow

full Council to approve the 2025/26 Youth Justice Plan ahead of the required June submission date to the Youth Justice Board for the annual Youth Justice Grant award.

1.1.7 The Plan is produced in consultation with partner agencies and sets out:

- how youth justice services in their area are to be provided and funded
- how the youth offending team (YJS) or equivalent service will be composed and funded, how it will operate, and what functions it will carry out

1.1.8 His Majesty's Chief Inspector of Probation has responsibilities that are set out in Section 7 of the Criminal Justice and Court Services Act 2000, as amended by the Offender Management Act 2007 section 12(3)(a). The legislation requires the Chief Inspector to inspect (section 1) and report to the Secretary of State (section 3) on the arrangements for the provision of probation services. Under Section 7(6) of the Criminal Justice and Court Services Act 2000, HM Chief Inspector of Probation is also conferred to inspect and report on youth justice services.

1.1.9 Barnet Youth Justice Services' last inspection by HM Inspectorate of Probation (HMIP) was published in May 2022. Barnet received an overall rating of 'Good' for arrangements for organisational delivery of the service, the quality of work done with children sentenced by the courts, the quality of out-of-court disposal work and quality of resettlement policy and provision. HMIP found that Barnet Youth Justice Services had developed an effective child-first approach with innovative approaches and a commitment to developing these through co-production with children. Partnerships and services were recognised as a particular strength and rated 'Outstanding'.

1.2 Youth Justice Plan

1.2.1 Guidance for youth justice services (Youth Justice Board, March 2023) sets out considerations for youth justice partnerships on both the content and structure of the youth justice plan; and asks for reflection on how the service takes a strength-based approach towards delivering a Child First justice system.

1.2.2 A Child First justice system means that youth justice plans must prioritise the best interests of children, recognising their unique needs and potential. Plans are to promote prevention, diversion and interventions that minimise criminogenic stigma from contact with the criminal justice system. Plans need to promote the development of a pro-social identity for sustainable desistance through the building of supportive relationships that empower children to make positive contributions to society and encourage children's active and meaningful participation, engagement and social inclusion.

1.2.3 Under Section 39 of the Crime and Disorder Act 1998, the local authority, police, probation services and health are required to co-operate and are under a duty to secure appropriate youth justice services are in place within the local authority area.

1.2.4 Barnet's Youth Justice Plan 2023-25 was developed by the multi-agency partnership of the Youth Justice Matters Management Board. The Youth Justice Matters Management Board is responsible for:

- Providing oversight and strategic leadership and developing a clear local vision
- Ensuring the YJS operates according to 'Child First' principles.
- Determination of how the YJS is composed and funded, how it operates and what functions it carries out
- Monitoring the performance of the YJS
- Listening to the child's voice and improve their outcomes
- Formulation and implementation of the Youth Justice Plan
- Strategic oversight of the standards for children in the youth justice system (2019)
- Ensuring the actions arising from the Youth Justice Plan and audits of performance are carried out
- Developing and monitoring plans arising from HMIP findings to address areas identified in need for improvement
- Escalating challenges with partner organisations to ensure children receive the services or provision they require

1.2.5 Barnet's Youth Justice Plan 2023-25 is set out in two parts, the first covers both strategic and operational delivery. It provides an introduction and vision alongside local context of the service and delivery environment and a summary of performance against Barnet's Youth Justice Plan 2021-23.

1.2.6 Part 2 of the Youth Justice Plan sets out seven strategic priorities agreed by the partnership, this section sets out local trends, performance and expected outcomes. The priorities are:

- ❖ Priority 1. Strategic & Operational Multi-Agency Leadership
- ❖ Priority 2. Education
- ❖ Priority 3. Over-representation of Black and Mixed Ethnicity children
- ❖ Priority 4. Prevention & Diversion
- ❖ Priority 5. Serious violence and exploitation
- ❖ Priority 6. Resettlement & Transitional Safeguarding
- ❖ Priority 7. Restorative Justice (RJ) and Victims

1.2.7 Barnet's Youth Justice Plan 2023-25 was submitted to the Youth Justice Board for approval in June 2023. The YJB provided positive feedback on the Plan on 3 October 2023. The YJB noted the submission of a very strong and child-focused plan that set clear outcome-focused priorities for children in the local area.

1.3 Youth Justice Quality Lead Status SEND (Special Educational Needs & Disability)

- 1.3.1 In October 2023, Barnet Youth Justice Service obtained the Youth Justice SEND Quality Lead Status. This award was achieved by the Youth Justice Partnership following submission of effective evidenced-based practice against the quality assurance framework. The award recognises, the well-established relationship between the Youth Justice Service, Barnet Education and Learning Service SEND Team, and the Pupil Referral Unit and schools. The strong integration with Child & Family Early Help Services, co-located educational psychologists and speech and language therapists and a commitment to resettlement and aftercare services.
- 1.3.2 The service also received a Child First Commendation, for the residential trips provided to children in the youth justice system, co-produced information and on-line materials created by and for children in contact with the youth justice system and a “very strong and child-focused Youth Justice Plan which has been endorsed by the Youth Justice Board” (Oct 2023).

2 Alternative Options Considered and Not Recommended

- 2.1 Not relevant in relation to this report. Production of the annual Youth Justice Plan is required by statute and forms part of the Policy Framework for Full Council to approve.

3 Post Decision Implementation

- 3.1 The Youth Justice Plan forms part of the Policy Framework, and subject to approval by Full Council will be submitted to the Youth Justice Board.
- 3.2 The Plan is currently implemented and progress against it will be reported to the Youth Justice Matters Board and Safer Communities Partnership on a quarterly basis
- 3.3 An Annual Report of progress being made against the Youth Justice Plan will be submitted to Overview and Scrutiny Committee for Crime and Disorder

4 Corporate Priorities, Performance and Other Considerations

Corporate Plan

- 4.1 The Barnet corporate plan puts Caring for People, our Places and the Planet at the heart of everything we do, with a commitment to create places that are clean, safe and welcoming.
- 4.2 Family Friendly is a key driver of our corporate planning with the vision of “Creating a Family Friendly Barnet, enabling opportunities for our children and young people to achieve their best”.

Outcome Measures

- 4.3 The Youth Justice Board sets standards and publishes data against thirteen youth justice national performance indicators which are mandatory reporting requirements for youth justice partnerships through their Youth Justice Management Boards, these are:

- **First time entrants to the youth justice system**

Young people aged 10 to 17 years receiving a pre-court disposal or conviction. This data is published quarterly per local authority area, for a rolling 12 months and is taken from the Police National Computer (PNC). The FTE figure is compared with the same quarter of the previous rolling 12-month period.

- **The binary reoffending rate**

Frequency and binary re-offending data is published quarterly per local authority area, comparing rolling 12-month data from 2 years ago with data from 3 years ago. This is taken from PNC. The binary figure relates to the percentage of young people in the cohort who reoffend, and the frequency figure relates to the number of re-offences per young person.

- **The use of custody**

The number of young people per 1,000 of the 10 to 17 population receiving custodial sentences is compared with the number who received a custodial sentence in the same quarter of the previous year.

- **Suitable accommodation**

The type and suitability of accommodation at the start and end of the order by type of order. Additionally, for those leaving custody, it looks at how far in advance accommodation was secured. YJSs are required to record the number of children in the community and being released from custody into suitable or unsuitable accommodation arrangements.

- **Education, training and employment (ETE)**

The number and proportion of children in ETE by suitability, ETE provision type and type of order for children of school age and children above school age and how many hours were offered and attended.

- **Special educational needs and disabilities/Additional learning needs**

The number of children with SEND for England or by type of order, whether they have a formal plan in place and whether they are in suitable ETE.

- **Mental health care and emotional wellbeing**

How many children are screened or assessed to understand their mental health and emotional wellbeing needs. For children who are already in an arrangement to support their mental health and emotional wellbeing, is the support is in place.

- **Substance misuse**

The number of children with a screened or identified need for an intervention or treatment to address substance misuse and of that, the number of planned/offered treatment and the number of children attending intervention/treatment.

- **Out of court disposals**

The number of children with interventions ending in the period, the number of children who completed the intervention programmes in the quarter and the number of children who did not complete intervention programmes in the quarter.

- **Links to wider services**

The number of children who are classified as a currently care experienced child (known in statute as a 'Looked After Child'), a 'Child in Need' or who are on a 'Child Protection Plan', an 'Early Intervention Plan' or who are referred to Early Help services.

- **Management board attendance**

The number of senior partners attending the quarterly meetings, and of those senior partners was data presented which identified areas of disproportionality.

- **Serious violence**

The number of children cautioned or convicted of Serious Violence on the YJS caseload.

- **Victims**

The number of victims resulting from offences committed by children on the YJS caseload, the number contacted, and the number engaged in restorative justice opportunities as well as those who requested and were given further information and support.

Sustainability

4.4 There are no current sustainability implications associated with the recommendations of this report.

Corporate Parenting

4.5 Children and young people in care and care experienced young people have a higher prevalence of adverse childhood experiences that may make them susceptible to grooming and coercion as such may be at an increased risk of becoming involved with the criminal justice system. The Youth Justice Plan aims to ensure all children at risk of offending are provided with support early and ensures cohesive overlap with Corporate Parenting Services, transitional safeguarding and transitions and resettlement planning for young people involved with Youth Offending Services and transitioning to National Probation Services.

Risk Management

4.6 Family Services risks are recorded on the Family Services Risk Register and monitored each quarter by the Senior Leadership Team with escalations to CMT if necessary.

Insight

4.7 The Youth Justice Service uses a comprehensive suite of performance information to support decision making, including local and regional and national datasets, self-assessment, audit and inspection information. Insights are contained within the performance data contained within the Youth Justice Plan and monitored quarterly by the Youth Justice Matters Management Board, and Youth Justice Board.

Social Value

4.8 The cost of offending and reoffending is set out in the 2018 Home Office report on the Economic and Social Cost of Crime (2nd edition). The report followed a cohort of offenders identified in 2016 who subsequently went on to reoffend during the 12-month follow up. The total estimated economic and social cost of reoffending was £18.1 billion. In addition, there is a further personal,

familial and community cost which impacts on the lives of individuals, children and families and the communities that they live in.

4.9 Reducing offending and reoffending seeks to minimise the harm caused and create opportunities for social integration, family cohesion and community engagement.

5 Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)

5.1 None in the context of this report.

6 Legal Implications and Constitution References

6.1 Under Section 40 of the Crime & Disorder Act 1998, youth justice partnerships must produce and publish an annual plan that sets out how youth justice services will be provided and funded in the local authority area, and how the youth offending team(s) are to be composed and funded, how they are to operate and what functions they are to carry out.

6.2 Youth justice plans in England, must be signed off by the full council in accordance with Regulation 4 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000.

6.3 Youth Justice Services (YJS) are multi-disciplinary teams set up under the Crime and Disorder Act 1998. The Act places a duty on local authorities and statutory partner agencies (Police, Health & Probation) to establish Youth Justice Services with the primary aim of preventing offending by children and young people.

6.4 Other relevant legislation includes the Powers of Criminal Courts (Sentencing) Act 2000, Police and Criminal Evidence Act 1984 (PACE) codes of practice the Criminal Justice and Immigration Act 2008 and Legal Aid, Sentencing and Punishment of Offenders Act 2012 (LASPO).

6.5 In accordance with Article 3 of the Constitution, the Council is responsible for approving the policy framework, which includes plans and strategies required by the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended), which includes the Youth Justice Plan.

6.6 In accordance with Part 3D, paragraph 8.1 of the Constitution, Budget and Policy Procedure Rules, a copy of any proposed plan or strategy which is part of the policy framework shall also be referred to the Overview and Scrutiny Committee in sufficient time for the proposals to be included in the agenda for a scheduled meeting of the Committee, and for the Committee to make a report or recommendations to the meeting of the Council that is to consider the plan or strategy concerned. The Council shall not agree a plan or strategy until the Overview and Scrutiny Committee has had the opportunity to consider the proposals, subject to the need for statutory deadlines to be met. This took place in November 2023.

7 Consultation

7.1 The Youth Justice Plan 2023-25 has been co-produced in consultation with the multi-agency partnership of the Youth Justice Matters Management Board.

7.2 My Say Matters is the Family Services consultation and participation programme for children and young people. Children are routinely engaged, consulted and supported to participate in the co-production of plans, strategies, information and services.

8 Equalities and Diversity

- 8.1 Pursuant to the Equality Act 2010, the Council and all other organisations exercising public functions on its behalf must have due regard to the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act; advance equality of opportunity between those with a protected characteristic and those without; promote good relations between those with a protected characteristic and those without.
- 8.2 The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. It also covers marriage and civil partnership with regard to eliminating discrimination.
- 8.3 The broad purpose of this duty is to integrate considerations of equality into day to day business and keep them under review in decision making, the design of policies and the delivery of services
- 8.4 Offending affects all communities and there is well documented racial disproportionality in the criminal justice system for children and adults. It is imperative that youth justice services for children and young are sensitive and responsive to the protected characteristics of age, disability, race and religion or belief, sex, gender reassignment, and sexual orientation.
- 8.5 Youth Justice Services are required to produce a Disproportionality Action Plan for submission to the Youth Justice Board. The Youth Justice performance data routinely monitors gender, ethnicity, age, special educational needs, mental health needs and educational inclusion of children and young people who come into contact with the Youth Justice System, and this all feeds into the Disproportionality Plan. The Youth Justice Plan is developed to respond to changes in this data and/or new presenting need to ensure appropriate steps and/or mitigations are put in place.
- 8.6 An Equality Impact Assessment was completed and found that the Youth Justice Plan has appropriate reporting and monitoring in place to identify children with protected characteristics and provide them with fair access to services.
- 8.7 It is our aim for the borough to be a fair, inclusive and a safe place for all our communities. A borough where discrimination is tackled, crime is reported and dealt with promptly, and everyone feels safe to live their life.

9 Background Papers

- 9.1 [\(Public Pack\)Agenda Document for Overview and Scrutiny Committee, 07/11/2023 19:00 \(moderngov.co.uk\)](#) (pg 115 – 192)

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Youth Justice Plan 2023-25

Youth
Justice
Service

Caring for people, our places and the planet



London Borough of Barnet Youth Justice Plan 2023-25

Service Barnet Youth Justice Services

Service Manager/ Lead Cezar Tan/ Sarah Marshall

**Chair of Youth Justice
Matters Board** Tina McElligott

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1. Introduction, vision and strategy

Foreword

by **Tina McElligott**


The Youth Justice Matters Management Board (YJMB) would like to thank the staff and managers working within and supporting Barnet's Youth Justice Services for their relentless commitment to improving outcomes for children at risk of offending and in contact with the youth justice system. We recognise that the achievements of the partnership are only made possible with your help.

Our partnership arrangements are a recognized strength in the borough which has enabled effective development of whole-system and child-focused approaches that build on children's strengths. Together, with our growing partnership with a range of grassroots and community providers, we share a commitment to create a fair and proportionate youth justice response, where those disadvantaged by racial, social and economic inequalities are not disproportionately represented within the youth justice system; we make clear this commitment in this Youth Justice Plan.

Our strong performance outcomes against both London and National Youth Justice Performance Indicators, the critical reflection set out in our self-assessment and HMIP Inspection (published May 2022) highlight our strengths and areas for strategic and operational focus and development. This Plan, which has been developed by our partnership, provides the framework within which we will focus our efforts, build on our progress, drive innovation and deliver evidence-informed and outcome focused activities with and for children.

Progress against this Plan will be monitored through the Youth Justice Matters Board and will include the voices and experiences of children and their families who will hold us to account alongside the Safer Communities Partnership Board who will oversee the work of the youth justice partnership.

On behalf of the Management Board, I am pleased to present Barnet's Youth Justice Plan 2023-2025.



Tina McElligott

Chair, Youth Justice Matters Board

1.2 Executive Summary

The Crime and Disorder Act 1998 Section 40 sets out a statutory duty for Local Authorities, in consultation with partner agencies, to develop, produce and implement an annual Youth Justice Plan.

Barnet's Youth Justice Plan for 2023 – 2025 sets out:

- How youth justice services will prevent offending behaviour and reduce reoffending
- How youth justice services in the area are to be provided and funded
- How the youth justice services will be composed, how they will operate and what functions it will carry out
- Measurable objectives against key performance indicators and the National Standards.

The London Borough of Barnet wants all children and families living in our borough to be safe, healthy, resilient, knowledgeable, responsible, informed, listened to and involved.

Barnet's Youth Justice partnership have adopted the 'child first, offender second' principle and this is woven throughout our Youth Justice Plan. We have aligned our priorities with the borough's **Children's Plan 2023 -2027** which sets out Barnet's Family Friendly vision and our aspiration for all children and families under these four headings:

Safe & Secure	Ensuring children have the space and opportunity to build trusted relationships Ensure the most vulnerable are protected Children are safe and helped to make good choices
Family & Belonging	Provide support that encourages and builds resilience in children and families Children develop a positive sense of identity
Health & Wellbeing	Improve children's life chances by supporting their health and wellbeing from very early age and through to their transition into adulthood Promote good mental and emotional health across all ages and different communities and work together to prevent severe mental illness, substance misuse and suicide
Education & Learning	Improve the educational progress and outcomes for all children Diminish the differences in attainment and progress between the most disadvantaged and vulnerable pupils and their peers

Our Youth Justice partnership recognises that children need to be able to grow up in families that care about them to adulthood and beyond, they need to be able to access education that is tailored to their unique talents and abilities, enjoy good physical and mental health and have friendships and activities that enable them to participate and grow, and we agree that children need to have opportunities to lead and contribute to the world around them.

Together, our Youth Justice Service and partner agencies have developed this value statement to underpin practice:

“In Barnet, our vision for children in contact with the Youth Justice Service is based on the belief that children have the right to feel safe and protected from any form of harm. We believe they deserve to be given second chances so they can do well in education and have opportunities available to them as they become adults.

We believe children should be treated with understanding, shared respect and we are open with each other. This allows us all to build on the things we are good at so children can move forward with life at a pace that works for them and their own needs. Whilst also making sure their Order is completed and no harm is caused to members of the public, victims or others around them.

Barnet values children’s voices and what they have to say about their own experiences in their life, we will work to support them to challenge times they have not felt heard or have been discriminated against.”

Barnet’s Youth Justice Plan sets out how our partnership will collectively ensure children have access to trusted adults and services and how we will engage with children to ensure that their voices influence and shape the way we respond to their needs.

Our Plan builds on what we already do well, strengthening our partnership approach to lower the number of children entering the Youth Justice System. We will maintain our low re-offending rates and custody rates, which are lower compared to the rest of London and the national average with the aim of reducing this further.

Our strong partnership arrangements and services will be focused on tackling areas where the data highlights disproportionality including, school exclusions, stop and search, arrest and sentencing decisions, entry into custody, 16/17-year-olds who are not in education, employment or training (NEET) and criminal exploitation and violence.

In summary, our Youth Justice Plan aims to ensure our partnership has:

- A collective understanding of Youth Justice Services and the structural, social and educational inequalities that underpin offending behaviours
- Collaborative, informed and focused leadership across the range of agencies working with children at risk of offending or involved in offending and the criminal justice system
- Recognised that children hold solutions to the challenges they face
- Listened to and responded to the wishes and views of children using Youth Justice Services and encouraged their meaningful participation in designing and monitoring our services
- A fair and proportionate youth justice system
- Effectively engaged parents and communities in understanding the drivers of youth justice and including them in finding solutions to prevent offending and keep children safe
- Robust partnership data, multi-agency and community-led intelligence that is effectively shared and analysed
- Evidenced based and creative school and community-based prevention and early help programmes that effectively address issues relating to social media, friendships, grooming, healthy relationships, sexual health and risks as they relate to exploitation, gangs, violence and illicit drugs
- Recognised and responded to ensure children with additional vulnerabilities to exploitation are effectively safeguarded
- Supported children to successfully transition to adulthood

In recognition that youth offending occurs in a context of wider harm, vulnerability, inequality and disadvantage which can have a negative impact on children's outcomes. The Youth Justice Matters Board will routinely consider the interface between this Youth Justice Plan and wider local plans and strategies [Strategies | Barnet Council](#)

2. Local context

Population & Demographics

Barnet has the largest population of all London Boroughs. In 2020, the population was estimated to be 402,700 of which a quarter are children. Around 47,000 are children aged 10 -19 years. We have 130 schools in the borough, 97% of Barnet Schools are Good or Outstanding and Barnet is now in the top 10% for almost all measures of achievement and the top 5% for many of the measures. We have a richly diverse community; 48.6 % of children attending Barnet school are from Black and Global Majority backgrounds and 52% of primary and 38.2% of secondary school pupils speak English as an additional language; there are 182 languages spoken in schools across the borough. Overall, 52% of the 0-19 population in Barnet are from Black and Global Majority Ethnic backgrounds, compared to 30% across England.

Barnet has lower levels of deprivation than most other London Boroughs, although a fifth of children in the 10-19 age range live in the most deprived parts of the Borough. The percentage of children at secondary school age in receipt of free school meals (13.1%) is in line with the national average, the rate is higher for children in nursery and primary settings at 16.7% against 14.5% nationally.

There are 80.6 crimes per 1000 people, lower the London average of 82.9 per 1000. 94% of children surveyed are happy to live in Barnet, 89% of them agree Barnet is a Family Friendly place.

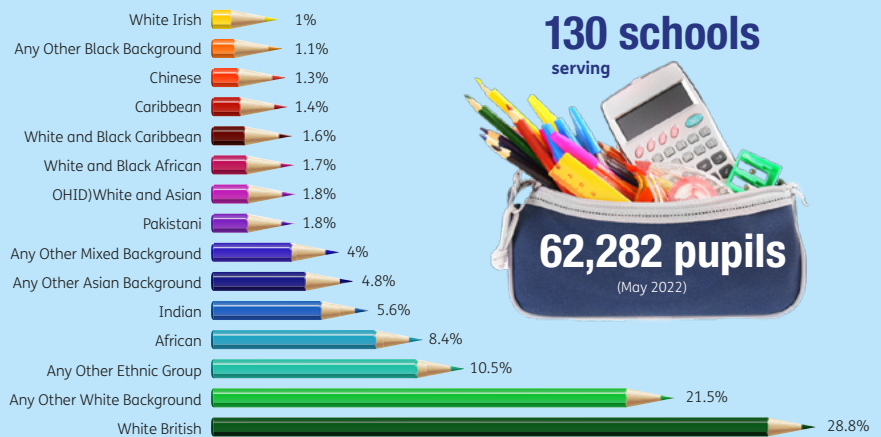
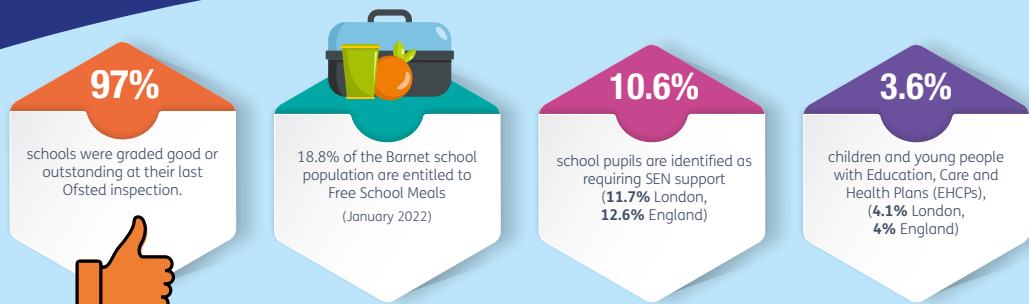
- Youth Justice Services are judged to be Good (HMIP May 2022)
- Ofsted/CQC Joint area SEND Inspection, March 2022, did not identify any aspects of service requiring a Written Statement of Action and Barnet is now a Regional Expert for SEND
- Barnet was judged by Ofsted to be Good in all areas in the Inspection of Local Authority Children’s Services (ILACS), 2019
- 97% of Barnet’s Schools are judged to be Good or Outstanding



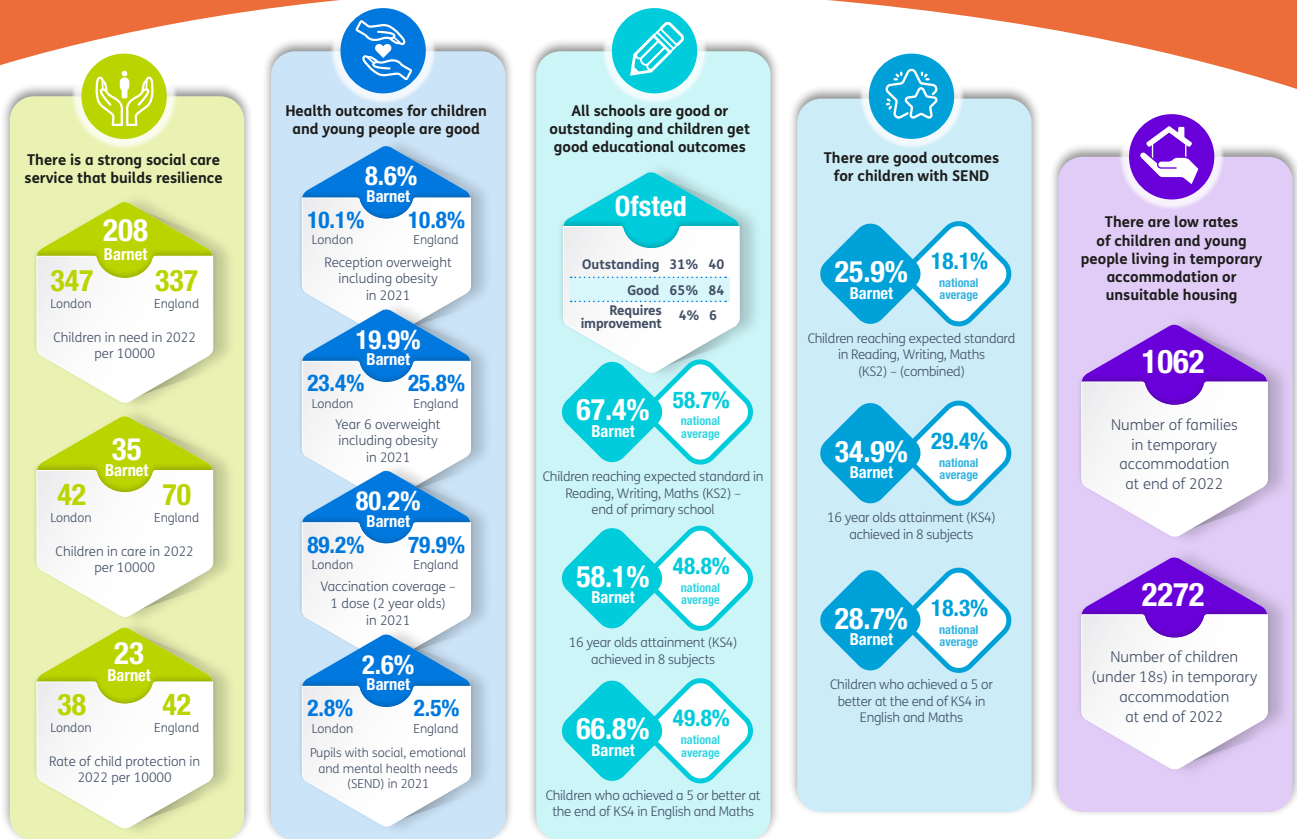
Barnet's young people and their health



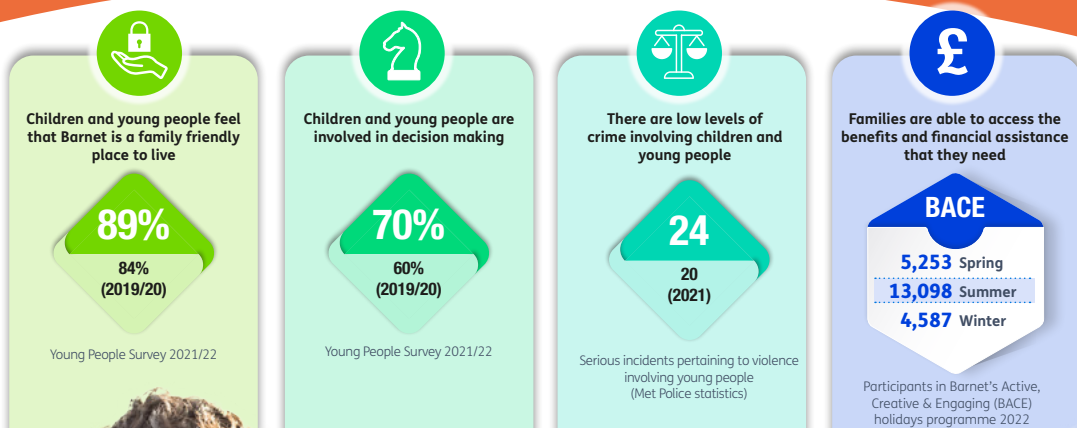
Our schooling



Family Friendly Barnet



Family Friendly Barnet



3. Child First

In Barnet we are committed to recognising children involved in the youth justice system as ‘children first and offenders second.’ Our partnership will work to ensure that children in contact with the criminal justice system are not unnecessarily criminalised or ‘adultified’¹ and are given opportunities to grow, learn and develop into maturity.

Barnet Family Services has a resilience-based practice framework that is underpinned by four resilience-based practice principles which are intersectional and complementary. These are systemic & strengths-based, equality, diversity & inclusion, child-centred practice and partnership working, participation & co-production. Our Youth Justice Services work to these principles.

Our services strive to be alongside children to prevent them offending in the first place and when they do, to support them from arrest until the end of their journey with the youth justice system, at all times, advocating their views and working effectively and collaboratively to safeguard them from harm. We want to work in ways that are open and honest with children and their families, communicating effectively, using information that is written in child-friendly language.

We want our YJS staff to develop trusted relationships with children to empower them and engage them ensuring their views, wishes, experiences and aspirations are heard and embedded in their AssetPlus assessments, reports and intervention Plans. Our YJS supports relationship-based activities that build on their strengths and promote children’s sense of agency, so children are provided with opportunities to grow their talent, reach their potential and express their creativity, enabling stronger capacity for positive future choices.

Our residential programme is an example of child-first practice, it has been successful in providing opportunities for positive engagement with children in environments outside of their local communities and aims to utilise children’s skills and positive attributes, developing pro-social behaviours so they can participate and contribute. The residential programme has further created opportunities to develop peer mentors who can support other children engaged with the YJS on future residential trips.

Reparation activities aim to equip children with work experience and life-long skills, AQA accreditation ensures this work is meaningful and children can take away something positive on completion of their Order. We want children to be equipped to thrive in critical social contexts such as school, family and their community.

4. Voice of the Child

Barnet’s Child Participation & Family Involvement Strategy ‘My Say Matters’ (2022 – 2025) was developed with and for children with the aim of strengthening existing user-involvement activities and creating stronger and meaningful opportunities for children to shape and develop policies and practice in the services they use.

It is our responsibility as a partnership to promote meaningful participation with children in all areas that affect their lives and their communities, recognising participation is a fundamental human

¹Adultification bias within child protection and safeguarding (justiceinspectors.gov.uk)

right. Barnet Youth Justice Matters Board has sought to obtain direct feedback from children. This has been collected through survey monkey questionnaires, face to face and via video. Pre-recorded videos have been shared with the Board and parents have also attended meetings to tell the partnership about their child's experience of contact with the youth justice system.

The voice of children has particularly highlighted the disruptive impact of school exclusion on their lives, and the need for professionals to see beneath presenting behaviours and exercise curiosity about what else might be happening at home, in school and in the community. The YJS has successfully engaged children in the development of on-line materials, leaflets, packs, templates and evaluation forms, and in White Board Animation Projects [The YOT Experience - Barnet Youth Justice Team - YouTube](#) and [Children speak on Reparation activities - YouTube](#).

The annual youth perception survey 2022 reported that 78% of children said the council protects children from harm and 90% of children agree the council is doing a good job. Crime is the top concern for children at 41% with knife crime being the top concern as reported by 51% of children. Positively, the percentages are lower than in previous years with crime reducing by 15% and knife crime reducing by 20%. Gangs are the second highest concern for 35% of children surveyed. The Youth Justice Partnership has a key role in reducing these concerns further.

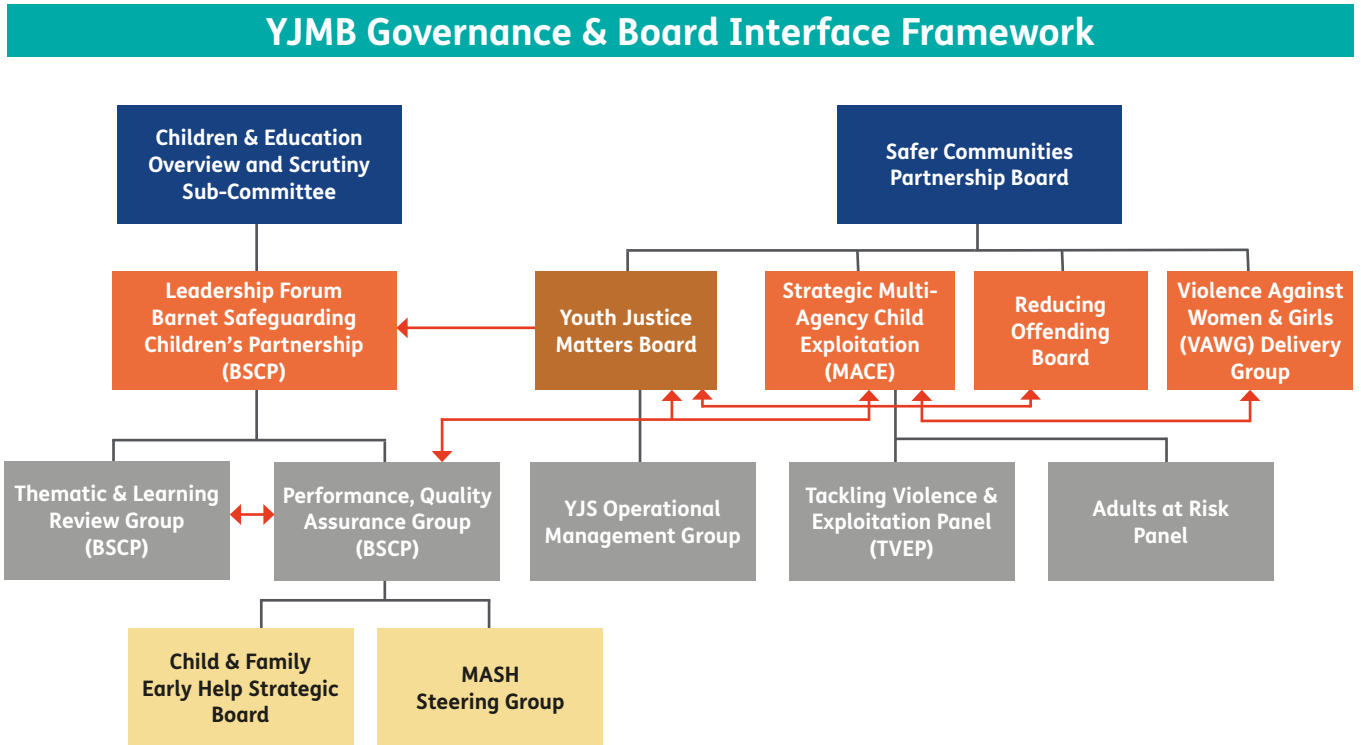
5. Governance, leadership and partnership arrangements

The Youth Justice Matters Board (YJMB) is chaired by a chief officer in the council. This is currently the Director for Early Help & Children's Social Care Services, who holds a broad portfolio of services (See Appendix 1, 1a & 1b), as such is well placed to drive partnership commitments to the strategic objectives of the plan.

Youth Justice Services straddle Children's Safeguarding and Community Safety delivery areas, as such the Youth Justice Matters Board has core accountabilities to the Leadership Forum of Barnet's Safeguarding Children Partnership and to the Safer Communities Partnership Board (Fig1)

The YJMB membership, meeting dates and attendance records can be found at Appendix 2.

Fig1.



The YJMB Chair reports to the Safer Communities Partnership Board (SCPB) and is strategically engaged at a senior level in Barnet’s Safeguarding Children Partnership (BSCP) arrangements. The biennial Youth Justice Plan, and progress against it, is presented to the SCPB which is chaired by an elected Cabinet Member.

The Leadership Forum of Barnet’s Safeguarding Children Partnership, is comprised of the local authority Chief Executive, Lead Member for Children’s Services, Executive Director Children’s Services, Detective Superintendent North-West Basic Command Unit and Director of Quality & Clinical Services, North Central London Integrated Care Partnership (NCL ICP), the YJMB chair attends the Leadership Forum and reports on safeguarding arrangements for children, including those in the youth justice system. The BSCP Leadership Forum reports into the Children’s Overview & Scrutiny Committee which is chaired by a Cabinet Member.

Serious Violence, child exploitation and domestic abuse and VAWG cross into Early Help, Safeguarding and Youth Justice Services. The Chair of the YJMB also chairs the VAWG Delivery Group, Early Help Strategic Board and co-chairs Performance Quality Assurance meetings of the BSCP. This enables whole system consideration of risk, vulnerability and protection.

The YJMB is a mature partnership, members are engaged and demonstrate innovative and solution focused leadership in delivering against the priorities of the Youth Justice Plan. The YJMB receives detailed information on performance against the National Youth Justice Indicators and undertakes thematic deep dives into areas of Youth Justice Practice to scrutinize the effectiveness of the partnership delivery and the impact this has on children.

Youth Justice Services

Youth Justice Services are located within Barnet's Family Services and sit under the Early Help & Children's Social Care Directorate, as such are delivered alongside a range of services aimed at supporting children and older adolescents at risk.

Barnet Youth Justice Services are integrated with Child & Family Early Help Services which are delivered across three locality hubs in the South, West and East/Central areas of the borough; referrals are managed through a weekly multi-agency Early Help Panel. Alongside the broad range of early help interventions available, Early Help practitioners deliver Group Work, Youth Work/Positive Activities, undertake Return Home Interviews for children who have been missing from home and lead on Out of Court Disposals (OOCDD).

The Head of Service for YJS also manages MASH, REACH and Integrated Offender Management (IOM), Local Authority Designated Officer (LADO) which ensures broad oversight and responsive approaches to risk and needs as they emerge and/or change. REACH is a specialist social work team supporting adolescents at risk of exploitation, gangs and serious youth violence; there is a significant coordinated cross-over between REACH and YJS interventions to children. The REACH team also benefits from having specialist integrated roles within the team including Speech & Language Therapist, Educational Psychologist and a Clinical Practitioner (Family Therapist).

Alignment with the IOM joins youth and older adolescent/young adults violent offending workstreams supporting a transitional safeguarding approach and a long lens to the journey of children through the criminal justice system. Both the Head of Service and YJS Service Manager are social work qualified allowing for strong safeguarding oversight and close collaboration with social work teams across Children's Social Care.

Children who have been to Court and handed down a community or custodial sentence are supported by the Youth Justice Service, which benefits from co-located/integrated multi-agency support. The Service is comprised of case managers, a social worker, Police, Probation, Speech & Language Therapist, Educational Psychologist, Forensic Psychologist, Liaison & Diversion Worker, School Nursing, Substance-misuse and Sexual health Services, Post-16 Education, Turnaround and Engage Youth Workers.

Barnet YJS shares the Northwest (NW) Basic Command Unit (BCU) Policing with Brent and Harrow; this includes custody and Courts. The YJS' across the three Borough have developed rota arrangements for Court Duty.

Barnet has a mature framework for working with children at risk of violence and exploitation with a strong community focused practice approach that supports victims and promotes restorative approaches in the communities most affected by violence. This work is supported by the Mayor's Office for Policing and Crime (MOPAC) and London Crime Prevention Fund (LCPF) which provide financial resources to deliver bespoke localised projects.

Barnet assumed lead responsibility for the Engage Programme in June 2023 which will connect youth workers to the Colindale and Wembley Police Custody suites ensuring children are engaged at point of arrest and detention and linked to Early Help support to prevent further offending and entry into the criminal justice system. This will complement the existing Liaison & Diversion roles undertaking mental health screening.

Children and Young People’s Mental Health Services in Barnet are located in schools and in the community and are also co-located with Children’s Social Care Services and the YJS. This wide integration of mental health support ensures accessibility in a wide range of settings. Support is available via on-line platforms, podcasts and face to face, mental health screening is available for children in custody.

Resettlement and aftercare arrangements are managed via a multi-agency panel which includes Youth Custody Services. The partnership work to ensure planning for children leaving the secure estate is made in advance and in consideration of a young person’s holistic needs. Transitional Safeguarding arrangements aim to ensure that identified risks at transition to adulthood are supported so older adolescents do not ‘fall off a cliff edge’ at 18 years and receive continued support to help them mature into adulthood.

Partnerships in Delivery of Youth Justice Services

In Barnet our statutory partners and a range of Voluntary, Community and Faith Sector providers work together to deliver effective Youth Justice Services in the borough which intend to prevent children from offending and reduce reoffending. These can be found at Appendix 3.

Multi-Agency Planning Meetings coordinate resources and ensure all children entering the Youth Justice System are supported through a single Multi-Agency Plan. These meetings provide a forum for mental health, speech & language, education and substance misuse specialists to meet with the wider professional network across YJS, Children’s Social Care and Early Help and make contributions to the development of AssetPlus assessments and desistance focused intervention plans, adopting Signs of Safety approaches to risk assessment and trauma-informed approaches to interventions.

Staffing

In accordance with the requirements of the Crime and Disorder Act 1998 the YJS endeavours to recruit staff who are qualified and skilled in working with children and their families.

The YJS Staff Team is comprised of interim and permanent workers. It is important that recruitment is focused on ensuring that only the highest calibre of candidates with relevant youth justice experience are appointed. The service will continue recruitment efforts to secure a permanent workforce without compromising on expected quality. A breakdown of YJS staffing can be found at Appendix 4.

Performance review cycles take place bi-annually and organisational learning is always encouraged through ‘open door’ access to managers, audits and casework reflections and training at a local and national level.



The multi-agency YJS team has a rich range of skills, knowledge and experience which are shared through team meetings, co-location and joint working. Learning and development activity is informed by supervision, performance data, audit and service user feedback. Learning is encouraged through:

- Thematic Learning: external courses that are relevant to emerging themes in youth justice practice and intervention
- Practice Development Activity: arranged in response to local issues, learning and reflection. Delivered by in-house practitioners, managers and partner agencies/providers
- Wider workforce learning - online resources from the Youth Justice Learning Space (YJLS) and the Barnet Workforce Development offer
- External courses - Youth Justice Board inset training and other external training opportunities.

The YJS Management Team undertake regular reviews and analysis of staff training needs to ensure the YJS workforce is equipped to meet the diverse range of needs children. Regular team meetings, briefings and multi-agency partnership meetings and joint group supervision between YJS and the REACH (Adolescents at Risk) Team ensure the YJS workforce are informed, supported and engaged in critical reflections about children's presentations. This is further supported by the Barnet Integrated Clinical Service (BICS) who create a regular safe and reflective space for YJS staff.

The YJS workforce is comprised of 21 staff members inclusive of the Head of Service, Service Manager, 2 Operational Team Managers, 2 Advance Practitioners and 6 Youth Justice Case Managers, 1 Restorative Justice and Victim Coordinator, 1 Referral Order, Volunteer and Reparation Coordinator, 1 Intensive, Supervision and Surveillance (ISS) and High-Risk Coordinator, 2 Turnaround Engagement Workers, 2 Project Engage Workers and 1 Court Information Officer. There are also 25 Community Panel Volunteers supporting delivery (Structure Chart - Appendix 1)

There are 13 Specialist Workers from the Metropolitan Police Service (MPS), Probation Service, Education, Public & Health Services, as detailed below:

There are 2 seconded MPS Police Officers (1.0- Full-Time and 2 (0.5) part-time), 3 part-time Drug and Alcohol Workers from Change, Grow and Live (CGL) a Public Health funded service, 0.5 YJS Nurse offering twice weekly consultations with children open to YJS.

A Speech and Language Therapist (0.1) and 2 Educational Psychologists providing 30 days per term time (90 days per year) are funded by the Supporting Families Programme. A Liaison and Diversion post (FTE) and a Clinical Practitioner (Forensic Psychologist) (FTE) are funded via NHS England.

The Education, Employment and Training Adviser from Barnet Education Learning Service (BELS) YJS NEET Worker support children who are Post-16 in accessing Education, Training and Employment 3 days a week. The remaining 2 days of the YJS NEET Worker is to support Pre-16 children from the Turnaround Programme to ensure they achieve their academic potentials. The Supporting Families funded Educational Welfare Officer (EWO) is based within Barnet YJS one day a week to strengthen the support offered to CYP and families open to the YJS in dealing with the challenges and opportunities for improving school attainment, inclusion and attendance.

The Child & Family Early Help Service leads on delivery of Out-of-Court Disposals; the service undertakes Triage, Youth Caution (YC), Community Resolution, Onset Assessments and delivers the Community Resolution, Triage, YC and YCC Intervention Plan on behalf of the YJS. This approach enables a strong interface with prevention, diversion and positive activities delivered across the borough for all children in need of universal and targeted support.

The Out-of-Court Disposal Joint Decision-making Panel operates weekly and is comprised of key stakeholders including Police, Early Help Services, the Liaison and Diversion Worker, MASH Team Manager, Educational Psychologist, Education Welfare Officer and the Restorative Justice Coordinator (Victim Liaison Officer).

Case allocation uses a weighting system to ensure that staff can ensure opportunities for creativity and skill utilisation is maximized. Where possible, cases are matched to workers whose abilities are best suited to the needs of the children and families. The experience of case officers is also taken into consideration when allocating complex or high-risk cases.

Gender & Ethnicity

As of June 2023, there is a lower ratio of male YJS Officers in comparison to female. The Staff group is comprised of a total of 7 male workers including the Service Manager, 6 Youth Justice Practitioner/Specialist Workers and 4 Community Panel Volunteers. There are 21 established posts within the YJS, including the 3 newly created positions funded by Project Engage. As children open to the YJS are predominately male and the portion of male staff and volunteers is 24%, this needs further consideration during the recruitment process.

Representation of Black and Global Majority Ethnic background staff within the YJS, including multi-agency partners is comprised of 5 staff defined as Asian, 7 staff defined as Black, 3 staff defined as Mixed-heritage, 3 staff defined as Other and 17 staff defined as White-British background. The ethnic background of staff within the service are reasonably diverse but does not yet reflect the higher proportion of children from Black and Global Majority backgrounds who are open to the service.

Barnet's Volunteers are proportionately comprised of individuals defined as the following: 12 with White- British background, 6 with Black background, 1 Asian background and 6 with Mixed-British background. It is recognised that Volunteer recruitment needs to engage more effectively with communities that are representative of the richly diverse background of children engaged within the YJS.

6. Resources and services - Resourcing and Value for Money

The Youth Justice is funded centrally and through the contributions from the Youth Justice Board and statutory partner agencies, in accordance with the Crime and Disorder Act 1998. All funds are used to deliver Youth Justice Services.

2023/24 Budget projection:

	Amount £	In Kind
Youth Justice Board	£339,315	
Local Authority	£496,974	Child & Family Early Help Services
Probation Service	£5,000	0.5 PT Probation Officer £20,531
Met Police		1.5 FT Police Officers £108,033
NHS England North Central London Integrated Care Board	£101,000- 1.0 FT Clinical Practitioner 1.0 FT Liaison and Diversion Specialist Worker	
Supporting Families Grant	£51,500 0.5 Speech and Language Therapist 0.5 Educational Psychologist	
CLCH		Sexual Health Services
Solutions4Health		0.2 YJS Nurse
Ministry of Justice - Turnaround Programme	£81,000 FTE 2.0 YJS Turnaround Engagement Worker	
MOPAC/VRU-Project Engage	£200,000 FTE 2.0 Project Engage Workers FTE 1.0 Advance Practitioner	
Total	£1,274,789	Total (inclusive of in-kind) £1,403,353

The Local Authority contributes more than 50% of the overall cost for delivery of Youth Justice Services in Barnet. Contributions in kind from partner agencies and external funding provided by Supporting Families and MOPAC has allowed for additional services and initiatives that expand delivery to earlier intervention and children on the periphery of entry to the Youth Justice System.

The YJMB will work collaboratively to minimise the impact of financial pressure arising from the delivery of vital services to children and ensure at all times the following: keep children at the centre of decision-making, contingencies are in-place to maintain expected standards of service and that disadvantaged children do not experience further marginalisation and exclusion.

7. Progress against previous plan

Below are the key successes against delivery of Barnet's Youth Justice Plan 2021 – 2023 and targets set out in the Desistance Action Plan 2021-23:

- Barnet re-offending and custody rates remain **lower** than the National and London Average.
- On 22 May 2023, Barnet opened the **first London Accommodation Pathfinder** alternative to custody in Barnet for Black and Global Majority Ethnic background boys aged 16–17 years.
- Establishment of the **Turnaround Programme** providing support to all children at risk of entry into the Youth Justice System, to prevent them from offending and offer a needs-assessment and the earliest opportunity for support.
- In November 2022, YJS Managers attended the Pan London **Transitional and Contextual Safeguarding Training** and delivered Practice Development Training to YJS and Early Help Staff.
- YJS Service Manager and one of the Operational Team Manager completed their **Advance Systemic Practice Training** in 2022-23.
- YJS and Early Help Services jointly delivered a **Girls Group Programme** with 13 girls in attendance (3 open to YJS), with plans to expand delivery to the Pupil Referral Unit.
- YJS Service Manager attended the **Leadership in Colour Summit 2023**, alongside Barnet's Executive Director Children's Services and Family Services Senior Managers to agree the ambitions for the 2023-24 Leadership in Colour Programme.
- Continued delivery of the '**No Knives Better Lives**' and Weapon Awareness Programme with Street Doctors.
- Development of the **Restorative Justice Practice Group Programme** aimed at supporting children through restorative/victim work.
- Launched a new **Out of Court Disposal Assessment Tool**
- Trained all YJS staff in **Effective Practice, AIM3** and **AMBIT** approaches.
- Partnered with **Tottenham Hotspur Football Club**, Metropolitan Police-Youth Engagement Team, Early Help Services, REACH and Children's Social Care Services to deliver weekly football sessions.
- Partnered with the **Volunteer-It-Yourself (VIY)** Project, Early Help Service, REACH, Pavilion and Southgate College delivered a 4-week trade and employability skills to our children aged 14-18 years old. 13 children from YJS completed the programme and received an accreditation with Level 3 City and Guilds qualifications.
- Continued positive feedback on the quality of **Out of Court Disposal joint decision making** by the NW BCU Metropolitan Police Scrutiny Panel with good evidence of agency attendance, recording of decisions and plans for children.
- Regular and well-attended **multi-agency meetings** aimed at assessing and managing children's risk of harm, safety & wellbeing, including children in need of resettlement and aftercare.

- Multi-agency Partnership **Disproportionality Action Plan** developed and implemented.
- All YJS Staff attended the **Confident Conversation Training** in 2022.
- **Career progression pathways** have been developed within the YJS leading to increased workforce stability.
- Prompt **mental health screening and signposting** to help for children detained in police custody by the Liaison and Diversion Officer
- Delivered training to the **Crown Prosecution Service**, local Courts and joint training with Brent, Harrow and Justice for Kids Law to solicitors and barristers across the **Northwest Magistrates Courts** to promote 'child first, offender second' principles and anti-racist approaches.
- Magistrates and District Judges have undertaken **Unconscious Bias Training** as part of their induction.
- **Reparation activities** have been delivered in partnership with the council's Town Centre Planning Team
- Co-production activities have continued with children involved in **Whiteboard Projects** and development of user leaflets which are now available in Court and on-line for children to access and understand different sentencing outcomes.
- **Custody rates remain lower** than the London average with stringent Bail Intensive Supervision and Surveillance packages being offered as alternatives to custody.
- **A Race Disparity audit** has been undertaken and used with partners to tackle disproportionality.
- Children from racially minoritized background have been discussed at **YJS Court Panel** to ensure sentencing options are proportionate.
- **Educational exclusions** for Black boys have reduced with targeted support and alternatives to exclusion being considered for those children at risk.
- The Wipers Project has completed a 12-week programme of **mentoring and desistance** work for children open to YJS from minoritized backgrounds, supported by groupwork delivery from St John's Ambulance
- 4 children completed the **Residential Programme** in 2022, with peer mentors from the 2019 and 2021 residential groups supporting.



8. Performance and priorities

The three national key performance indicators for youth justice services in 2022/23 relate to:

- The rate of first-time entrants to the criminal justice system
- The rate of reoffending by children in the criminal justice system
- The use of custodial sentences

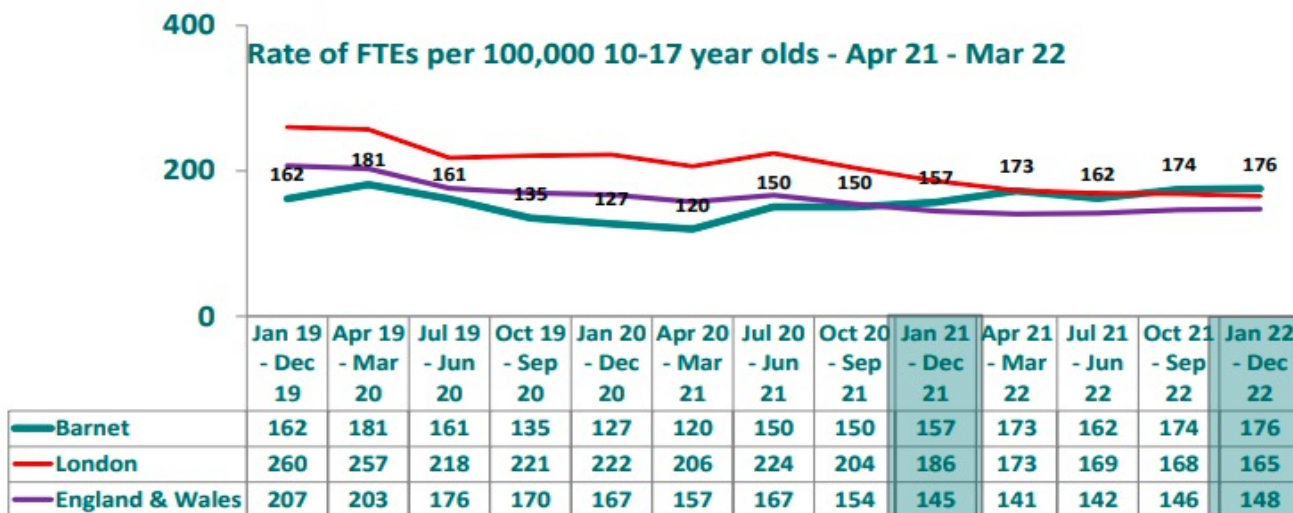
In this latest Youth Justice Board (YJB) template, attention is likewise given to over-representation of Black and Global Majority groups in the Youth Justice System.

The YJB publishes the Quarterly Performance data for Youth Justice Services, compiled nationally, in relation to these three indicators. Since the start of the pandemic, there have been some gaps and data anomalies that need further investigation since most London Boroughs were above the London and National rates in 2021/22. The information in this report is drawn from the data published in April 2021 to March 2022.

The Youth Justice Board data for First Time Entrants (FTE), which is taken from the Police National Computer shows that Barnet’s rate remains above the England and Wales rate at n=176 (70 CYP) per 100,000 between January 2022 to December 2022. Compared to neighbouring boroughs (Northwest Borough Command Unit), Brent has the highest rate (190) and Harrow (122) has the lowest rate.

Barnet is lower than YJS Statistical neighbour (Youth Justice Family) Redbridge (214) and Reading (196).

First Time Entrants (FTEs)



The FTE data, overall, demonstrates lower than average numbers during the 2020 period which gradually increased in 2021 and 2022 due to lifting of restrictions and the impact of Covid-19 causing delays to children being handed down Court and Out-of-Court Disposals.

Other boroughs in North Central London have experienced an increase on both National and London averaged rates (Enfield - 244, Islington - 268, Camden - 163 and Haringey -207). The increase has also been reported in east and south London areas.

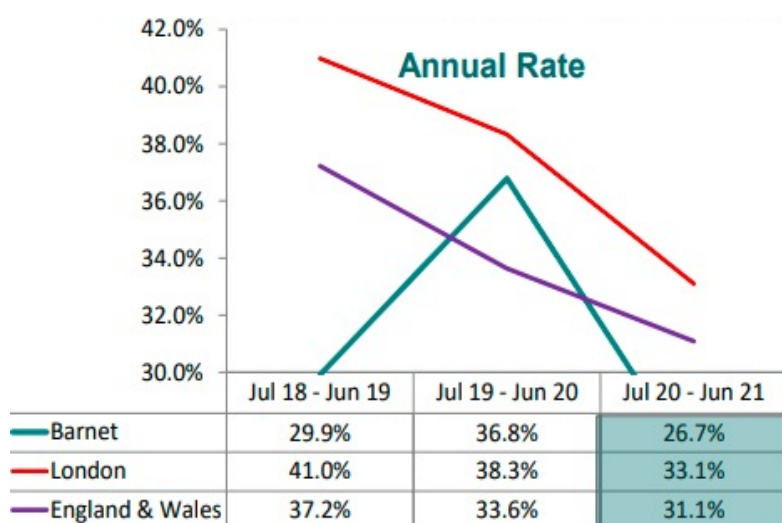
The Covid-19 pandemic increased the number of children released under investigation (RUI). The majority are awaiting outcomes for offences where forensic information is needed to assist charge decisions. The backlog has the negative impact of leaving children in ‘limbo’ without an arrest outcome and has impacted on an increase in FTE’s as the backlog is cleared; this continues to be closely monitored by the YJMB.

Out of Court Disposals (OOCDS) are delivered by Barnet’s Child & Family Early Help Services, they are an effective prevention and diversion mechanism. Referrals are received and decisions made by a well-established OOCDS Panel. The quality of OOCDS decision making is regularly scrutinised by the Northwest Basic Command Unit (NW BCU) Metropolitan Police Scrutiny Panel attended by senior representatives from the Mayor’s Office for Policing and Crime (MOPAC), Youth Justice Board, Her Majesty’s Court & Tribunal Service (HMCTS) and Crown Prosecution Service (CPS). The quality of joint decision making at Barnet’s OOCDS Panel has been found to be consistently sound with good evidence of agency attendance, recording of decisions and plans for children.

Children involved with YJS are more likely to have committed offences of violence against the person, including knife possession, robbery, drug possession & supply and theft offences that directly correlation to group offending and criminal exploitation. They are also more likely to have adverse childhood experiences (ACE’s) including exposure to domestic abuse, parental offending/substance misuse and mental health needs and structural inequalities which are well evidenced as causal factors to offending.

In response to the evidence base Family Services has invested in Early Help services, including mental health provision and domestic abuse. The aligned multi-agency workstreams across Early Help, violence, vulnerability, exploitation and offending aim to identify and intervene early with those at the greatest risk of entry into the Youth Justice system to minimise the risk of problems escalating. Barnet’s multi-disciplinary approach seeks to ensure an effective, holistic wraparound of support and intervention.

Reduction in re-offending – Binary Re-offending Rate



Apr 2021 – Jul 2021

New YJS Family	% Reoffending	Rank
Hounslow	16.70%	1
Bromley	17.60%	2
Bromley	25.00%	3
Kingston and Richmond	27.80%	4
Barnet	28.60%	5
Milton Keynes	28.60%	5
Reading	30.00%	6
Sutton	30.80%	7
Ealing	37.50%	8
Redbridge	41.70%	9
Hillingdon	47.10%	10
Merton	52.90%	11

The Binary re-offending rate for Barnet YJS remains on a downward trajectory and is currently **26.7%** which is lower than London and National averages. (The binary rate is calculated as the percentage of offenders with a proven re-offence in the reporting period).

Barnet’s annual rate of **26.7%** is **10.1%** lower than the cohort from the previous period **July 2019 to June 2020**.

For the period Apr 2021 – Jul 2021 Barnet ranked 5th lowest reoffending rate within the YJS ‘Family’ and also within the NW BCU. Brent **32.5%** and Harrow **38.5%** re-offending rates.

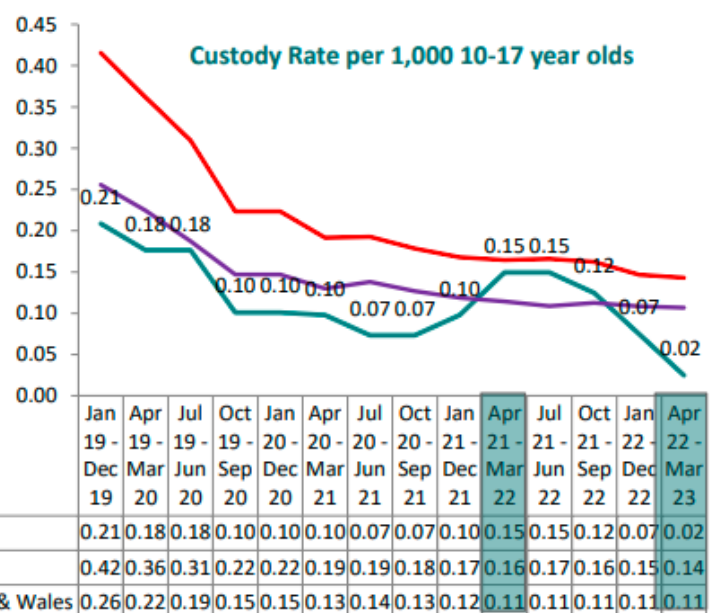
The data suggests Barnet’s initiatives and projects, effective partnership working, co-production, rapport building and trusted relationships, non-compliance process, Restorative Justice, community payback approaches are working well, and these contribute to desistance factors. YJS and partners will continue to organise and deliver more positive activities during the summer holiday period to ensure children are engaged.

The strength of local partnership working and services, were recognized as ‘Outstanding’ in the most recent HMIP Inspection. Services work well together to support recidivism by identifying additional needs and barriers to engagement and delivering effective desistance interventions for children who offend in the borough. The use of enforcement strategies such as warning letters, Child Planning Review Meetings and Compliance Panel Meetings are also effective at encouraging engagement with supervision requirements.

Rate of Custody

New YJS Family	Total	Rate per 1,000	Rank
Merton	0	0.00	1
Barnet	1	0.02	2
Bromley	1	0.03	3
Kingston and Richmond	1	0.03	3
Ealing	3	0.08	4
Milton Keynes	3	0.09	5
Hounslow	3	0.10	6
Reading	2	0.13	7
Sutton	3	0.14	8
Redbridge	5	0.15	9
Hillingdon	10	0.32	10

Family Average	3	0.11
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Barnet’s custody rate is currently 0.02% per 1,000 for the period **April 2022 – March 2023**. There is a reduction of **0.13%** from previous period. Barnet is lower than the Youth Justice Family average of **0.11%**.

Although rates of custody are low in Barnet, the YJMB recognises that a disproportionate number of Black and Global Majority Ethnic background boys have received custodial outcomes. The YJMB is committed to reducing use of custody further and ensures robust community-based alternatives are available.

The London Borough of Camden is leading the London Accommodation Pathfinder (LAP) project across North Central London (Barnet, Islington, Haringey, Enfield & Hackney), an alternative to secure accommodation for Black boys aged 16/17 years who are disproportionately over-represented in the secure estate. A 5-bed accommodation in the Barnet area, was built and launched in May 2023.

Youth Justice Services continue to utilise the Resettlement and Transition work with Her Majesty's Prison & Probation Service (HMPPS Youth Custody Service) and attendance at the local Resettlement and After Care Panel (RAAP) is helping to ensure all children leaving custody have a seamless and supported transition to the community at the end of a custodial sentence.

Detention in Police Custody

The Police and Criminal Evidence Act 1984 (PACE) sets out the legal framework for the investigation and prosecution of criminal offences in the United Kingdom. Under this Act, the responsibilities of both the Police and Youth Justice Service are clearly defined and closely intertwined to promote the Public Protection and Safeguarding needs of all children detained in the local Police Custody Suite.

In 2022/23 Metropolitan Police Custody data reports 351 children had been detained at Colindale Custody Suite, and 333 in Wembley Custody Suite.

Effective management of children in police custody is critical in ensuring the protection of their rights and well-being. Barnet YJS has a full-time Liaison and Diversion Worker who is screening children's communication, learning, and mental health needs.

Barnet commissioned the Appropriate Adult Service to advocate for all under 18 detained in police custody to ensure they are provided with access to legal representation and support.

In June, Barnet assumed lead for the VRU-MOPAC Project Engage in the NWBCU area. Two Full-time Engage Workers are being recruited to engage with children during their teachable and reachable moment when they are held in Police Custody.

When children are detained in police custody, policies and procedures are in place to ensure their rights and safety are protected; these include:

- British Transport Police Information Sharing Agreement - September 2021
- Metropolitan Police YJS & Early Help Data Sharing Agreement - June 2020
- Barnet Out-of-Court Disposals Operating Protocol, Police, Youth Justice, Early Help, Social Care, and Partners - September 2020
- Memorandum of Understanding Project Harbinger - October 2020
- Police Custody and Appropriate Adult process between Barnet, Brent, and Harrow Youth Justice Services and the NW BCU April 2023
- Engage Project Operating Protocol for Barnet, Brent, Harrow and NW BCU Metropolitan Police- June 2023

By implementing the above policies and procedures, children who are detained in police custody can be provided with the necessary support and care they need. This can ultimately contribute to their rehabilitation, while also ensuring that they are treated with dignity, fairness, and respect and to ensure that children receive the support they need to rehabilitate and reintegrate into society.

PART 2

9. Strategic Priorities 2023-2025

Priority 1. Strategic & Operational Multi-Agency Leadership

Section 39 (1) of the Crime and Disorder Act 1998, requires the co-operation of all statutory partners to form a YJS. Section 38 (1, 2) identifies the statutory partners and places upon them the duty to co-operate in order to secure Youth Justice Services appropriate to their area.

This strategic priority sets out the expectation of political, senior and operational leaders across the Local Authority, including faith, community and voluntary sector organisations to prevent offending and safeguard children in the criminal justice system from harm.

Our leaders must model engagement and advocate and promote understanding of the work of the YJS in their own agencies and as members of the YJMB facilitate the effective delivery of youth offending services in the borough.

To achieve this, we will:

- Ensure the YJMB functions effectively with active involvement, contributions and participation from all members.
- Oversee progress against our agreed strategic priorities and create a culture where professional curiosity and respectful challenge is welcomed within the YJMB
- Involve children and their families in monitoring the effectiveness of youth justice provision and shaping the future delivery of services
- Scrutinise local data from all agencies supporting YJS in Barnet against national indicators and performance
- Develop measurable and meaningful Key Performance Indicators (KPI's) which will be monitored for progress by the YJMB, including:
 - Fewer First-time Entrants
 - Fewer children committing repeat offences
 - Reduction in use of custody, particularly for Black boys
 - Reduction in incidents of Serious Youth Violence
 - Increase in Liaison and Diversion contacts and referrals with re-offending tracking at 12-months
 - Increased referrals via the Clinical Panel to promote access and engagement with emotional/mental health/substance-misuse services
 - Increased number of children engaged in education
 - Reduction in Breaches
 - Increase in the number of successfully completed Conditional Cautions and Court Orders

- Challenge practices that exclude, marginalize and discriminate against children disadvantaged because of their race, ability, social economic status, educational, religious or cultural/linguistic background.
- Ensure there is equity in the contributions of partner agencies working to reduce offending and repeat offending
- Address barriers to engagement and desistance
- Take a whole system approach to problem solving and driving innovation.
- Oversee the implementation of the Youth Justice Plan and update this in accordance with developments outlined by the Youth Justice Board, national and local research, policy, practice and guidance.

Outcomes Sought

- The safety of children is prioritised across the entire council including partner agencies, political and community leaders and this is reflected in their respective strategic ambitions and plans.
- Children are invited to meaningfully participate, contribute and influence our strategic priorities, plans and activities to ensure their voices are heard, listened to and acted upon
- Risks to children are considered in the systems and contexts in which they live, learn and grow and which recognise the valuable contributions their families, schools, neighbourhoods and communities make towards achieving successful outcomes.
- Individuals living and working in Barnet from businesses, professional and non-professional backgrounds, Grassroots organisations, the voluntary sector, community and faith leaders are effectively engaged and know what to do if they are worried about a child or young person.
- Effective practice is recognised and evaluated leading to cross-sector learning, innovation and development.
- All leaders commit to ensuring public and community spaces are safe for children (i.e., parks, estates, high streets and shopping centres)
- Leaders use their influence to develop strong strategic and operational interface to coordinate a range of services aimed at preventing offending, re-offending, children entering custody and the promotion of public protection
- Oversight of the delivery and performance of a high-quality YJS
- Value for money

Priority 2. Education

Barnet Education and Learning Service (BELS) is a limited company owned by Barnet council. BELS works alongside the council to provide education services and have representatives on strategic boards for children including the YJMB.

Barnet schools perform well, educational progress and achievement have improved consistently in recent years in Barnet. 97% of Barnet 130 schools are good or outstanding and Barnet is now in the top 10% for almost all measures of achievement in schools and the top 5% for many of the measures.

In the period 2022/23, there were 15 children open to YJS with an EHCP, accounting for 14% of the cohort. 24 children were attending alternative provision in the same period.

55% of children in the YJS aged 17+ are not in Education, Training and Employment (NEET). Children with EHCP's are more likely to be in alternative provision or NEET.

Exclusions of Black boys from education are disproportionate, this has been addressed locally, but there is more work to do to ensure that education is inclusive providing opportunities for all children to thrive.

To achieve this, we will:

- Continue to strengthen our partnership approach in advocating for children's educational inclusion
- Ensure school settings are clear on the risks to children who are excluded from school and are supported by the partnership to support children
- Support parents to effectively advocate for their children's right to education, mobilising the parent champion network as required for parent-to-parent support
- Continue to scrutinise exclusion data against regional and national indicators and performance
- Challenge practices in education settings that exclude, marginalize and discriminate against children disadvantaged because of their race, ability, social economic status, educational, religious or cultural/linguistic background.
- Address barriers to attendance and engagement in education
- Work with Pupil Referral Units and other key education partners to advocate and support the return of children to inclusion in statutory education.
- Use MOPAC funded detached youth workers in Child & Family Early Help Services and the Pupil Referral Unit (PRU) in partnership with Saracens to support children to return to education.
- Build on the success of Barnet Education, Employment and Training Services (BEETS) co-location with YJS (3 days a week) to support children aged 16+ and who are Not in Education, Employment or Training (NEET) providing careers guidance and support to children to access appropriate education, employment and training opportunities.
- Continued Virtual School support to children in custodial settings



- Continue to ensure the two part-time Educational Psychologists (EPs) provide consultation to professionals and stakeholders, undertake individual work with children and contribute to multi-agency panels to support the identification and learning needs of children involved in the Criminal Justice System and to support the development of dedicated strength-based plans.
- Continued EP training offer and support to Case Managers to enhance knowledge and understanding of key areas which impact the learning and wellbeing of children in YJS to inform effective provision

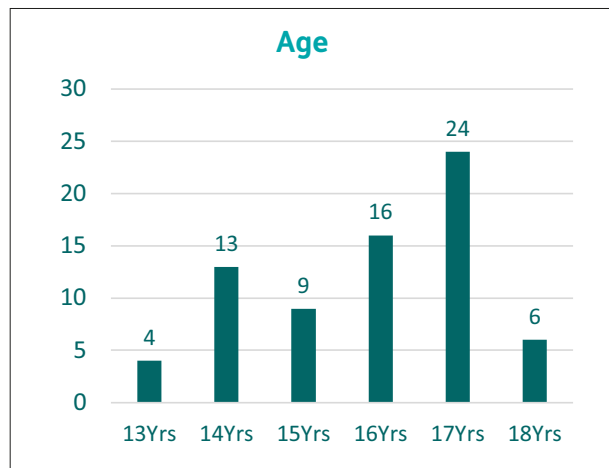
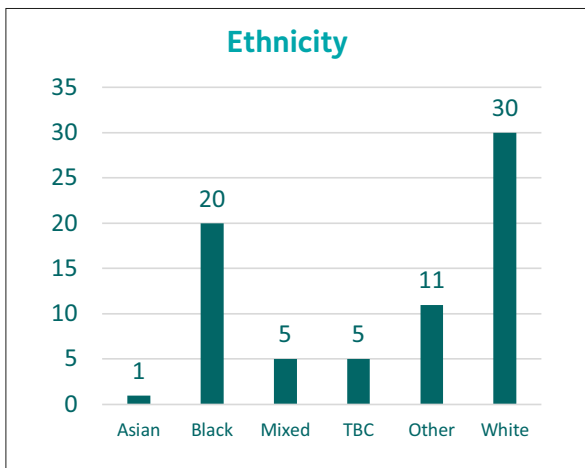
Outcomes Sought

- Children in the Youth Justice System are engaged in learning
- Professionals hold high aspirations for children in the Youth Justice System
- SEN is identified and assessed early in the education journey as possible
- Children's attendance is promoted and supported
- Children are provided with inclusive education that meets their unique needs
- Children and older adolescents are engaged in education, training or employment
- Children are supported to achieve qualifications and access further education

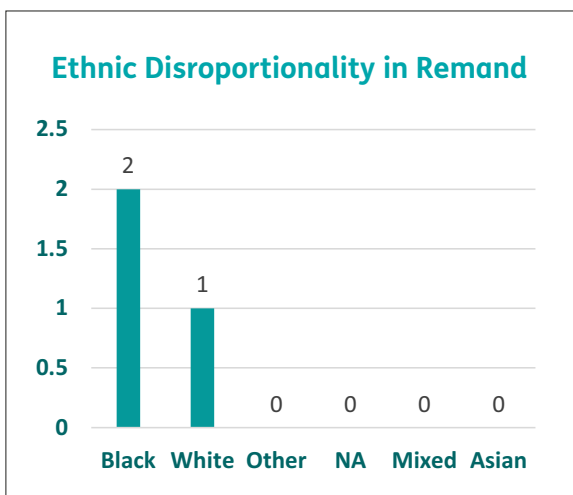
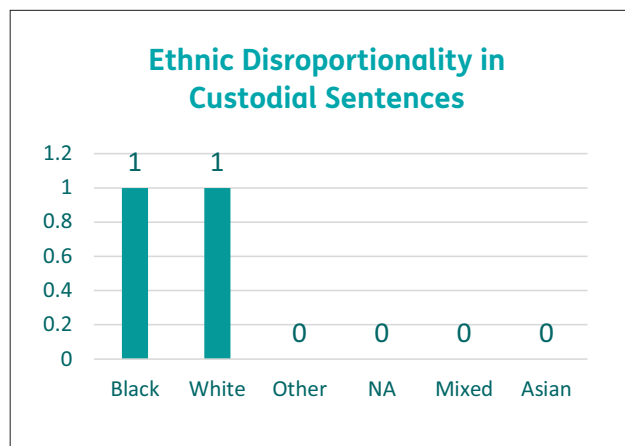
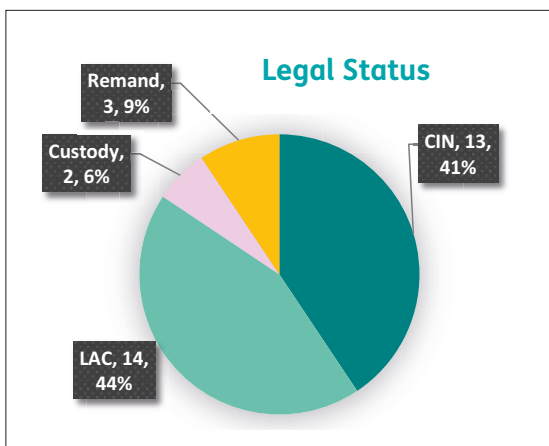
Priority 3. Over-representation of Black and Global Majority Ethnic background children

Demographics

In Barnet YJS Black and Global Majority ethnic background children are disproportionately represented, particularly Black boys. The charts below provide a snapshot of data in June 2023 which sets out the need for continued focus by the Youth Justice Partnership to create a more equitable YJ system.

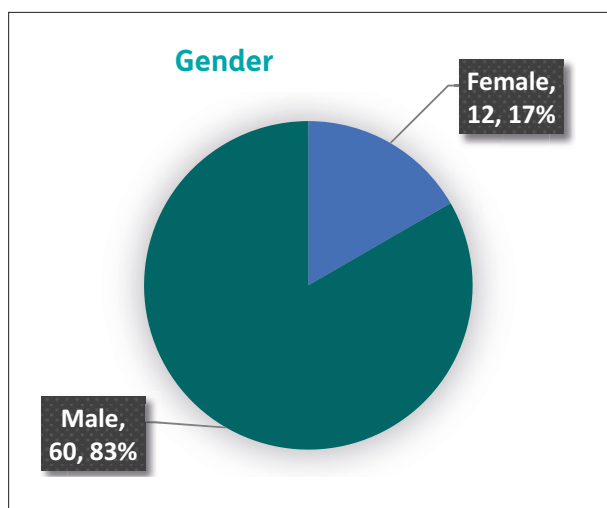


Out of 72 CYP 37 (51%) are from Black and Global Majority backgrounds. Most offences are committed by at the aged 16-18 years.



60% of those sentenced to custody/remanded are Black or Black British in May 2022. 51% of the Offending Population are from Black and Global Majority backgrounds.

First-Time Entrants demonstrates over-representation of children with diverse ethnic heritage. National reviews, such as the Thematic Inspection on the experiences of Black and mixed heritage boys in the justice system (October 2021) show that there is disparity at the point of entry and in assessments of risk resulting in Black children being more likely to ‘progress’ through the justice system and subsequently receive substantial sentences. Our Disproportionality Action Plan aims to tackle this inequality.



The proportion of girls on the Barnet YJS caseload has been an area of focus following an increase in 2020/21. There are currently 12 girls representing 17% of the total cohort which is a reduction of 7%. A thematic audit on the increase in girls was prepared for the YJMB and identified offending was relative to the consumption of alcohol, particularly coming out of the Covid-19 lockdown. An action plan has been created including the establishment of girls' groups delivered in Early Help.

Tackling disproportionality in the criminal justice system

The review led by David Lammy, MP, in 2017 highlights disparity in the treatment and outcomes for Black, Asian and children from other racially minoritised backgrounds within the Youth Justice System.

In response, the Ministry of Justice published an updated response on Tackling Racial Disparity in the Criminal Justice System (CJS) 2020.

This strategic priority aims to address the over-representation of Black and Global Majority Ethnic background children, and those from other marginalised groups i.e., Gypsy Roma Travellers being exploited by criminal gangs, entering the criminal justice system and becoming perpetrators and victims of serious youth violence.

The YJS partnership must do more to improve outcomes for children from marginalised groups, particularly those who have had adverse childhood experiences and are at the greatest risk of educational and social exclusion. We must be ambitious for their futures and ensure effective measures are in place to address the harmful impact of social and racial inequalities and injustice, we must ensure that all agencies demonstrate that Black Lives Matter in Barnet.

To achieve this, we will:

- Continue to raise awareness and recognise our unconscious bias
- Use learning from Child Q, wider Child Safeguarding Practice Reviews and Critical Learning Reviews to challenge practice across the partnership and within our own agencies
- Continue to promote equality and fairness in all decision-making forums for and about children
- Ensure anti-racist practices are embedded and anti-racist statements are clearly evident in our publications and business plans
- Continue to champion good practice in working with Black and Global Majority communities
- Build a diverse YJS workforce, including volunteers, that reflects the diversity of the communities we serve
- Continue to ensure children receive fair treatment at all stages of the youth justice system and their rights are promoted

- Continued recognition of the adversity faced by marginalized groups and communities leading to inclusive activities that are aimed at ensuring equal access to services i.e., education, mental health, substance misuse, safeguarding, health
- Ensure children are recognised as victims of criminal and sexual-exploitation and enforce the use of Modern Slavery Legislation through referral to the National Referral Mechanism
- Continue to promote access for Black and Global Majority children for preventative programmes and services
- Use the Scrutiny Panel for Out-of-Court Disposals to maintain checks and balances in the system
- Ensure that Black and Global Majority children who are at risk of Custody will be given an opportunity to receive the Bail Intensive Supervision and Surveillance (ISS) Support Package, instead of being remanded in a secure establishment
- Ensure Black and Global Majority children have been discussed at the YJS Court Panel and their Pre-sentence report, Referral Order reports and AssetPlus assessment undergone a fair Quality Assurance process
- Strengthen data collection on Childview and use the disproportionality toolkit to understand and identify over-representation and racial disparity
- Ensure Black and Global Majority children who are known to YJS and who have been excluded or at risk of exclusion are discussed at the Pupil Placement Panel so they can receive targeted support aimed to keep them in education, training and employment

Outcomes Sought

- All agencies work to create opportunities for Black and Global Majority Ethnic background children that promote a strong sense of their own cultural, racial, religious and linguistic identity and build their self-esteem through access and inclusion in education, employment, training and positive activities
- The partnership will seek to actively engage marginalised communities and the voluntary, faith and community providers supporting them in the community in addressing and solving the problem
- Local partners and agencies to develop a comprehensive understanding of the contextual risk's factors and social inequalities that Black and Global Majority ethnic background young men experience and work effectively and purposefully to tackle disadvantage and structural racism
- Children from Black and Global Majority Ethnic backgrounds at risk of school exclusion and with additional vulnerabilities to received targeted support aimed at keeping them in education, access positive activities and build trusted relationships
- Agencies and services have a sound understanding of the mechanisms of institutional racism in relation to the exploitation and criminalization of children from racially minoritized backgrounds
- Out of Court disposals to be considered for Black and Global Majority ethnic background children to minimize the risk of early entry into the criminal justice system
- Agencies have effective and accessible measures in place to challenge discriminatory practices
- Training is available for all agencies to promote cultural competence in the development of policy, practice and engagement with children, children and families from racially minoritized backgrounds.



Priority 4. Prevention & Diversion

The Crime and Disorder Act 1998 s 37 (1). It shall be the principal aim of the youth justice system to prevent offending by children and young persons. This strategic priority aims to ensure that multi agency information and intelligence is gathered and shared to identify early, those children at the greatest risk of entering the criminal justice system.

The table below sets out the Out of Court Disposal referrals from Police March 2022 – April 23:

Out-of-Court disposals	Amount £
Interventions	No. CYP
Community Resolution - another agency facilitated	4
Community Resolution Police Facilitated	11
Community Resolution with YJS Intervention	23
Informal Diversion Work	9
Reparation Programme	1
Turnaround	3
Youth Caution	10
Youth Conditional Caution	40
Youth Restorative Disposal	1
Grand Total	102

Reoffended	Total	%
No	71	78.02%
Yes	20	21.98%
Grand Total	91	100.00%

NB: In the period March 2022 – April 2023, 102 children were subject to OOCDS; 78.2% of these children have not re-offended.

An Out-of-Court Disposal can be considered following three tests, satisfied in cases

- an offence has been committed
- a young person committing an offence has been identified
- the young person has accepted responsibility for an offence.

Once all these tests have been satisfied, the Police can consider an Out-of-Court Disposal, instead of charging the child and taking them to Court.

The Police are responsible for Out-of-Court Disposals and inform Barnet YJS/Early Help Service when a Caution or Community Resolution has been given, and whenever they are considering handing down a Youth Conditional Caution to a young person. A multi-agency panel is held for consideration of the suitability of an Out of Court Disposal. The panel considers the impact of Adverse Childhood Experiences (ACES), race, preventing reoffending, the victim's views, the development of plans and contingency planning.

Barnet Family Early Help Services offer all children with a Community Resolution or a Youth Caution access to support. Oftentimes, the use of a Community Resolution is accompanied by a signed acknowledgement that it has been received, and of any condition(s) that may have been attached to it; adherence to any condition(s) agreed upon as part of a Community Resolution is voluntary.

Children handed down Youth Conditional Cautions are automatically allocated for an Out-of-Court Disposal Assessment (OCD Assessment tool) of need and support to prevent offending; involvement is mandatory and can be enforced, including by bringing about charges for the original offence. Children's engagement can be cited in future Court proceedings concerning them.

In December 2022, the Ministry of Justice provided Barnet YJS with additional funding for the Turnaround Programme, with the aim to prevent and divert children from entering into the Youth Justice System. This programme had been embedded in the existing OCD policy and process within YJS and Early Help Services.

Our focus is to ensure that early help systems are effectively mobilized to enable multi-agency intervention to be targeted at children at risk of experiencing adversity arising from exposure to familial violence, poverty, parental mental health or substance misuse and school exclusions. Our aim is to ensure that early help is effective in diverting children from entry into the criminal justice system by building resilience and preventing vulnerabilities from escalating into offending, social or educational exclusion, neglect and abuse.

To achieve this, we will:

- Continue to ensure children from marginalized backgrounds and communities' access universal and universal plus services aimed at improving their outcomes
- Continue to ensure Out of Court Disposals are managed in accordance with the recommendations of the HMIP Inspection report March 2018 "Out-of-court disposal work in youth Justice teams"
- Ensure our assessment tool supports effective and early identification of risk and vulnerabilities
- Continue partnership efforts in ensuring First time entrants are offered targeted and effective crime prevention and diversion interventions
- Ensure information is exchanged to identify the causes and risk factors of children engaging in crime and anti-social behaviour so we can act promptly to address causal factors
- Continue to promote effective multi-agency working, joint decision-making, planning, and set expectations with children subject to Community Resolution and Out-of-Court disposal (i.e., Triage, Youth Caution and Youth Conditional Caution)
- Strengthen our coordinated process for the use of point-of-arrest resolution and well-coordinated offer for targeted-prevention activities available via Child & Family Early Help Services and the wide range of intervention that support and compliment the work of YJS, Police and wider-partner agencies.
- Strengthen desistance opportunities through education, training and employment and other means of promoting self-esteem and future opportunities

- Maintain our strong partnership/interface with Health (GP, School Nurses, Speech and Language Therapy, Sexual Health), Education, Early Help, key stakeholders and a wide range of VCFS thorough Multi-Agency Early Help Panels

Outcomes sought

- Multi-agency information and intelligence is gathered to identify risks and vulnerabilities in groups, communities and individuals as they relate to exploitation of children
- Whole family approaches are used to engage the child's whole system of support at the earliest opportunity
- Prevention and diversion activities are focused on reducing risks and vulnerabilities to offending
- Agencies can recognise and respond to the contextual factors that increase the risk of children entering the criminal justice system
- Early help is delivered in local communities by professionals who are equipped to intervene, build resilience, promote healthy friendships and relationships, and prevent problems escalating
- Primary school transitions are managed for children at risk of exclusion safely and with wrap around support
- The need for statutory youth offending and/or safeguarding interventions is reduced

Priority 5. Serious violence and exploitation

Recognising and responding to child exploitation and serious youth violence

The Safer Communities Partnership is undertaking a Serious Violence Strategic Needs Assessment to inform a Serious Violence Action Plan to be published under the Serious Violence Duty (2023). This will be aligned with the Strategic Needs Assessment of the Combatting Drugs Partnership (From Harm to Hope) and inform the Tackling Violence & Exploitation Strategy 2024-2027 that is currently in development.

The Youth Justice Board, Key Performance Indicators from April 2023 includes Serious Youth Violence. Local data suggests that children involved in offending are more likely to be involved in criminal exploitation and are at a greater risk of becoming a victim and/or perpetrator of serious violence.

Barnet YJS has well-developed strategic and operational responses to preventing incidents of violence and supporting children vulnerable to exploitation. A specialist social work team (REACH) that works with children at risk of gangs, exploitation and violence in partnership with speech and language therapists, family therapist and educational psychologists was established in 2017. There is significant cross-over between REACH and YJS and through intensive and targeted interventions, the team has successfully reduced the number of children entering into care, going missing and offending.

The Tackling Violence & Exploitation Annual Report 2022/23 sets out the close working relationships that have developed with police and the council's Community Safety Team. Daily briefings and a robust Serious Incident Response Meeting (SIRM) Protocol facilitates rapid mobilisation of protection and support to victims and coordinated approaches to managing suspects and the impact on local communities.

Coordinated meetings take place between Community Safety, Police, YJS and Family Services to identify habitual knives carriers and children engaged in Anti-Social Behaviour to ensure that the appropriate sanctions can be applied for by the Police, alongside support. Criminal Behaviour Orders (CBO) are considered as a recommended outcome through the Adults at Risk Panel and Tackling Violence & Exploitation Panel, where appropriate.

In the last 12 months, learning from a Critical Learning Review (CLR) identified:

- Consideration for use of exclusion zones or prohibited activity requirements in the Pre-Sentence Report
- Risk of serious harm to be more robust and informed by all known concerns about behaviour and risks
- Defensible decision making to be evident when reporting frequency is reduced
- Breach actions to be timely
- Child's full educational history to inform assessments
- Substance misuse interventions to be consistently recorded
- Child exploitation to be investigated as a crime and children with conclusive grounds National Referral Mechanism (NRM) to have improved support as victims.
- Consideration for Police to implement a Community Protection Notice (CPN) or Criminal Behaviour Order (CBO) to help add additional controls to prevent further offending behaviour
- Ensuring Youth Conditional Cautions (YCC) complete full 12/16 weeks intervention when risks are sufficient

To achieve this, we will:

- Align priorities of the Youth Justice Plan to the Tackling Violence & Exploitation Strategy (2024 – 2027) and the Combatting Drugs Partnership Strategy
- Deliver effective early interventions to divert children from exploitation related offending early through Turnaround and Engage Programmes
- Ensure children in the YJS are presented to the Tackling Violence & Exploitation Panel (TVEP), Integrated Offender Management (IOM) and Adults at Risk Panel (AARP) to coordinate multi-agency risk management and disruption activities promptly
- Use the CEAM Tool to identify and assess risk of exploitation
- Implement the aims of the Serious Violence Strategy and action plan
- Refer children to the National Referral Mechanism and appropriate services when exploitation is suspected

- Ensure that all YJS staff and seconded partners have a good understanding of risk and vulnerability factors relating to child exploitation and know what to do when exploitation and harm has been identified
- Participate in the Serious Incident Response Meeting (SIRM) contributing to safety planning and risk management strategies
- Coordinate, respond and cooperate with police-led operations aimed at disrupting perpetrators of exploitation
- Ensure conditions are in place on Youth Justice Orders to safeguard children from further harm (i.e., Referral Order Contracts, YRO requirements)
- Support children to address harmful sexual behaviour using evidence-based approaches and interventions.
- Ensure children who are exploited are recognised as children and victims by removing victim blaming language in multi-agency assessments and Plans

Outcomes will be aligned to the Tackling Violence & Exploitation Strategy 2024 – 2027.

Priority 6. Resettlement & Transitional Safeguarding

Barnet's current custody per 1,000 is 0.02%, this is lower than the London rate (0.14%) and the England and Wales average (0.11%). Although rates of custody are low in Barnet, our YJMB recognises that a disproportionate number of Black boys have received custodial outcomes in the borough, as such we are committed to reducing use of custody and the Youth Justice Service ensures robust community-based alternatives are available including Intensive Supervision & Surveillance options.

Resettlement planning starts at the point of entry into the secure estate and a robust transitions and resettlement policy has been developed to ensure children and partner agencies are clear on our expectations for resettlement and aftercare panel.

Our approach is multi-agency and multi-faceted considering the range of opportunities, risks and support needs of every individual in need of resettlement and transitional support, our YJS have successfully engaged Feltham Young Offenders Institute (YOI) to support the work of the panel which enables insights into the challenges of preparing children for release and actions to mitigate against these.

Our strong strategic alignment ensures that the widest context of resettlement is considered as relative to risk of future harm, victim impact and need. Our partnership work together to ensure there is effective and substantial wrap around that is tailored, agreed with children and their families and clear ahead of release from custody.

Release on temporary license is used to support resettlement so children can make applications for housing, register with healthcare providers and prepare to access education, training or employment opportunities.

Constructive resettlement

The published “Constructive Resettlement” (September 2018), outlines three key elements to supporting children in custody to achieve pro-social identity.

These are: “Constructive Casework,” “Five key characteristics for effective practice (known as the 5Cs)” and lastly, everyone working with the CYP should be knowledgeable on “identity awareness,” by being conscious of the message each child gives us about the way they see themselves. These three evidence-based approaches have clear over-all roles for agencies to work collaboratively with the CYP to build on their strengths and goals and help CYP shift their identity from pro-offending to pro-social.” The Five key characteristics for effective practice are as follows:

1. **Constructive** - strengths-based and future-focus on identity shift and empowering positive choices
2. **Co-created** with the child, their family, and supporters at every stage of the process
3. **Customised** - individualised wrap-around support, incorporating diversity
4. **Consistent** - all agencies focused on resettlement from the start, enabling seamless transitions
5. **Coordinated** to ensure all support works towards the same aim and manage widespread partnership across agencies and sectors

In the London Borough of Barnet, we promote Constructive Resettlement process, utilising local systems and approaches to ensure that CYP open to the Youth Justice System experience smooth resettlement and transition from community to custody, between placements, new school and into adulthood.

To achieve this, we will:

- Continue to ensure the YJS Clinical Practitioner, Educational Psychologist, ISS, and High-Risk Coordinator provide wrap-around support to assist in the planning and management of transition
- Ensure consistency of Review Planning Meeting with children and their parents/carer whilst in custody
- Manage risk to older adolescents and young adults through the Adults at Risk Panel
- Ensure Plans highlight children’s strengths and protective factors, utilising their ‘factors for desistance’, including structural systems of support available
- Establish a Tri-borough approach to developed work across the secure estate to promote resettlement processes
- Strengthen Management Oversight of resettlement and transition cases and monitor this monthly via Supervision and Resettlement and Aftercare Meeting (RACM) process
- Ensure children serving community and custodial sentences, those on remand and/or remanded to the care of the local authority and those due to be sentenced, have smooth transitions and effective end-to-end service provisions that help them reintegrate back into the community
- Use learning from Serious Further Offence Review, Transitions Working Group with Probation Service to support improvements in practice

- Review impact of the launch of the intervention developed by HMPSS in 2015 ‘Choice & Changes Resources Pack’ (Pro-social Maturity), which is being piloted in the North Area.
- Review the National Standards on Transition to ensure compliance
- Strengthen partnership support and development of a Transitions strategy reducing the numbers of children committing further offences. Transitions include those going in/out of custody, in/out of borough, in/out of care homes, from YJS to Probation
- Co-produce our plans with children, including experts by experience and ensure their ideas and incorporated into the design and delivery of our resettlement services
- Develop consistent Multi-agency Exit Planning processes via the Early Help Panel

Outcomes Sought

- Children will receive effective support to manage transitions and the complexities of housing, financial and education/employment
- Agencies will work together to create an environment of structural support and young person focused goals that are developed in partnership with children
- Services will be developed to enable children reaching adulthood to be supported to develop mature affect regulation, social relationships and executive functioning and minimise poor outcomes in mental health
- Agencies will work effectively together to identify and implement programmes of support that help children understand the individual and community impact of violence and offending behaviour
- Children will have access to support to combat loneliness, isolation, poor physical/ mental wellbeing, substance misuse, managing negative peer or family pressure, boredom, awareness of opportunities and choices, lack of confidence and coping skills
- Agencies will ensure children transitioning to adulthood receive support to access employment, training, and education opportunities
- All partners will work to engage children in the design, delivery and monitoring of service delivery aimed at supporting transitions
- Children will benefit from co-produced personal development plans that set out their needs and goals
- Agencies will use psychologically informed approaches to build social capital, develop positive identity, challenge perception and support personal change and success
- Children will be supported to access psycho-educative approaches for substance misuse and be provided with support to access recovery support and treatment services
- Children leaving care will be recognised as a group that are particularly vulnerable to exploitation, poor mental health and custodial outcomes in the criminal justice system and supported at key transitions to improve their outcomes



Priority 7. Restorative Justice (RJ) and Victims

Restorative Justice (RJ) approaches, including RJ Conferences with victims of crime, are a powerful way of empowering victims to explain the personal impact of offending and for children to acknowledge their experience, take responsibility and make amends.

Barnet Family Services developed a Victims Care Hub and a Restorative Justice Coordinator in 2022 with London Crime Prevention Funding which provides support to victims and training in the use of RJ approaches. The approach meets the proposed aims of the Draft Victim's Bill (May 2022) and Code of Practice for Victims.

The Bill aims to:

- amplify victims' voices and make sure victims are at the heart of the criminal justice system.
- improve support for victims to cope and recover from the impact of crime and enable them to engage with the criminal justice system.
- strengthen transparency and oversight of criminal justice agencies at local and national level so that victims' experiences support them to engage, and remain engaged with, the criminal justice system.

Restorative approaches/practice are a way to give victims (or those harmed) an opportunity to meet or communicate with those that have created the harm. Restorative practice can take many different forms i.e., mediation, restorative meeting, or an apology letter. In the process children, when they are also safe from harm, are supported to consider the impact on others of their actions and behaviour, and where appropriate start repairing some of the harm caused.

Victims contacted between December 2022- April 2023

Despite a change in Police policy on the release of victim contact information, the Restorative Justice Coordinator received 11 victim requests, 7 of which agreed for the Restorative Justice Coordinator to facilitate contact with them. There is one case where both the victim and young person agreed to meet to resolve the harm through a Restorative Justice Conference, which was held and published by a National Charity 'Why me?' as one of the good practice examples of Restorative Justice Conference during the COVID-19 period. Please click here to access the true to life story.

[Sheldon's Story – Why Me? Restorative Justice \(why-me.org\)](https://www.why-me.org/)

Over the last year Barnet YJS has been strengthening contact with victims and has developed a victim awareness programme which reduced the assessment process for Restorative Justice processes and changed how we evaluate success. An RJ Improvement Plan 2023-24 was created and this was approved and endorsed by the YJMB in June 2023. To build on this work the

To achieve this, we will:

- Build on the training course with Restorative Thinking to strengthen practitioners skills and knowledge of the RJ Victim Awareness Programme so they can deliver RJ approaches in group or individual sessions.
- Deliver the newly developed 14 exercise course on Victim Awareness to support intensive victim-focused interventions with children.

- Use the revised RJ screening tool to capture victim safety, improve quality of completed RJ forms and reduce duplication in practice and assessment.
- Use the screening tool to undertake prompt assessments and decide if victim awareness sessions or intensive courses with the RJ Coordinator are needed.
- Roll out training to develop RJ Champions across schools and community groups with the aim of embedding the approach across the borough.
- Continue using the Referral Order steering group to improve quality, victim interaction and input.
- Ensure all children have an RJ leaflet with the initial contact letter to promote earlier conversations about RJ approaches and victim contact options.
- Continue to build upon the successful RJ Conference approach to support repair of the harm to victims.
- Use the Victim Contact Form to support engagement with victims and work with the victims thoughts, feelings (and at the time of the offence) and what the victim would like from the young person.
- Support and build upon the network of RJ volunteers supporting contact with victims.
- Continue promoting best practice and training to build upon Case Managers knowledge and understanding in relation to victim safety and the purpose of the RJ Screening Tool.
- Use the RJ Screening Tool and so all records include the RJ Module created on the Childview recording system, regardless of whether it is a victimless offence

**BARNET
YOUTH
JUSTICE
SERVICE**

I did something
wrong...
How can I make
things **right?**

By taking part in **Restorative Justice** with the support of your worker, we can help you **explain why** you did what you did, **how you feel** about this and how **you would like to make things right** with the person who has been hurt or harmed.



Caring for people, our places and the planet




**BARNET
YOUTH
JUSTICE
SERVICE**

What do I
have to do?

- With your worker, think about how the person may feel about what has happened and what would be the best thing to put this right.
- Your victim/s will be contacted and if they want to take part, they will say what might make them feel better.

What could this look like?

- They may have some questions they would like you to answer – this could be written or they may like to do this with you face to face (Don't worry, this will be planned with someone specially trained).
- They may wish for you to write a letter to them about why you did what you did.
- They could ask for you to complete repairation hours in the community or for a charity of their choice.



You can speak to
your YJS Case
Manager or the RJ
Coordinator for
more information

Most important....

We want to help **you** and **your victim** to **move forward** from what has happened in a **safe way**. If you change your mind, that's ok too.

Youth Justice Service London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW
Duty Phone: 020 8359 5535 • www.barnet.gov.uk/young-people/youth-justice-service

10. National standards

All Youth Justice Services are expected to comply with the 'National standards for Children in Youth Justice Services' published in 2019. The YJB requires YJS to undertake periodic self-assessments of their compliance with national standards. Barnet's last national standards self-assessment was completed in March 2020 and a copy of this Self-Assessment Form was submitted to the Youth Justice Board and its corresponding actions were reported to the YJMB and have been added to this Youth Justice Plan 2022-24.

Standard	Strategic self-assessed results	Operational self-assessed results
NS1	Requires improvement	Requires improvement
NS2	Good	Good
NS3	Good	Requires improvement
NS4	Good	Requires improvement
NS5	Requires improvement	Requires improvement

The following areas of activity were identified as requiring further development

National Standard 1- Out-of-Court Disposal

- Review of OOCDD Policy and Procedures – completed
- Development of OOCDD Assessment and Quality Assurance Tools – completed

National Standard 2- At Court

- Robust Risk Assessment, Analysis and Contingency Planning
- Timeliness and strengthening of quality of assessments – completed
- Management of Risk and Safety and Well-being – completed

National Standard 3- In the Community

- Timely Review of Planning and implementations – on-going
- Evidencing strategic partner confidence in the YJS supervision of children on justice outcomes in the community – on-going

National Standard 4- In secure settings

- Holding local partners to account for their part in the successful transition and resettlement of children released from custody – on-going
- All staff attending Transitional Safeguarding – on-going

National Standard 5- On Transition and Resettlement

- Use to ROTL – completed
- Robust and timeliness of sentence planning – completed

Barnet will update its self-assessment in 2023 to reflect the progress made and align this to our Improvement Plan.

11. Challenges, risks, and issues

As we continue to recover from the disruptive impact of the pandemic and manage a cost-of-living crisis, the impact of the challenges facing families becomes increasingly evident. The local authority and its partners, including the Voluntary, Community, Faith and Social Enterprise Sector are working to support families that have been adversely affected by these unprecedented events.

Information has been made available for residents on the Council Webpages [Cost of living support | Barnet Council](#) and Family Services have increased capacity of the Welfare Advisors in the Early Help system. The correlation between poverty and offending is well understood and it is our aim to ensure offending, exploitation and harm in the borough does not increase during these difficult times.

The high volume of children released under investigation presents a potential future risk to capacity in the YJS if these outstanding matters are processed too rapidly, whilst the negative impact of having an outstanding matter for a significant period of time is also a concern. The Child & Family Early Help Service and Youth Justice Service will offer targeted support to all children meeting the Turnaround eligibility criteria (i.e. awaiting an RUI outcome, under Youth Caution following arrest or subject to a criminal investigation attending a voluntary interview; subject to No Further Action (NFA) decision (including Outcome 22), subject to a Community Resolution, first-time youth caution, those subject to pre-charge bail (PCB), discharged by a court, acquitted at court and who are fined by a court) to ensure that they are engaged in positive activities to reduce to the risk of future offending.

There is a national shortage of placements for children, this challenge is particularly acute for children affected by violence, offending and exploitation. There is a risk that children remain in unsuitable care arrangements whilst long-term placements are sought. Barnet's Executive Director of Children's Services is the ALDCS lead for Resources and Sustainability, as such is working to secure improved provision for children nationally..

The short-term nature of some funding streams places resources and services at risk:

- MOPAC/VRU and London Crime Prevention Funding is limited to short/medium term delivery framework which supports development of new services, although sustainability of projects is at risk without a plan for delivery and/or contingencies when funding ceases to be available. This is considered in the context of medium-term financial savings and the need for savings.
- This Strategic YJS Action plan for 2023/24 will continue to address these issues and work in collaboration with our partners and utilises our resources to mitigate the impact of the identified challenges, risks, and issues.

12. Service Improvement

Barnet Youth Justice Services were inspected by Her Majesty’s Inspectorate for Probation (HMIP) in February 2022 and received an overall rating of ‘Good’. The resettlement policy and provision were separately rated as ‘Good’. The quality of partnerships and services under Domain 1 Organisational Delivery were graded ‘Outstanding’. Eight of thirteen graded areas were found to be “Good” with four identified as “Requiring improvement” these are:

- Domain 1 Organisational Delivery Information & Facilities
- Domain 2 Court Disposals i) Assessment ii) Reviewing
- Domain 3 Out of Court Disposals Assessment

Seven recommendations were made which are contained within our service improvement plan (Appendix 5) which has been developed by the YJS partnership; this has been approved by HMIP.

The Inspection overall reflected positively on the quality of services and the capacity of Barnet’s Youth Justice Services to improve outcomes for children involved in the Youth Justice system and support desistance from future offending. The Inspectors noted the proactive and innovative approaches used to tackle disproportionality and engage children in co- production activities and residential activities. Inspectors further noted the high quality of safeguarding and governance arrangements. Barnet YJS will continue to work together with our partners to further strengthen delivery of our Youth Justice Action Plan 2022-24 and HMIP Improvement Plan-2022-23

13. Workforce Development

Barnet YJS recognise the need for practitioners to be trained in key concepts and models in order to effectively address the needs of children.

Transitional Safeguarding approaches are informed by evidence of the distinct developmental needs of older adolescents transitioning into young adulthood². All children require support to transition into adulthood, particularly when they are in receipt of multiple services which end on their 18th Birthday. To ensure children do not ‘fall off a cliff edge’ support to manage and support transitional points is needed to buffer the impact of moving between child focused and adult-focused systems of help. The approach requires YJS practitioners to be forward looking, identifying, and linking current and future risk and support to children early i.e., probation, health care, education, training and employment, mental health and leaving care services, to enable safe transitions.

Barnet Family Services operate a ‘Learning in Context’ approach, shifting the focus of training beyond the traditional classroom and course-based training to a learning through experience, i.e., “know what” to “know how” supported by one-to-one development opportunities, live learning workshops, co-produced practice seminars and service days. This more contextual way of learning is effective in bridging the gap between theory and practice and connecting practitioners to our resilience-based practice approach. All training activity is aimed at developing the workforce by increasing capacity to work in an evidenced-informed way.

²*Transitional Safeguarding from adolescence to adulthood | Research in Practice*

The YJS workforce have been trained in Trauma Informed practice (Trauma Recovery Model) to aid understanding of the impact of trauma on children who enter the youth justice system and to ensure trauma-informed and child-focused plans are developed to meet their needs.

All members of the YJS have completed the Youth Justice Effective Practice Certificate (YJEPC); all new members of staff will be completing the YJEPC in 2022 cohort.

Barnet YJS also has yearly access to training commissioned and accessed via INSET including topics such as AIM 3 Harmful Sexual Behaviour, Disproportionality and Youth Justice and Effective Transitions. Barnet have secured several places prioritising YJ practitioners with training gaps in these areas. AIM 3 has been commissioned and delivered to all YJS Case Managers and Child & Family Early Help practitioners who deliver Out of Court Disposals.

Resilience-based tools and approaches are embedded in the core offer of Signs of Safety, the Advanced Certificate and Diploma in Systemic Practice, Graded Care Profile and Adaptive Mentalisation-Based Integrative Treatment (AMBIT). Barnet YJS have access to all Family Services training.

Barnet YJS have created an Advanced Practitioner role to support career progression pathways between practitioners and management roles with the aim of succession planning and workforce retention.

14. Board Development

Barnet's YJMB is a mature partnership that drives effective services for children at risk of offending and reoffending in the borough. Partnership meetings are purposeful and focused on the experiences of children living in the borough; our Child First principles are firmly embedded.

The YJMB will have planned mixer and development days in 2023/24. These days enable the youth justice workforce to mix with the strategic partnership leads and provides the YJMB members with an opportunity to get closer to the work of the service, supporting informed system leadership.

A development day provides an opportunity for reflection on the impact the YJMB is having on local practice and outcomes for children, engage in learning about national practice, policy, and best practice principles so we can collectively drive improvements in the way we work together. The focus for the day will be agreed by the YJMB membership in advance so gaps in knowledge can be considered and the intended outcomes for the day are understood and agreed in advance.

The Chair of the YJMB circulates the YJMB Induction Pack 2023 and Terms of Reference to all new members joining the YJMB to ensure new board members are supported and inducted into the role ensuring they are informed of the requirements of the role.

The YJMB will continue to invite children and parents to share their experiences of services with the partnership and YJMB members have the opportunity to meeting children attending our residential programme and undertaking reparation work in the community so they can hear first-hand the experiences and issues facing children in Barnet as shared by them in their own words.

The Barnet YJS welcomes YJMB members for visits and to shadow/ observe practice-based panels, forums, departmental meetings and delivery of interventions with children. These opportunities build understanding of delivery opportunities and challenges and support focused strategic planning across the partnership.

15. Evidence-based practice and innovation

In 2019, Barnet YJS developed a Residential Programme for children involved in the Youth Justice system. The 3- 5 day Residential Programme is for children aged 10 to 18 years who are subject to an Order, Out-of-Court Disposals or at risk of offending. The Programme was developed to provide children involved in offending in positive activities away from home in activity-based environments where they have the opportunity to play, learn and grow like other children.

The Programme provides a unique opportunity for YJS caseworkers and multi-agency partners to spend quality time building relationships with children and support them to develop skills, prosocial behaviours, and confidence. The Programme involves learning sessions, including gang exit and weapons awareness work and counts towards the completion of their Order. Children who do well on the Programme can be supported to become peer mentors to other children attending future Programmes.

In 2021, Barnet YJS became an accredited provider of the AQA- Unit Award scheme, providing children who have experienced disrupted education and who may have under-developed self-esteem, an opportunity to take steps to build their self-confidence and improve their chances of accessing education, training, or employment. AQA certificates can be achieved via completion of reparation activities such as the Flower Bank or through 1:1 sessions with case managers.

Barnet YJS worked with the educational psychologist attached to the YJS to co-produce a Whiteboard Video with children as a participation project. The creation of Whiteboard videos has enabled children to lead, create and produce user-friendly materials for other children, building self-esteem and engaging children in creative activities. Two videos have been produced which are short animations utilising the voices of the children involved and their own illustrations. The videos explain to other children what to expect when they are in contact with the YJS.

Evidence-based programmes such as 'Behind the Blade' and 'Restorative Thinking' which can be run in a group setting or delivered on a one to one has been purchased to address knife carrying offending.

Barnet Resettlement and Aftercare Panel was set up in 2019, to ensure effective multi-agency planning is in place for children leaving custody on licence or following a remand period. The Panel identifies early, gaps such as accommodation, education/training ahead of release to promote seamless transitions and coordinated constructive resettlement planning. The Panel has evolved to enhance closer working arrangements with the Youth Custody Service who now attend regularly.

Barnet is involved with five other local authorities in North Central London in an Accommodation Pathfinder project which will provide for therapeutic accommodation as alternative to remand. The Accommodation will have wrap around support including education and mental health support and will be targeted at Black boys who are over-represented in the secure estate. The first provision in London opened in Barnet in May 2023.



16. Looking forward

The Barnet Youth Justice Service Desistance Action Plan – 2022 - 2023 sets out a detailed and SMART Plan with clear objectives that Barnet YJS will continue to implement. This will be updated for 2023 -2024

Priorities for the next three months:

- Child Q – the Hackney Safeguarding Practice Review examined the harmful impact of discriminatory practice. Barnet’s Safeguarding Children’s Partnership and the YJMB will closely examine stop and search, strip search, overnight detention, and broader disproportionality data to ensure we have a strong understanding of practice in our area, and we have in place robust plans to address shortfalls and discriminatory practices against Black girls and boys.
- School Exclusions - Barnet YJMB will develop a tracker to measure progress against actions to reduce exclusion of Black boys from education
- The new Out of Court Disposal assessment tool will be reviewed for impact on practice
- A stand-alone resettlement policy will be presented to the YJMB for sign off.
- Completion of the third Residential Programme
- Facilitating a YJMB mixer event with YJS workforce

Priorities for the next three to six months

- Implementing an agreed process and protocol for completing and deriving multi-agency learning from YJS practice issues
- Engaging and inducting a young person representative on the YJMB
- Engaging a parent champion as a representative on the YJMB
- Ensuring children are engaged in service development, quality assurance and feedback about the YJS

Priorities for the next six to 12 months

- Reducing the number of First Time Entrants, children who reoffend and children who are handed down custodial sentences.
- Building on the early success of the Victim Hub
- Delivering training in Restorative Conferencing to develop a Restorative Justice Champion Network across the borough
- Placing children in the London Accommodation Pathfinder (LAP) home as an alternative to custody

In delivering this Plan our Youth Justice partnership will continue to innovate and develop our services and in doing so we will involve, collaborate and co-produce with children. We will strive to ensure that the changes we want to see, benefit most those that use our services, making it easier for them to access and engage with support and positive and relationship-based activities. We want children to repair harm, develop their skills and reach their potential so they can realise their dreams.



17. Sign off, submission and approval:

Chair of Youth Justice Matters Board - name Tina McElligott

Signature

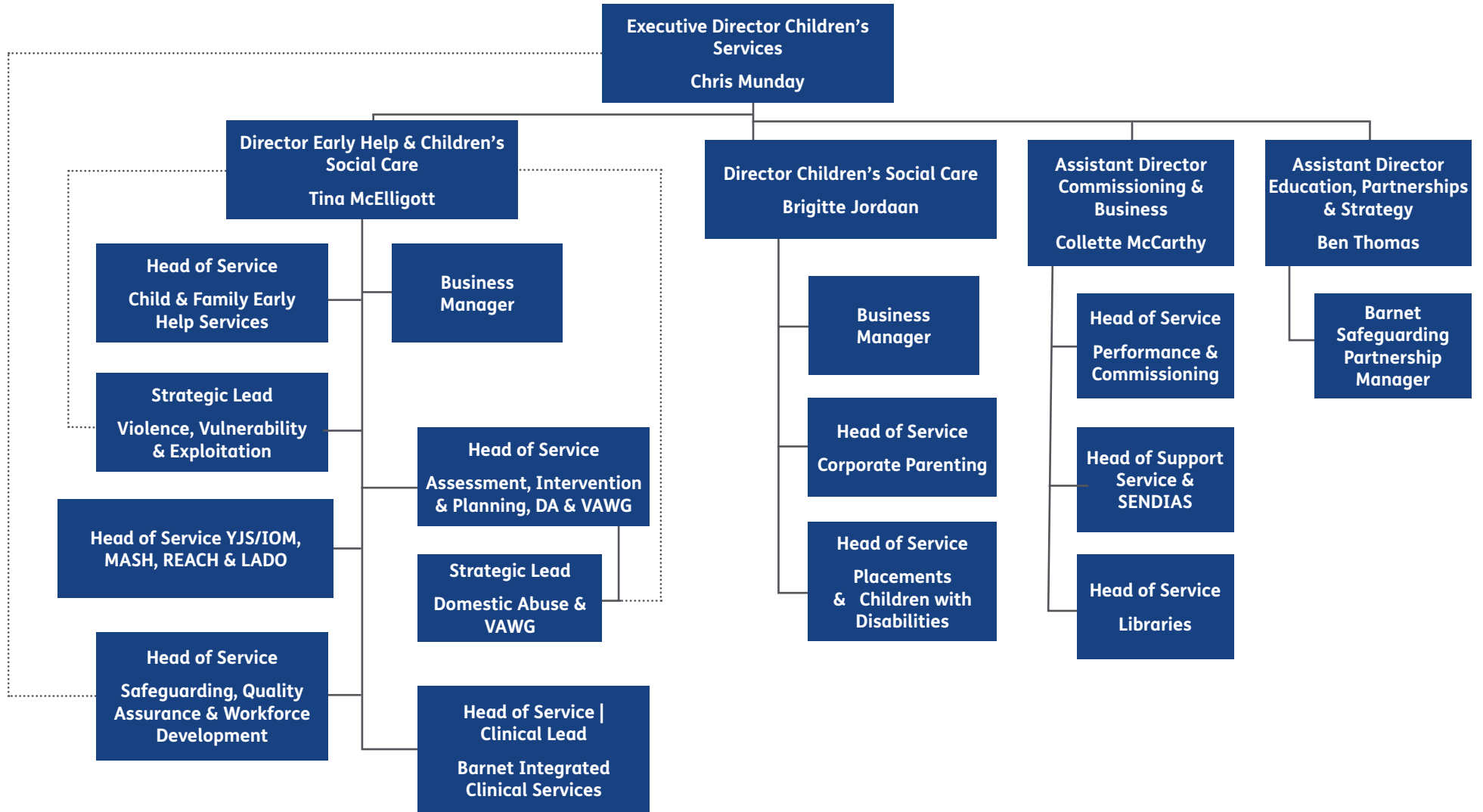
A handwritten signature in black ink, appearing to read 'Tina McElligott', written over a horizontal line.

Date

10 July 2023

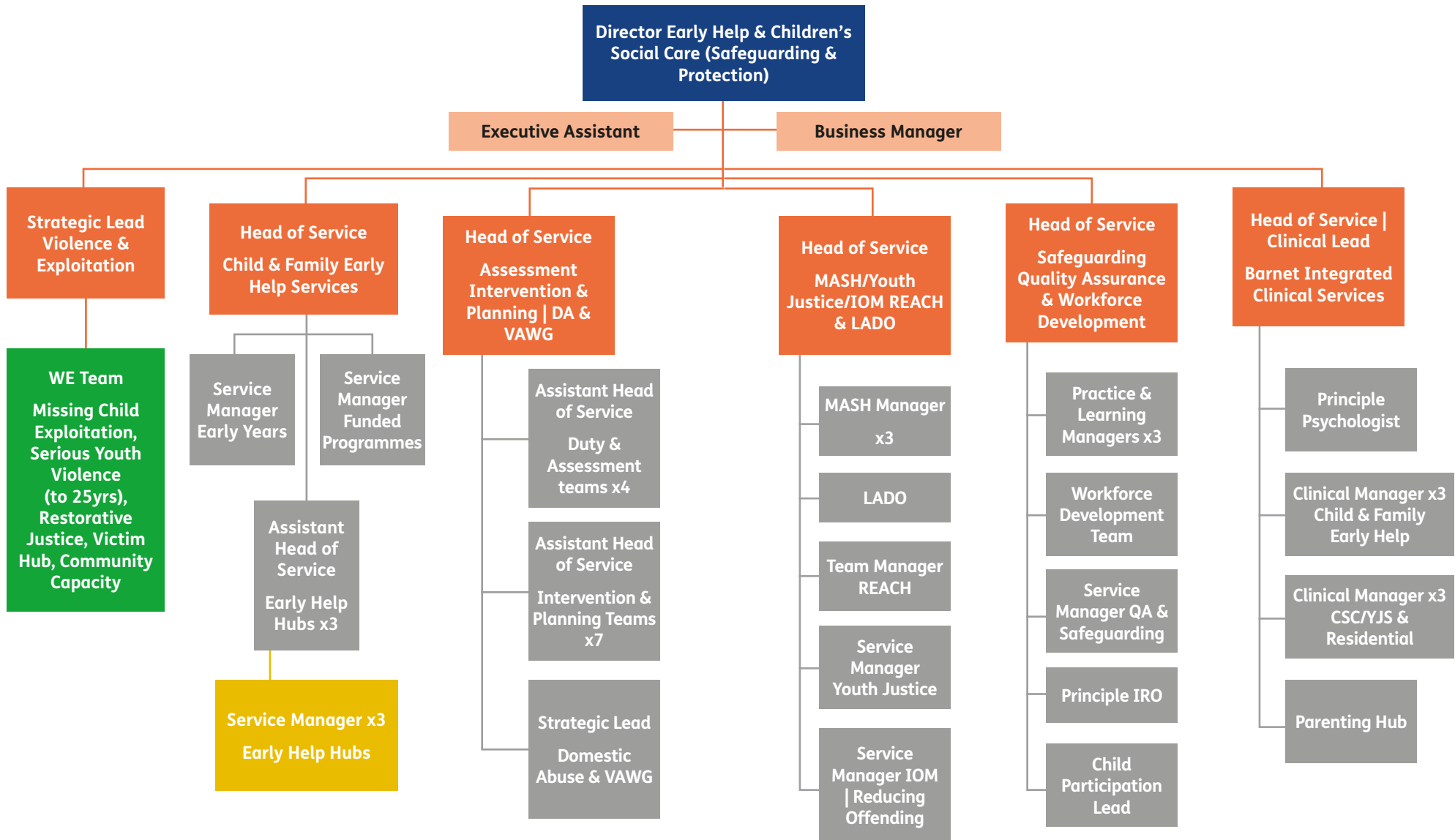
Appendix 1 – Service Structure Charts

London Borough of Barnet Family Services Directorate



Appendix 1a

Family Services Directorate: Early Help and Children’s Social Care Services

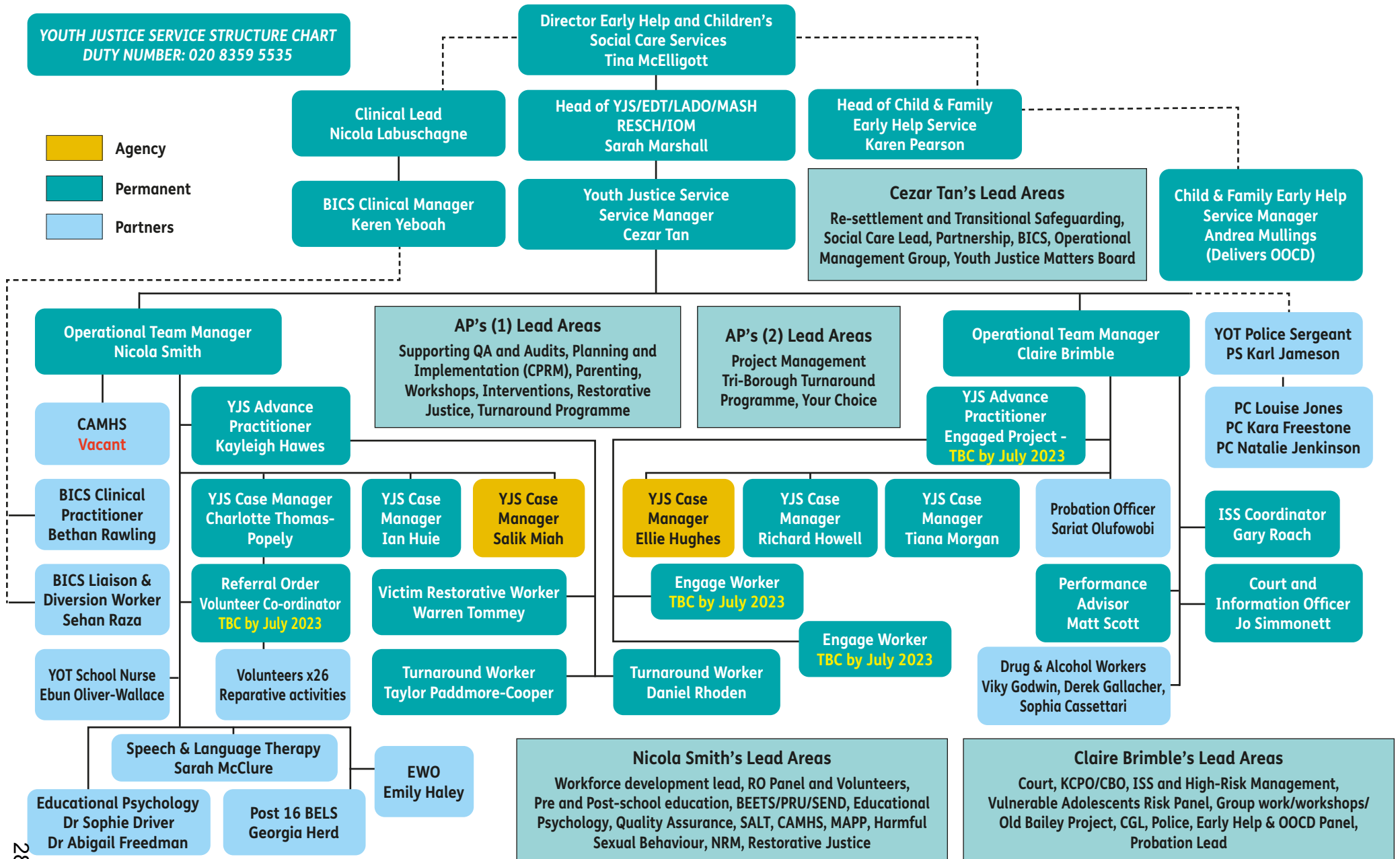


Appendix 1b

Youth Justice Service Structure Chart

YOUTH JUSTICE SERVICE STRUCTURE CHART
DUTY NUMBER: 020 8359 5535

- Agency
- Permanent
- Partners



Appendix 2: YJMB membership and attendance

Name of Attendee	Agency	Role	03/03/2022	16/06/2022	15/09/2022	01/12/2022	27/04/2023	15/06/2023
Statutory Agencies								
Tina McElligott	Local Authority	Director Early Help & Children's Social Care & Board Chair	Y	Y	Y	Y	Y	Y
Adam Rowland	Metropolitan Police NW BCU	Detective Chief Inspector Offender Management						Y
Naz Rana	Metropolitan Police NW BCU	Detective Chief Inspector Offender Management	Y	Y		Y		N/A
Cheryl Frost	Metropolitan Police NW BCU	Detective Inspector Offender Management	Y	Y	N	N	N	Y
James Halliday	Metropolitan Police NW BCU	YJS Police Sergeant	Y	Y	Y	Y	Y	Y
Karl Jameson	Metropolitan Police NW BCU	YJS Police Sergeant						Y
Caroline Loake	North Central London Clinical Commissioning Group	Designated Nurse for Safeguarding Children	Y	Y	Y	Y	Y	Y
Koreen Logie	London Probation Service	Head of Service, Harrow & Barnet Probation Delivery Unit	Y	Y	Y	Y	Y	Y
Luke Kwamya	Public Health	Head of Public Health Commissioning	Y	Y	Y	N	Y	Y
Cathy Honnah	Associate Director for the Healthy Child Programme - Solutions 4 Health	Solutions 4 Health	Y	Y-Replaced by Monica King	Y	N	N	
Rachel Burrell	CYP Commissioning Manager, NCL, ICP	NHS ICP	Y	Y	Y	Y	N	Y
Victoria Wickes	Assistant Director CYP Commissioning, NCL ICP	NHS ICP	Y	Y	Y	Y	Y	Y
Liam Foote	Barnet Education & Learning Service (BELS)	School Safeguarding Lead					Y	Y
Jane Morris	Barnet Education & Learning Service (BELS)	School Safeguarding Exclusion Lead	Y	Y	Y	Y	Replaced by Liam Foote	N/A
Jasmine West	Barnet Education & Learning Service (BELS)	Post-16 Education & Skills Manager	Y	N- (Replaced by Marsha Latrous)			Y	N
Sarah Deale	Barnet Education & Learning Service (BELS)	Head of the Virtual School				Y	Y	Y
Nicola Axford	Barnet Education & Learning Service (BELS)	Virtual School Education Lead				Y	Y	Y

Name of Attendee	Agency	Role	03/03/2022	16/06/2022	15/09/2022	01/12/2022	27/04/2023	15/06/2023	
Other board members									
Ian Helcke,	Barnet Homes	Head of Housing Options	Y	N (Replaced by Tariq Ahmed)	Y	Replaced by Neche Ihesiene	N/A		
Kate Laffan	Barnet Homes	Head of Housing Options	N	N	N	Y	Y	Y	
Valerie Crookes,	Willesden Magistrates Court	Magistrate & Chair of the Youth Panel, Willesden Magistrates Court	Y	Y	Replaced by Caroline Walsh	Y	Replaced by Caroline Walsh		
Caroline Walsh	Willesden Magistrates Court	Deputy Chair of the Youth Panel, Willesden Magistrates Court			Y	N	Y	Y	
Richard Norfolk	Local Authority	Reducing Offending Partnership Co-ordinator	Y	Y		Y	Y	Y	
Karen Pearson	Local Authority	Head of Child & Family Early Help Services	Y	Y		Y	Y	Y	
Chris Kelly	Local Authority	Strategic Lead Vulnerability, Violence & Exploitation	Y	N		Y	Y	Y	
Sehar Raza	Local Authority	YJS Liaison & Diversion Officer	Y	Y	Y	Y	Y	Y	
Dr Keren Yeboah	Local Authority	Clinical Manager, Barnet Integrated Clinical Service, Children's Social Care						Y	N
Helen Rankin	Local Authority	Clinical Manager Barnet Integrated Clinical Service, Children's Social Care	N	Y	N/A replaced by Dr Keren Yeboah				
Kate Jeffrey	Local Authority	Head of Service Corporate Parenting	Y	Y	Y		N		
Sarah Marshall	Local Authority	Head of MASH/YJS/IOM REACH & LADO	N	Y	Y	Y	N	Y	
Cezar Tan	Local Authority	YJS Service Manager	Y	Y	Y	Y	Y	Y	
Matt Scott	Local Authority	Senior Data & Systems Officer, YJS Service	N	Y	Y	Y	Y	Y	
Presenters/Observers/Support roles									
Nicola Smith	Local Authority	Barnet YJS Operational Manager		Y					
Kayleigh Hawes	Local Authority	Barnet YJS Advance Practitioner						Y	
Dr Sophie Driver	Barnet, Education & Learning Service (BELS)	Educational Psychologist			Y	Y			
Warren Tommey	Local Authority	Restorative Justice Co-Ordinator				Y	Y	Y	
Lauren Jefferson	Barnet Education & Learning Service	Education Welfare Officer							
Lucy Kennedy	Public Health	Public Health Commissioner, Substance Misuse		Y					

Appendix 3: Partnership Support & Services

Prevention & Diversion	Barnet's Child & Family Early Help Strategy 2023 – 2027 was launched in May 2023. Early Help Services are delivered through three locality-based Hubs which are situated across the borough providing place-based, accessible and integrated support to families close to where children live and go to school. Barnet Youth – Child and Family Early Help Service - Home - Home
MOPAC Violence Reduction Unit (VRU) - Reducing Exclusions (2019-2023) Project Engage Programme (2023-2025)	Barnet's Child & Family Early Help Services have recruited detached youth workers to build trusted relationships and support children to remain in education where there is a risk of exclusion. In June 2023, Barnet has assumed the lead for the implementation of the Engage Programme across the NWBCU. Barnet YJS is recruiting to three Project Engage Workers and an Advanced Practitioner who will engage with children during the teachable, reachable moment when they are held in Police custody, to prevent them from heading down to future paths of criminality.
Ministry of Justice - Youth Justice Board (YJB) - Turnaround Programme (2022-2025)	3-year funding from the Ministry of Justice received in December 2022 to deliver the Turnaround Programme aimed at early interventions for children on the cusp of the Youth Justice System, to prevent them from offending and offering a needs-led assessment and opportunity for support.
Out of Court Disposals	The Out of Court Disposal (OOC) Panel is a multi-agency forum comprised of representatives from Police, Child & Family Early Help Service, Children's Social Care and the YJS Restorative Justice Coordinator, Liaison and Diversion Specialist Worker, Educational Psychologist and other relevant partners as appropriate. The weekly panel enables children to be diverted from statutory engagement with Youth Justice Services and entry into the criminal justice system through engagement in positive activities and targeted 1:1 support
Adolescents at risk of Violence and Exploitation	Barnet's Vulnerable Adolescent's Strategy 2020 -2022 sets out the multi-agency partnership response to children at risk of violence and exploitation which interfaces with the work of the YJS. The 2020 – 2022 Strategy remains operational in 2022/23 as its intended aims could not be fully met during the Covid pandemic and a new Tackling Violence & Exploitation Strategy is being developed for 2023-26 for publication in December 2023. The borough has a multi-agency violence and vulnerability action plan to address Serious Violence in the borough which is overseen by the Safer Communities Partnership The Child Exploitation & Missing (CEAM) Tool, Tackling Violence & Exploitation Panel (TVEP) and Strategic MACE are multi-agency approaches to assess and manage risk and coordinate disruption activities. Serious Incident Response Meeting (SIRM) Protocol facilitates rapid multi-agency information sharing and safety planning activities to every incidence of serious youth violence where a child is connected to incident of community violence or a household of the victim and/or suspect. YJS Multi-Agency Planning meetings facilitate the seamless transfer of information as relative to risk and vulnerabilities to the TVEP, Strategic Multi-Agency Child Exploitation Meetings (MACE), Multi-Agency Public Protection Arrangements (MAPPA) Multi-Agency Risk Assessment Conference (MARAC), Integrated Offender Management (IOM) and the Adults at Risk Panel.
Youth Endowment Fund - Your Choice Programme (2021 – 2024)	A targeted programme of Clinical Intervention aimed at children at-risk of violence. Practitioners in the YJS and REACH (Adolescents at Risk) Social Work Team have been trained to deliver psychologically informed interventions with children. This training was rolled out to the Youth Justice Service in 2022/23. Barnet is involved an efficacy trial of the Your Choice Programme
London Crime Prevention Funding (LCPF) Multiple Projects (2022 – 2026)	Three-year funding is being used to deliver three programmes: <ul style="list-style-type: none">• Mentoring support for 17–25-year-olds at risk of violent offending, the programme supports free gym membership and mentoring support towards accredited personal trainer qualification• A Victim Hub has been developed through recruitment of a Victim Coordinator to support children affected by crime and violence ensuring a trauma-informed response is coordinated• A Restorative Justice (RJ) Coordinator has been recruited to lead on training in RJ approaches across the borough. The post holder will develop a network of RJ Champions across schools and community projects to embed the approach across the borough

Domestic Abuse and Violence and Women & Girls (VAWG)	<p>Barnet's Domestic Abuse & VAWG Strategy 2022 – 2025 was launched in March 2022. The are partnership priorities are:</p> <ul style="list-style-type: none"> o Early intervention and prevention of Domestic Abuse and VAWG o Support all victims and survivors to report, access help and recover o Pursue perpetrators and engage them in behaviour change interventions to eliminate harm to victims and their families o Strengthen the partnership response to improve multi-agency working and information sharing to deliver improved outcomes o Working together for safer streets, community and public spaces <p>The DA & VAWG Strategy overlays with delivery of YJS in the borough in respect of female and male victims and perpetrators of violence.</p>
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Metropolitan Police

Children in police custody	Operation Harbinger aimed at ensuring effective information sharing during the 'golden hour' of a young person's arrest.
Out of court disposals	Barnet Police organise local OOCSD Scrutiny Panels attended by Senior Managers in Early Help and YJS. The Panel aims to ensure transparency and accountability and to increase public understanding, confidence and trust on the appropriate and proportionate use of OOCSD's. The Scrutiny Panel also supports the identification of areas for development and supports partnership-based approaches. Barnet Police are committed to organizing two scrutiny panels per year.
Knife crime prevention	<p>A Police-led initiative 'No Knives, Better Lives' takes place at the Old Bailey with groups of children, their parents and professionals following identification of a risk of knife enabled offending. The Old Bailey facilitates speakers who have been directly impacted by serious youth violence including victim's parents, previous gang members and A&E surgeons to drive home the consequences of knife crime.</p> <p>The High Risk and Intensive Supervision and Surveillance (ISS) Coordinator delivers a Weapon Awareness Programme (WAP)- Behind the Blade which provide a series of skills-led exercises which support children to think about the triggers of knife crime, learn about the impacts of knife related crime on victims and communities and develop social skills to manage pressures and resolve conflict without the use of knives.</p> <p>The WAP also covers sessions delivered by StreetDoctors, a charitable agency which provides children with the skills and confidence to deliver lifesaving First-Aid, if someone is bleeding or unconscious and helping children manage/overcome the impact of a traumatic event during and after the incident.</p>
Safer schools	The Safer Schools Police Team are committed to promoting a safe environment for students to learn and prevent crime. Every school who engages in a partnership will have a named, dedicated, Police "Safer Schools" Officer regularly working at their school. Safer School Partnerships encourage the Police, children, children, school staff and parents to build good relationships, based on trust and mutual respect. The aim is to provide positive engagement to build trust and confidence between the school community (children, school staff and parents) and the Police, improve safety and enhance safeguarding within the school and the wider community, develop prevention strategies to help children deal with risk, deliver early intervention and diversion, promoting positive pathways for children and support victims of crime.
Youth Engagement Teams	The NW BCU Youth Engagement Team are working with partners to set up Youth Independent Advisory Groups for children aged 13 – 25 across the 3 boroughs of Barnet, Brent and Harrow. The NW BCU Youth Engagement Team have newly established a Youth Referral System targeting early intervention aimed at children identified at the risk of offending. A recent audit shows that since inception the Integrated Early Engagement portfolio has attempted to engage and divert 83 children from across the NW BCU. Of the 83 children referred 69 have been offered diversionary programs suited to their personal interests and preferences.
Targeted Operations	Operation MakeSafe – test purchasing at hotels in the borough where children have been known to book rooms for 'parties' where illicit drugs and alcohol are consumed

Probation Service

Prevention & Diversion	The Supporting Families Grant funds a range of secondee posts into Early Help Services and Children's Social Care Services to coordinate planning and intervention activities for families attached to the Supporting Families Programme
Youth Justice Service Seconded Probation Officer	There is Seconded Probation Officer capacity within the Youth Justice Service working three times weekly to support YJS with regards to case management of all Children who transition to the Adult Probation Service

Resettlement, After-care and transitions	An effective Service Level Agreement is in place, which supports monthly Resettlement and After-Care Panel (RAAP) and provides scrutiny and oversight of children transitioning from the YJS, the meeting determines whether the Probation Service should assume responsibility and the level of support required.
Integrated Offender Management	Integrated Offender Management (IOM) and the Reducing Offending portfolio transferred to Family Services in May 2021 creating opportunity for stronger strategic alignment between Youth Justice Service, Serious Violence, Vulnerability, Exploitation and Domestic Abuse and Violence Against Women & Girls delivery areas. The transfer provides opportunities to effectively plan for the management of persistent and violent offenders at the earliest point in their offending journey, particularly when a high risk of continued offending into adulthood is evident

Voluntary, Community, Faith & Social Enterprise Sector

Young Barnet Foundation	Membership movement that helps grow local activities and opportunities for children in Barnet.
Art Against Knives	Delivery of creative safe spaces for children in Barnet, including nail bars and music labs
MOPAC (VRU) – Capacity Building Project - Community Responders	Following a partnership programme with Colindale Community Trust, 4Front, Youth Realities, FUSE and Orion and Saracens Schools during 2021-2023; a post has been developed to support capacity building in the community to improve responses to incidents of violence in the community
MOPAC (VRU) – Parent Champions (September 2020 – March 2024)	LB Barnet in partnership with Young Barnet Foundation and Khulisa. A programme to engage parents from racially minoritized communities caring for children at risk of exploitation, gangs and serious youth violence to become parent champions and deliver parenting training and/or take on advocacy and parent representation roles in strategic forums. Almost 100 parents from the west of the borough were reached during the initial phase and this is now being delivered in the East/Central part of the borough. Sixteen parents signed up to Empowering Parents, Empowering Communities parenting training being delivered via Child & Family Early Help Services.

Education

Alternative Education	YJS Operational Managers attend monthly meetings with the Pupil Referral Unit and other key education partners to advocate and support the return of children to inclusion in statutory education.
Educational exclusion	The Child & Family Early Help Service is providing MOPAC funded detached youth workers to engage with children at risk of educational exclusion and support their engagement with education provision. Fresh Start in Education has been commissioned to support children who are excluded or at risk of exclusion from statutory education to re-engage with learning so that students have opportunities to re-integrate them to Education, Training and Employment. The Pupil Referral Unit in partnership with Saracens will be delivering mentoring support to children attending PRU's in Barnet funded by Violence Reduction Unit (VRU), MOPAC.
MOPAC (VRU) – Pupil Referral Unit Mentoring Project (2020 – 2024)	Saracens are providing mentoring support to children attending the PRU to reduce the risk of exploitation by criminal gangs.
Education, Training and Employment (ETE)	BEET is co-located with Barnet YJS 3 days a week, supporting children who are 16+ and not in Education, Employment or Training (EET). This work provides Careers Guidance and helps support children to access appropriate Education, Employment and Training opportunities. Through this provision it assists them move into a sustainable form of EET.
Looked After Children	A Service-Level Agreement is in place with the Virtual School to ensure the educational needs of children on remand and serving custodial sentences is met. A Transitions Hub has been established with Youth Endowment Funding to support children looked after who are transitioning between placements and schools to minimize the disruptive impact of these significant moves.
Educational Needs Assessment	The YJS has access to two part-time Educational Psychologists (EPs). The EPs work closely with the YJS and partners through a range of levels including consultation with professionals and stakeholders, individual work with children and contribution at multi-agency panels to support the identification and learning needs of children involved in the Criminal Justice System and to support the development of dedicated strength-based plans. The EPs also offer training and support to Case Managers to enhance knowledge and understanding of key areas which impact the learning and wellbeing of children in YJS to inform effective provision.

Health

NHS England	Funding for a Liaison and Diversion (L&D) Officer and a Forensic Psychologist to support the work of the YJS in identifying and supporting the mental health needs of children involved in offending.
Public Health	Change, Grow and Live (CGL) substance misuse services are co-located with the YJS on a weekly basis to facilitate access to services harm reduction. Public Health deliver Healthy Relationships Programmes in schools
School Nursing	The Central London Community Healthcare NHS Trust are co-located with the YJS on a weekly basis for health assessments/screening on the set days of Tuesdays and Thursdays. This is to ensure children health and well-being are promoted.
Barnet Integrated Clinical Service	Provide Integrated Clinical Support to children open to Children's Social Care Services, Early Help Services. Mental Health Support Teams are in schools across the West Locality and are being developed in the East/Central Locality. Children's Wellbeing Practitioners are available to support children missing education and children who are electively home educated.
NHS London Vanguard Project (2021 – 2024)	Prevention funding for a part-time clinical psychologist and part-time Youth Worker co-located with Art Against Knives to deliver outcomes focused and preventative interventions. The prevention arm is to go live in Barnet in 2022, the funding covers different strands in Enfield, Haringey, Camden and Islington.

Appendix 4: Barnet Youth Justice Service Staff, Specialist Workers and Volunteers- ethnicity, sex and known disability of staff

Ethnicity	Female Staff members	Male Staff members	Female Volunteers	Male Volunteers	Total
White	13	4	9	3	29
Black	4	4	5	1	14
Asian	1	2	0	1	4
Mixed Heritage	3	0	0	0	3
Any other ethnic group	3	0	4	1	8
Not Known	0	0	0	0	0

No record of staff having disability.

Appendix 5: Barnet Youth Justice Service HMIP Improvement Plan 2022-23

Recommendation	Objective	Desired Outcome	Action owner/ Lead	Target date	Progress milestone and evidence
Domain 1 - Organisational Delivery					
Barnet Youth Justice Matters Board to ensure that all children’s educational needs are understood and that they have access to high-quality services that are matched to their needs (Recommendation 6)	<p>Data on racial and gender disproportionality in educational exclusions to be presented by Barnet Education & Learning Service (BELS) to the Youth Justice Matters Board to ensure all stakeholders are clear on the issues affecting school exclusions and how agencies can support mitigation against the risk of exclusion.</p> <p>The Youth Justice Service & BELS will provide regular reports to the Youth Justice Matters Board pertaining to the progress and outcomes of the multi-agency activities below:</p> <p>Supporting Families funding for the YJS Educational Psychologist and Speech & Language Therapist to be secured to ensure continued focus and identification of learning and communication needs of young people involved in the Youth Justice System</p> <p>Young people aged 16+ who are at risk of NEET will have improved access to BELS post-16 Personal Advisor</p> <p>Young people involved in the Youth Justice system who are at risk of exclusion from education will be supported to improve their attendance and engagement in learning</p>	<p>The number of school exclusions for racially minoritised boys and girls will reduce</p> <p>The Youth Justice Matters Board will have oversight of the educational outcomes for young people involved in the Youth Justice Service and drive positive outcomes for them</p> <p>Specialist input of the educational psychology service and speech & language therapy service will continue to be available to young people involved in the Youth Justice Service and they will have access to tailored and individualised assessment and support that supports their access to high-quality educational services that is matched to their needs.</p> <p>The number of young people aged 16+ who are NEET will reduce</p> <p>Young people at risk of exclusion or attending the PRU will receive individualised mentoring support to promote their engagement and attendance in education</p>	<p>Lead: Tina McElligott, Chair Youth Justice Matters Board</p> <p>Supported by: BELS representatives (Jane Morris/Jasmine West) at YJMB YJS Management Team Karen Pearson, Head of 0-19 Early Help Services</p>	Dec-22	<p>Supporting Families funding for the educational psychology and speech and language therapy posts has been approved for three years (April 2022 - March 2025)</p> <p>BELS Post-16 Personal Advisor has increased to 3 days per week to improve the inclusion of young people open to the YJS aged 16+ who are not in Education, Employment or Training (NEET).</p> <p>As of January 2023, BELS Worker is now FTE 1.0. Additional 2 days will be funded by the Turnaround Programme (January 2023-25)</p> <p>The Supporting Families funded Educational Welfare Officer (EWO) is now based within Barnet YJS one day a week (Thursdays) to strengthen the support offered to CYP and families open to the YJS in dealing with the challenges and opportunities for improving school attainment, inclusion and attendance</p> <p>The MOPAC funded reducing exclusions projects in 0-19 Early Help and the Pupil Referral Unit have extended funding to continue supporting young people subject to Out of Court Disposals who are at risk of educational exclusion and support their engagement and attendance in educational provision.</p>
	Barnet Council to ensure that YOS staff have access to ICT systems that enable them to deliver a high-quality service and meet the needs of all children (Recommendation 7)	<p>ICT arrangements and firewalls do not prohibit or disrupt remote working activities and/or delay recording of important child level information</p> <p>Unexpected interruptions to ICT services are resolved promptly and/or escalated in accordance with the ICT SLA/Protocol.</p>	<p>Young people have timely access to resources that meet their needs and risks are swiftly communicated to ensure the whole system is able to effectively safeguard</p> <p>All staff working within Barnet Youth Justice Services have access to accessible and functional ICT systems that enable timely recording and effective information sharing.</p>	<p>Lead: Cezar Tan, YJ Service Manager</p> <p>Supported by: Barry May, Head of IT Grace Walker, Head of Strategy and Performance Kerit Patel- Capita Operational Service Manager</p>	01/09/2022

<p>Barnet YJS should provide the management board with timely information about the efficacy of its works with victims (Recommendation 2)</p>	<p>The Youth Justice Management Board is provided with regular information about the work being undertaken by the YJS to support victims</p>	<p>The Youth Justice Matters Board has a clear line of sight to the impact and outcomes for victims as a result of the implementation of Restorative Justice approaches</p>	<p>Lead: Warren Tommey- RJ Victim Coordinator</p> <p>Supported by: Nicola Smith- Operational Team Manager Steven Hunt, Victim Support</p>	<p>Quarterly reporting to commence September 2022</p>	<p>Added to the Youth Justice Matters Board Forward Plan. Victim Liaison Coordinator attends the YJMB quarterly to report works with victims. Victim Improvement Plan 2023-24 was authorised by the YJMB Chair and all the board members on June 2023.</p>
<p>Domain 2 - Court Disposals</p>					
<p>Barnet Youth Offending Services should ensure that robust contingency plans are in place for all children, which address their safety and wellbeing, and risk of harm to others (Recommendation 1)</p>	<p>“Barnet Youth Justices to improve oversight of the quality of assessments to ensure safety and wellbeing and risk to others is clearly articulated alongside explicit contingency plans to manage changes in circumstances.</p> <p>Reviews robustly examine changes in young people’s circumstances and changes to their safety and wellbeing and risk to others, including victims</p> <p>Appropriate tools are used with young people under supervision to understand, monitor and review risk i.e.Safety Mapping Exercise.</p> <p>Barnet Youth Justice Services have an updated Risk Policy that strengthens Risk Management and Contingency Planning</p> <p>Barnet Youth Justice Matters Board have assurance that the quality of Court Assessments and Reviews has improved</p>	<p>Young people and the public are effectively safeguarded from harm</p> <p>Young people and their parents carers are actively involved and their voices embedded within the AssetPlus Assessment, planning, intervention and review processes ensuring personalised and tailored risk management interventions</p> <p>The factors affecting young people’s safety and wellbeing and risk to others is considered in the context of their diverse and unique circumstances, learning and communication needs, mental health, familial and social circumstances.</p> <p>AssetPlus Assessments and reviews are informed by robust analysis of multi-agency information, factors affecting desistence, strengths and protective factors</p> <p>Quality assurance of AssetPlus Assessments and Reviews is timely and robust and this is reflected in audit outcomes</p>	<p>Lead: Cezar Tan, YJ Service Manager</p> <p>Supported by: Youth Justice Services, partner agencies and volunteers</p>	<p>Nov-22</p>	<p>An Advanced Practitioner post has been created to support management oversight and quality assurance activities ; the post is expected to be filled by October 2022. This has been completed. Kayleigh Hawes has been appointed last October 2022.</p>

Domain 3- HMIP Recommendation- Out-of-Court Disposals					
<p>Barnet Youth Offending Service and Barnet Early Help Services should ensure that assessments of children who offend are analytical, consider diversity factors and clearly record classifications of risk, and that actions are taken as required when assessments are reviewed (Recommendation 4)</p>	<p>Barnet YJS develop a robust Out of Court Disposal assessment tool that effectively supports analysis of Risk of Serious Harm, Safety & Well-being and Likelihood of Reoffending.</p> <p>Barnet YJS Managers to have oversight of the quality of OOCDC assessments through arrangement of regular joint audit activity</p> <p>Barnet Youth Justice Matters Board to have assurance that the quality of assessments undertaken for young people receiving Out of Court interventions has improved</p>	<p>Young people and the public are effectively safeguarded from harm</p> <p>Young people and their parents carers are actively involved and their voices embedded within OOCDC assessment, planning, intervention and review processes ensuring personalised and tailored risk management interventions</p> <p>The factors affecting young people’s safety and wellbeing and risk to others is considered in the context of their diverse and unique circumstances, learning and communication needs, mental health, familial and social circumstances.</p> <p>OOCDC assessments and reviews are informed by robust analysis of multi-agency information, factors affecting desistance, strengths and protective factors</p> <p>Management oversight of the quality of OOCDC is improved and reflected in audit activity and outcomes</p>	<p>Joint Leads: Cezar Tan, YJ Service Manager, Karen Pearson, HoS 0-19 Early Help Services</p> <p>Supported by: Police 0-19 Early Help Managers and Practitioners</p>	<p>Sep-22</p>	<p>The OOCDC assessment tool will be implemented in June 2022.</p> <p>Joint audit schedule to be agreed to monitor quality of assessments using the new tool</p> <p>A training needs analysis is to be undertaken for all 0-19 Practitioners undertaking OOCDC interventions. All completed as of 03.02.2023</p>
<p>Barnet Youth Offending Service, Barnet Early Help Services and the Metropolitan Police should ensure that initial out-of-court disposal screening processes facilitate allocation of the child’s assessment to a suitably skilled practitioner (Recommendation 5)</p>	<p>Robust processes are in place to effectively screen and allocate Out of Court Disposals (OOCDC)</p> <p>Young people will benefit from support provided by appropriately skilled 0-19 Early Help Practitioners</p>	<p>Clear, robust and well-understood OOCDC screening and allocation processes are in place</p> <p>0-19 Early Help Practitioners are equipped with the skills needed to effectively support young people subject to OOCDC’s</p> <p>Young people are allocated to appropriately skilled professionals in accordance with assessed need and risk</p>	<p>Joint Leads: Cezar Tan, YJ Service Manager, Sergeant James Halliday, Met Police, Karen Pearson, HoS 0-19 Early Help Services</p> <p>Supported by: 0-19 Early Help Managers and Practitioners</p>	<p>Sep-22</p>	<p>Barnet’s OOCDC Protocol is being updated to ensure clarity in the initial screening and allocation process. This has been completed in September 2022.</p>
HMIP Recommendation-Resettlement					

<p>Barnet Youth Offending Services should develop a standalone resettlement policy, with partners, to strengthen current arrangements (Recommendation 3)</p>	<p>Barnet to develop a stand-alone resettlement policy that builds on the positive local partnership arrangements</p> <p>Young people in need of resettlement and aftercare planning will benefit from clear multi-agency frameworks that are focused on ensuring their needs for secure housing, education, employment, training, health and wider resettlement support needs are met.</p> <p>Transitional Safeguarding arrangements will facilitate seamless and robust transitions aimed at reducing risk of young people falling through transition gaps</p>	<p>Young people will experience seamless transitions from custody to the community and to adult services at all times promoting their need for continued support during service handovers</p> <p>Barnet YJS will have a clear multi-agency Resettlement Policy that strengthens the Resettlement and AfterCare Panel (RAAP) Terms of Reference</p> <p>Transitional Safeguarding aims will be well understood by the YJS and partners</p> <p>Barnet YJS and partners will effectively work together to create an environment of structural support to tackle disproportionality/disparity, manage CYPs' physical/emotional, mental health and wellbeing, offer them suitable and sustainable education, training and employment, access continuity of specialist provisions and intervention such as substance misuse, receive support to manage transitions and the complexities of housing and post-custody accommodation arrangements prior to their release from custody to the community.</p>	<p>Lead: Cezar Tan, YJ Service Manager</p> <p>Supported by: Workforce Development Team Operational Representatives of: Children in Care/Leaving Care Children's Social Care Probation Barnet Homes Health Police Secure Estate Barnet Integrated Clinical Services</p>	<p>01/09/2022 - 31/09/2023</p>	<p>On 13 July 2022, the YJS Operational Managers attended the Pan London Transitional Safeguarding training delivered by LB Haringey. The training provided a space for colleagues from across London to share ideas and knowledge, address practice challenges and support the development of innovative local practices. The training enabled the YJS Management team to strengthen and focus on transitional safeguarding works across Family Services and partnerships.</p> <p>On 16 May 2023, further training was delivered by the YJS Management to all Staff members and Early Help Practitioners on how Transitional and Contextual Safeguarding could be embedded in the AssetPlus Assessment, Planning and Implementation.</p> <p>The Resettlement and Aftercare Panel will draft a Policy for the YJMB to review by September 2023.</p>
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Appendix 6: Glossary of Youth Justice Terms

ACE	Adverse childhood experience. Events in the child's life that can have negative, long-lasting impact on the child
AIM 2 and 3	Assessment, intervention and moving on, an assessment tool and framework for children who have instigated harmful sexual behaviour
ASB	Anti-social behaviour
AssetPlus	Assessment tool to be used for children who have been involved in offending behaviour
BICS	Barnet Integrated Clinical Services
C&F	Child & Family
CAMHS	Child and adolescent mental health services
CCE	Child Criminal exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity
Children	We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Child First	A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion
CLA or LAC or CiC	Children Looked After, Looked After Children, Children in Care (local authority care)
CME	Child Missing Education
Constructive resettlement	The principle of encouraging and supporting a child's positive identity development from pro-offending to pro-social
Contextual safeguarding	An approach to safeguarding children which considers the wider community and peer influences on a child's safety
Community resolution	Community resolution, an informal disposal, administered by the police, for low level offending where there has been an admission of guilt
EHCP	Education and Health Care Plan, a plan outlining the education, health and social care needs of a child with additional needs
ETE	Education, training or employment
EHE	Electively home educated, children who are formally recorded as being educated at home and do not attend school
EOTAS	Education other than at school, children who receive their education away from a mainstream school setting
EP	Educational Psychology
FTE	First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or court disposal)
HMIP	Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services
HSB	Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves
IOM	Integrated Offender Management
MAPPA	Multi agency public protection arrangements
MARAC	Multi-Agency Risk Assessment Conference (Domestic Abuse & Community Safety)
MFH	Missing from Home
NRM	National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them
OOCD	Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court

Older Adolescent	We define an older adolescent as someone between the ages of 18 – 24 years.
Outcome 22/21	An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending
Over-represented children	Appearing in higher numbers than the local or national average
RHI	Return home Interviews. These are interviews completed after a child has been reported missing
SALT	Speech & Language Therapy
SEND	Special Educational Needs & Disability
SLCN	Speech, Language and communication needs
STC	Secure training centre
SCH	Secure children's home
Young Person	Someone aged
YJS	Youth Justice Service. This is now the preferred title for services working with children in the youth justice system. This reflects the move to a child first approach
YOI	Young offender institution

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	Youth Justice Plan 2022-25
Name and job title of completing officer	Sarah Marshall
Head of service area responsible	Sarah Marshall
Equalities Champion supporting the EqlA	N/A
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	N/A

2. Description of proposal

Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input checked="" type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input checked="" type="checkbox"/>
If budget saving please specify value below: £139,000	If other please specify below: Refreshed Youth Justice Plan
<i>Please outline in no more than 3 paragraphs⁶:</i>	
<p>The Crime and Disorder Act 1998 Section 40 sets out a statutory duty for Local Authorities, in consultation with partner agencies, to develop, produce and implement an annual Youth Justice Plan. Barnet's Youth Justice Plan for 2023 – 2025 sets out:</p> <ul style="list-style-type: none"> • How youth justice services will prevent offending behaviour and reduce reoffending 	

- How youth justice services in the area are to be provided and funded
- How the youth justice services will be composed, how they will operate and what functions it will carry out
- Measurable objectives against key performance indicators and the National Standards.

The London Borough of Barnet wants all children and families living in our borough to be safe, healthy, resilient, knowledgeable, responsible, informed, listened to and involved.

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

Protected group	What does the data tell you? ⁷ <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 you ⁸ ? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>
Age ⁹	Around 47,000 living in Barnet are aged 10 -19 years.	Census 2021 Barnet Open Data JSNA – Borough Summary Barnet Open Data CYP plan 2024 (barnet.gov.uk) The Youth Justice Plan is developed with statutory and non-statutory members of the Youth Justice Matters Management Board (Police, Health, Probation, Family Services, Early Help, Education, Child Mental Health) and is informed by regular consultation and feedback from parents and children in accordance with Family Services child participation and family involvement strategy 2022-24 My Say Matters Involvement Strategy 22-24 (barnet.gov.uk) . Each year Barnet undertakes a young people's survey to receive feedback about how we deliver services and their concerns Young Persons' Perception Survey 2023-24 Engage Barnet
Disability ¹⁰	10% of Barnet school pupils are identified as requiring SEN support (11.7% London, 12.6% England). 3.6% of children and young people in Barnet have Education, Care and Health Plans (EHCPs), (4.1% London, 4% England)	
Gender reassignment ¹¹	The Youth Justice Service has not worked with any children who have had gender reassignment in the past 12-months	
Marriage and Civil Partnership ¹²	No children in contact with the Youth Justice System have been married or in a Civil Partnership in the past 12-month	
Pregnancy and Maternity ¹³	The Youth Justice Service has not worked with any children who are pregnant in the past 12 months	
Race/ Ethnicity ¹⁴	48.6 % of children attending Barnet school are from Black and Other ethnicity backgrounds. 38.2% of secondary school pupils speak English as an additional language; there are 182 languages spoken in schools across the borough. Overall, 52% of the 0-19 population in Barnet are from Black and Other ethnicity backgrounds, compared to 30% across England	
Religion or belief ¹⁵	Christian - 142,321 people or 36.6% Buddhist - 4,158 people or 1.1% Hindu - 22,105 people or 5.7%	

	<p>Jewish - 56,616 people or 14.5%</p> <p>Muslim - 47,688 people or 12.2%</p> <p>Sikh - 1,524 people or 0.4%</p>	
Sex¹⁶	Mid-year population estimates published by the ONS in 2019, males account for 48.4% of Barnet's 388,639 population, while females made up 51.6% of the total.	
Sexual Orientation¹⁷	Barnet Census data reports that 8,633 residents (2.8%) identified with an LGB+ orientation (gay or lesbian, bisexual, or other sexual orientation, as categorised by the Office of National Statistics). Data is not collected for children under 16 years	
Other relevant groups¹⁸		

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? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	

Age	<p>The Youth Justice System works with children aged 10 -17. The service works with approximately 75 young people at any one time (less than 1% of the child population)</p> <p>Youth Justice provision is not an open access service, a child must be arrested and charged with an offence to be eligible for a service.</p> <p>62% of children open to the Youth Justice Service are aged between 16 – 18 years. 14 and 15- year-olds account for 34% of the Youth Justice cohort with very small number of children aged between 10-13 years (4%).</p> <p>The age of children in contact with the service is routinely monitored at quarterly Youth Justice Matters Management Boards. Barnet’s Youth Justice Service has a Child-First Commendation</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>Youth Justice provision is not an open access service, a child must be arrested and charged with an offence to be eligible for a service</p> <p>14% of the Youth Justice Cohort (2022/23) were identified as having an Education Health Care Plan (EHCP). Children with additional needs are reported to the Youth Justice Board and to the Special Educational Needs and Disability Board for Children with which it interfaces.</p> <p>Data is reported to the Youth Justice Board and routinely monitored at quarterly Youth Justice Matters Management Boards</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<p>Youth Justice provision is not an open access service, a child must be arrested and charged with an offence to be eligible for a service</p> <p>The Gender Identity of children is not reportable data to the Youth Justice Board. Trends in information are routinely shared at quarterly Youth Justice Matters Management Boards. There have been no children accessing Youth Justice provision who have had or are undergoing gender reassignment in the past 12-months</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and Civil Partnership	<p>N/A</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>N/A</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Race/ Ethnicity	<p>Youth Justice provision is not an open access service, a child must be arrested and charged with an offence to be eligible for a service</p> <p>65% of children in contact with the Youth Justice Service are of Black and Other ethnicity backgrounds (Sept 2023)</p> <p>The race and ethnicity of children in contact with the service is subject to enhanced monitoring through a Disproportionality Action Plan which is required by the Youth Justice Board and racial disparity data is monitored at quarterly Youth Justice Matters Management Boards</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<p>Youth Justice provision is not an open access service, a child must be arrested and charged with an offence to be eligible for a service</p> <p>The religious beliefs of children are not reportable data to the Youth Justice Board although is collected locally. Trends in information are routinely shared at quarterly Youth Justice Matters Management Boards</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<p>Youth Justice provision is not an open access service, a child must be arrested and charged with an offence to be eligible for a service</p> <p>The gender of children in contact with the service is reported to the Youth Justice Board and routinely monitored at quarterly Youth Justice Matters Management Boards.</p> <p>Boys account for 83% of the Youth Justice cohort (Sept 2023)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	Sexual orientation data is not collected for children under 16 years of age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Other key groups 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>	Positive impact	Negative impact		No impact
		Minor	Major	

<p>Key groups</p>	<p>The Youth Justice Board (YJB) expects local Youth Justice Management boards (Barnet Youth Justice Matters Management Board) to take responsibility for all aspects of YJS governance; to lead strategically across relevant partners and to ensure a high-quality service is provided to all children. Youth justice service governance and leadership - GOV.UK (www.gov.uk)</p> <p>Board members are required to consider, among wider responsibilities:</p> <ul style="list-style-type: none"> • Gaps in knowledge about the YJS, how it operates and the needs of the children with whom it is working • Understanding of the characteristics of children coming into the local justice system, and any disparity in groups from the local population? 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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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
Age, disability, race	Disproportionate representation in the Youth Justice System	Disproportionality Action Plan	Through the Youth Justice Matters Management Board and submission of the DAP to the Youth Justice Board	Annual with Youth Justice Plan	Cezar Tan

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

The Barnet Youth Justice Plan is developed by the multi-agency partnership and is informed by the Youth Justice Service performance data collated quarterly which is presented and analysed at the statutory Youth Justice Matters Management Board , engagement with children and their parents and is contains significant data relating to children who come into contact with the service

Sign-off

9. Sign off and approval by Head of Service / Strategic lead ²⁴	
Name Tina McElligott	Job title Director Early Help & Children's Social Care
<input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqlA	Date of approval: January 2024
<input type="checkbox"/> Tick this box to indicate if EqlA has been published Date EqlA was published: Embed link to published EqlA:	Date of next review: March 2026

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 EqIA 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 EqIA you should document your reasons why.

⁵ **Title of EqIA:** This should clearly explain what service / policy / strategy / change you are assessing.

⁶ **Focus of EqIA:** A member of the public should have a good understanding of the proposals being assessed by the EqIA after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EqIA)'

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 EqIA 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 EqIA?, 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.

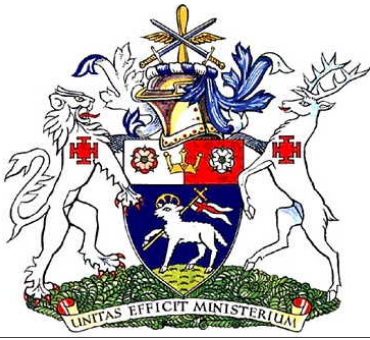
²² **Monitoring:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further monitoring, equality assessment, and consultation are needed.

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.

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Council
30 January 2024

Title	Revised Gambling Statement of Principles
Date of meeting	30 January 2024
Report of	Executive Director of Assurance
Wards	All
Status	Public
Urgent	No
Appendices	Appendix A – Revised Gambling Statement of Principles Appendix B – Summary of Changes Appendix C – Summary of Consultation responses
Officer Contact Details	Ash Shah Group Manager, Consumer & Public Protection Ash.Shah@barnet.gov.uk

Summary

This report seeks the approval from Full Council to approve and publish the recently revised Gambling Statement of Principles following its approval from the 8th November 2023 Licensing & General Purposes Committee.

Recommendations

- 1. Council is requested to approve the revised Gambling Statement of Principles 2024.**

1. Reasons for the Recommendations

- 1.1 The Gambling Act 2005 (the “Act”) places a duty on the Council as the ‘Licensing Authority’ for gambling premises in the Borough. It requires that a licensing authority should aim to permit the use of premises for gambling in so far as it thinks it is: a) in accordance with any relevant code of practice or any guidance from the Gambling Commission; b) reasonably consistent with the licensing objectives; and c) in accordance with its gambling licensing policy.

- 1.2 The Council has a number of important regulatory functions in relation to gambling. These include licensing premises, regulating gaming and gaming machines in clubs, granting permits to what the Guidance refers to as 'family entertainment centres' for the use of certain lower stake gaming machines, regulating gaming and gaming machines on alcohol licensed premises, granting permits for prize gaming, and registering small society lotteries.
- 1.3 In accordance with the Act, the Council must prepare, consult on and publish a Statement of Principles which it proposes to apply when exercising relevant functions. In exercising their functions, licensing authorities must have regard to the statutory guidance issued by the Gambling Commission.
- 1.4 The Act also requires that this statement of principles must be reviewed and published at least every 3 years. The gambling Statement of Gambling Principles was last reviewed in January 2021.
- 1.5 Where there are any proposed changes to the statement of principles, the Council is required under the Act to consult on any revisions.
- 1.6 The proposed Gambling Statement of Principles (which can be found in Appendix A) is an update on the previous policy taking into account any changes in guidance, best practice or document formatting. A summary of the changes can be found in Appendix B attached to this report.
- 1.7 The draft document was put before the Overview and Scrutiny Committee on 4th September 2023.
- 1.8 The Overview and Scrutiny committee RESOLVED that the draft Gambling Statement of Principles (The Statement of Gambling Licensing Policy), be recommended to Licensing & General Purposes Committee following the conclusion of the public consultation, at the meeting on the 8th November 2023 prior to a final recommendation to Council on 30th January 2024.
- 1.9 A consultation was undertaken between 3rd August 2023 and concluded 26th October 2023. Further information regarding this consultation can be found in paragraph 7.
- 1.10 15 responses to the consultation were received.
- 1.11 It was clear from the research undertaken in preparation for this revised Gambling Statement of Principles and the responses received during this process that the Licensing Authority should look at the way in which its Local Area Profile data was being gathered and utilised.
- 1.12 The Licensing team therefore entered into discussions with the Council's Insight and Intelligence Team who advised that to put in place the research and tools that the Licensing team would like to see in place with the required datasets for this task would take approximately 1 year. As a result, it is not possible to introduce this new intelligence tool for the current update of the Gambling Statement of Principles but it is the intention, however, to have this in place and fully functional before the next revision of the Gambling Statement of Principles which will be due no later than 2027.
- 1.13 The Licensing and General Purposes Committee approved the amendments made to the Gambling Statement of Principles following the consultation (on 8th November 2023) and requested that it now be passed to Full Council for adoption.

<p>2. Alternative Options Considered and Not Recommended</p>
<p>2.1 There are no alternative options. The London Borough of Barnet has a duty to prepare, consult and publish a Gambling Statement of Principles or any proposed changes to the same.</p>
<p>3. Post Decision Implementation</p>
<p>3.1 Council is being asked to approve that the Gambling Statement of Principles be adopted from 31st January 2024.</p>
<p>3.2 Once adopted the Gambling Statement of Principles will be published on the Councils website.</p>
<p>4. Corporate Priorities, Performance and Other Considerations</p>
<p>Corporate Plan</p> <p>4.1 The approach taken by the Licensing Authority in relation to applications fully supports objectives contained within Our Plan for Barnet (2023-2026). It promotes delivering “quality services and striving to continually improve the standard of Services”</p> <p>Corporate Performance / Outcome Measures</p> <p>4.2 Not relevant to this report</p> <p>Sustainability</p> <p>4.3 No sustainability issues arising from the recommendations.</p> <p>Corporate Parenting</p> <p>4.4 There will be no negative impact on looked after children and care leavers from the introduction of this Gambling Statement of Principles.</p> <p>Risk Management</p> <p>4.5 It is prudent to monitor performance to ensure that the Gambling Licensing function is delivered efficiently and effectively.</p> <p>4.6 It is important that the London Borough of Barnet adopts a robust and accountable regulatory regime in relation to gambling. It needs to ensure that the risk of non-compliance and the regulatory burden to both the Local authority and to the trade is minimised. However, it must balance this with the need to uphold the licensing objectives.</p> <p>Insight</p> <p>4.7 No relevant to this report</p> <p>Social Value</p> <p>1.1. This Gambling Statement of Principles aims to help support meeting the licensing objectives including protecting children and the vulnerable.</p>
<p>5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)</p>
<p>5.1 Administration and enforcement are carried out by the Councils Licensing Team, together with support from its legal team (HB Public Law) and from Governance Services, when arranging and co-ordinating arrangements for hearings.</p>

5.2 In relation to certain decisions made by the Licensing Authority there is always a risk of an appeal. However, making consistent decisions in line with agreed policies, guidance and procedures minimises this risk.

5.3 There are no financial implications of the proposed action.

6. Legal Implications and Constitution References

1.1. Under the Act there are three statutory licensing objectives to be met through licensing: (1) Preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime; (2) Ensuring that gambling is conducted in a fair and open way; and (3) Protecting children and other vulnerable persons from being harmed or exploited by gambling. A good policy ensures that these licensing objectives are promoted by the Council.

1.2. The Act requires the Council to prepare a statement of principles that they propose to apply in exercising their functions under the Act before each successive period of 3 years and to publish the statement.

Where there are any proposed changes to the statement of principles, the Council is required under the Act to consult on any revisions.

1.1. In accordance with Article 3 of the Council's Constitution, Full Council is responsible for approving the policy framework which includes plans and strategies required by the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended), and this includes:

- Statement of Gambling Licensing Policy

1.2. In accordance with Part 3D, paragraph 8.1 of the Constitution, Budget and Policy Procedure Rules, a copy of any proposed plan or strategy which is part of the policy framework shall also be referred to the Overview and Scrutiny Committee in sufficient time for the proposals to be included in the agenda for a scheduled meeting of the Committee, and for the Committee to make a report or recommendations to the meeting of the Council that is to consider the plan or strategy concerned. The Council shall not agree a plan or strategy until the Overview and Scrutiny Committee has had the opportunity to consider the proposals, subject to the need for statutory deadlines to be met.

7. Consultation

7.1 In accordance with statutory requirements, the consultation document was sent to the Police, trade associations for gambling businesses, and residents groups. It was also sent to councillors, responsible authorities, gambling businesses in the borough, faith groups, voluntary organisations, community organisations working with children and young people and organisations working with problem gambling.

7.2 The consultation was published on the Council's consultation portal on Barnet's website.

7.3 The Gambling Statement of Principles was consulted upon with all relevant stakeholders for a period of 12 weeks. All replies have been taken into account and the Statement of Principles, revised as considered necessary, and was put before the Licensing & General Purposes Committee for final approval at its meeting on 8th November 2023.

7.4 A summary of the consultation responses can be seen in Appendix C.

8. Equalities and Diversity

- 8.1 The Council has a legal obligation under section 149 of the Equality Act 2010 to have due regard to the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act; advance equality of opportunity between those with a protected characteristic and those without; promote good relations between those with a protected characteristic and those without.
- 8.2 The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. It also covers marriage and civil partnership to a limited extent (discrimination).
- 8.3 The broad purpose of this duty is to integrate considerations of equality into day-to-day business and keep them under review in decision making, the design of policies and the delivery of services.
- 8.4 When considering applications, only issues provided for in the relevant legislation, in addition to the authority's policy will be taken into account. This will ensure a consistent approach is adopted. Under the terms of the policy, every application will be considered on its own merits.
- 8.5 In consideration of the section 149 duty, an equalities impact assessment has been completed and concluded that there are no adverse or negative impacts on any of the protected groups.

9. Background Papers

- 9.1 [4th September – Overview and Scrutiny Committee](#)
- 9.2 [8th November 2023 Licensing & General Purposes Committee Papers](#)
- 9.3 [Gambling Statement of Principles 2022 - 2024](#)

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London Borough of Barnet

Statement of Principles

Gambling Act 2005

Effective from 31/01/2024

(Approved at Full Council on 30/01/2024)

Author	Group Manager (Regulatory Services)
Directorate/Director	Assurance Directorate Executive Director of Assurance
Responsible Committee	Licensing & General Purposes Committee
Commencement Date	31/01/2024
Review Date	30/01/2027

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Summary of Changes

This document updates the borough’s Statement of Gambling Principles - 2022-2024 and a summary of the changes incorporated into the Statement of Gambling Principles 2024-2027 are set out below.

Sections	Summary of Changes
5.1 – 5.2	<p>General Principles</p> <p>Paragraphs briefly outlining the councils’ general principles when carrying out its Licensing Authorities functions</p>
12.1	<p>Role of the Gambling Commission</p> <p>Paragraph briefly outlining the role of the Gambling Commission</p>
15.1 – 15.3	<p>Gaming Machines</p> <p>Additional text added to define types of gaming machines.</p>
16.1 – 16.4	<p>Gambling Risk Assessments</p> <p>Additional sections have been added in order to provide more details as to the topic of Gambling Risk Assessments and considerations that should be made by applicants on the impact that gambling premises could have on the local area.</p>
17.1 – 17.2	<p>General Approach to Applications</p> <p>Additional sections added to existing text relating to Barnet’s approach to applications.</p>
20.4 – 20.16	<p>Location of Premises</p> <p>Additional sections added to existing text introducing the term ‘vulnerability zone’ to the statement of principles.</p>
21.2 – 21.13	<p>Division of Premises and Primary usage</p> <p>Additional sections added to existing text providing further detailed information on the matter of the division of licensed premises.</p>
22.1	<p>Door Supervisors</p> <p>Additional sections added to existing text providing further detailed information on the matter of door supervision</p>
36.1 – 38.2	<p>Lotteries</p> <p>Requirements defining lotteries have been expanded to detail limits and categories of exemptions for lotteries listed.</p> <p>Small Lotteries – further details have been added with regards registration, enforcement and record keeping</p>
Page 41 - 51	<p>Local Area Profile Maps have been updated to provide current data</p>

Introduction

Licensing Authorities are required by the Gambling Act 2005 (“the Act”) to publish a statement of the principles which they propose to apply when exercising their functions under the Act. This statement must be published at least every three years and may also be reviewed from “time to time”. Any amendments must be consulted upon and the statement published before giving it effect.

In preparing a statement, the Act requires Licensing Authorities to consult the following:

- The Chief Officer of Police;
- One or more persons who appear to the authority to represent the interests of persons carrying on gambling businesses in the authority’s area;
- One or more persons who appear to the authority to represent the interests of persons who are likely to be affected by the exercise of the authority’s functions under the Gambling Act 2005.

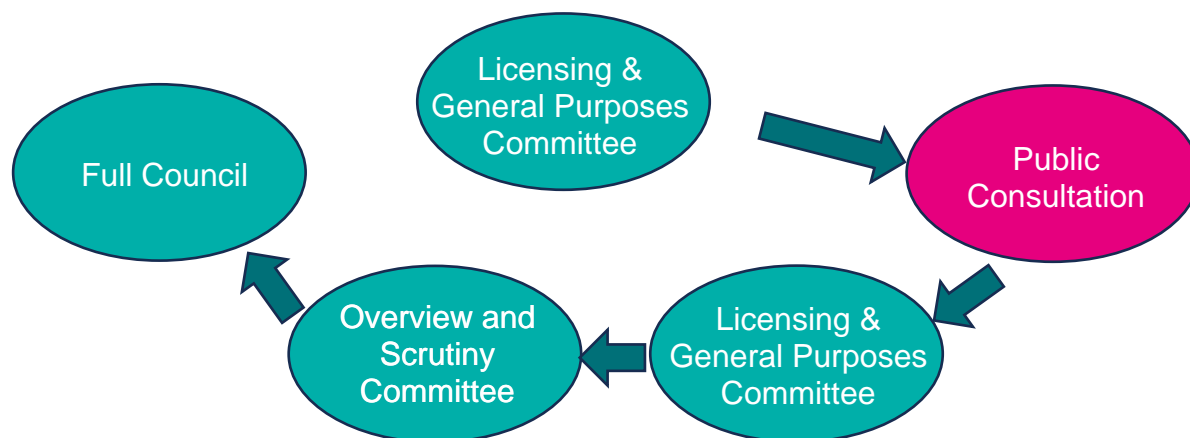
The London Borough of Barnet has consulted widely upon this statement in accordance with the Act. A list of the groups consulted upon is provided below:

- The Metropolitan Police Service
- Social Services
- Trade associations
- Resident associations
- Responsible authorities
- Councillors
- Faith Groups
- Voluntary Groups
- Gambling businesses

A full copy of the individuals and groups consulted can be found in appendix 1 of this statement.

This Statement of Principles was approved at a meeting of the Full Council on 30th January 2024 and will come into effect on 31st January 2024.

The Licensing Authority will commence its review of this Gambling Statement of Principals in early 2026 to ensure that the policy takes environmental and legislative changes into account. This will also enable enough time for the consultation and scrutiny processes to take place before the 2027 expiry date. Once drafted the revised statement of principles will undertake the following committee approval cycle:



The Gambling Commission states in the introduction to its Guidance to Licensing Authorities:

1.1 When the *Gambling Act 2005* (the Act) came into force in late 2007, it brought in a new, comprehensive system for gambling regulation in Great Britain. For the first time, the vast majority of commercial gambling was brought together into a single regulatory framework. The Act established a dedicated regulator, at a national level, in the form of the Gambling Commission (the Commission). But it also recognised the potential local impact and importance of gambling. So it created many local regulators, whose job it is to manage gambling locally, in line with local circumstances. Those regulators are the 368 licensing authorities of England, Wales and Scotland. In doing so, the Act established a strong element of local decision-making and accountability in gambling regulation.

1.2 The Act gives local regulators discretion to manage local gambling provision, including discretion as to the level of fees set to cover the cost of administering the local system of regulation within limits set by The Department for Digital Culture Media and Sport (DCMS) in England and Wales. It sets out some boundaries to that discretion, consistent with the recognition of gambling as a mainstream leisure activity.

1.3 The Act also provides scope for the Commission to act to set an overall direction at national level, while leaving licensing authorities in the lead locally, with appropriate support from the Commission. This Guidance, to which licensing authorities must have regard, is an important part of those arrangements.

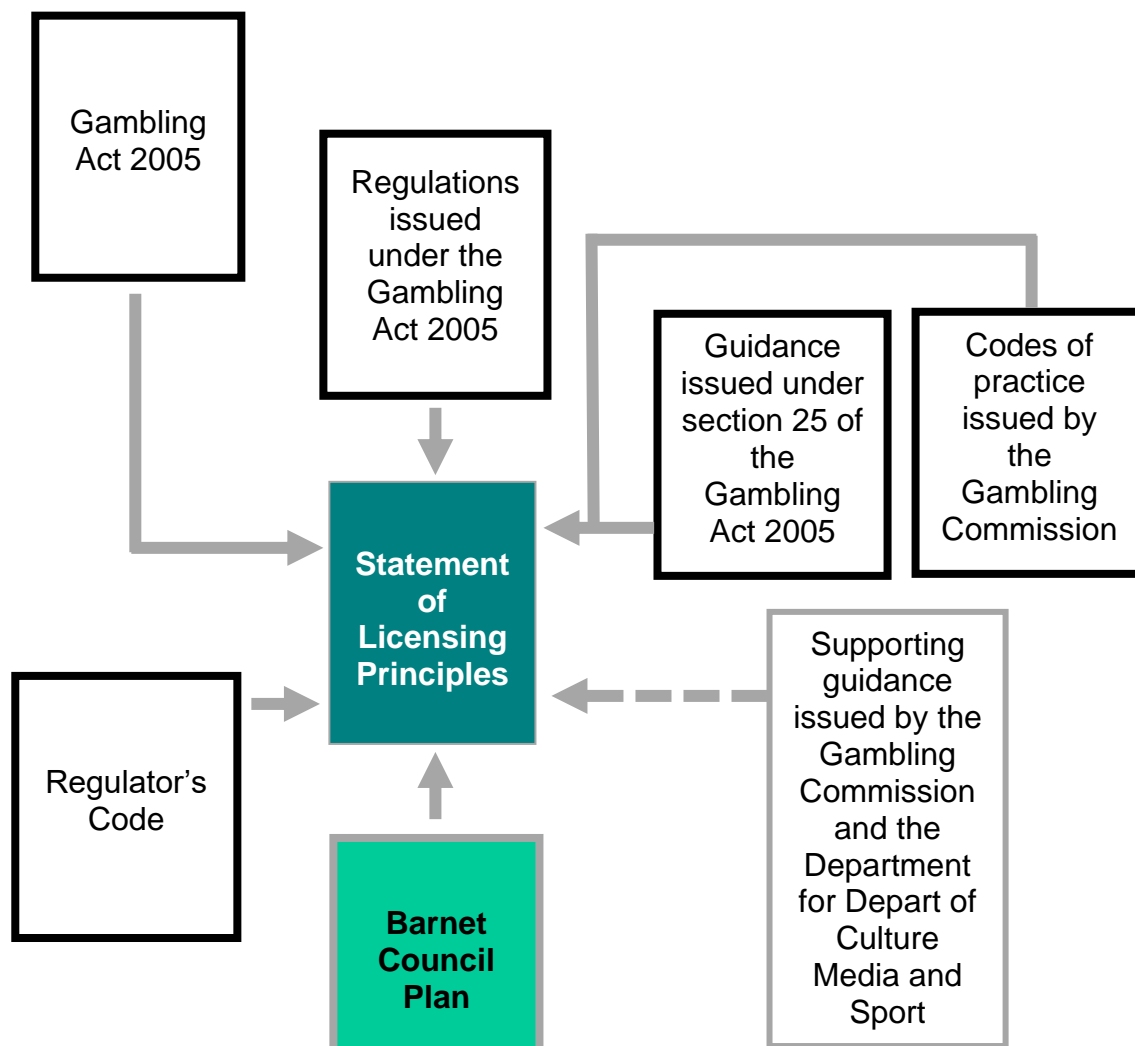
It should be noted that this Statement of Principles will not override the right of any person to make an application, make representations about an application, or apply for a review of a licence, as each will be considered on its own merits and in accordance with the statutory requirements of the Act.

The Gambling Act 2005 is available at:

<http://www.legislation.gov.uk/ukpga/2005/19/contents>

and the Gambling Commission’s Guidance to Licensing Authorities is available at:
<https://www.gamblingcommission.gov.uk/guidance/guidance-to-licensing-authorities/gla-part-1-general-guidance-on-the-role-and-responsibilities-of-licensing>

Statement of licensing policy hierarchy



Barnet’s Geographic Area

- 1.1 The London Borough of Barnet herein sets out a statement of principles that it will apply when carrying out its functions as a licensing authority in accordance with the Act.
- 1.2 The London Borough of Barnet is situated in North London. According to the 2021 Census Barnet’s overall population in 2021 was recorded to be 389,340. This shows a 9.2% increase on the 2011 Census, meaning that Barnet now has the 2nd largest population of all the London boroughs.

In terms of area Barnet is the fourth largest. 36% of the borough is undeveloped, being

greenbelt (28%) and metropolitan open land (8%). The rest of the borough is made up of densely populated suburban areas, 20 town centres and the transport network.

1.3 The current Borough map is shown below
<http://maps.barnet.gov.uk/>



Part 1 - General Principles

1.1 The Licensing Authority in carrying out its functions under s153 of the Gambling Act 2005 ('the Act') will aim to permit the use of premises for gambling in so far as it thinks it:

- a) in accordance with any relevant code of practice issued by the Gambling Commission;
- b) in accordance with any relevant guidance issued by the Gambling Commission;
- c) reasonably consistent with the gambling licensing objectives; and
- d) in accordance with the Authority's Statement of Principles

1.2 It should be noted that this policy statement will not override the right of any person to make an application, make representations about an application, or apply for a review of a licence, as each will be considered on its own merits and in accordance with the statutory requirements of the Act. The sole exception to this rule is for Casino premises licences – as Barnet has adopted a 'no- casino' resolution, the Authority will not consider any application for a new casino premises licence.

Gambling Licensing Objectives

2.1. In exercising functions under the Act licensing authorities must have regard to the gambling licensing objectives as set out in section 1 of the Act. The gambling licensing objectives are:

- Preventing gambling being a source of crime or disorder, being associated with crime or disorder or being used to support crime.
- Ensuring that gambling is conducted in a fair and open way.
- Protecting children and other vulnerable persons from being harmed or exploited by gambling.

2.2. The London Borough of Barnet as the relevant licensing authority accepts that the term "vulnerable person" is not defined. It may for example include people who gamble more than they want to, or beyond their means; and people who may not be able to make informed or balanced decisions about gambling due to a mental impairment, alcohol or drugs. The London Borough of Barnet will consider this objective on a case by case basis and will not interpret the term narrowly.

The London Borough of Barnet recognises that harm in relation to gambling is not limited to harm from gambling but includes wider child protection considerations, including the risk of child sexual exploitation

Declaration

3.1. In preparing this Statement of Principles, the licensing authority has had regard to the gambling licensing objectives of the Act, and the Guidance to Licensing Authorities issued by the Gambling Commission and any responses from those consulted on this Statement of Principles.

Responsible Authorities

4.1. The responsible authorities with respect to licensing premises in Barnet are:

- The Gambling Commission
- The Metropolitan Police Service
- London Borough of Barnet's Planning Service
- The London Fire and Emergency Planning Authority
- Barnet Safeguarding Children Partnership
- HM Revenue and Customs
- London Borough of Barnet itself as the licensing authority

4.2. The London Borough of Barnet are required by regulations to state the principles it will apply in exercising its powers under Section 157 of the Act to designate, in writing, a body which is competent to advise the authority about the protection of children from harm. The principles are:

- The need for the body to be responsible for an area covering the whole of the licensing authority's area and,
- The need for the body to be answerable to the democratically elected persons rather than any particular vested interest group

4.3. In accordance with the suggestion in the Gambling Commission Guidance to Local Authorities the London Borough of Barnet designates the local Barnet Safeguarding Children Partnership for this purpose.

4.4. In selecting the Barnet Safeguarding Children Partnership as the body competent to advise about the protection of children from harm, the London Borough of Barnet took into account the following points:

- The Barnet Safeguarding Children Partnership has a responsibility under the Children Act 2004 to promote the welfare and safety of children and young people in the London Borough of Barnet
- The Partnership includes a variety of professionals with skills and experiences directly relevant to the need to protect children from being harmed or exploited by gambling
- The Partnership is answerable to democratically elected persons and does not represent any particular interest group
- The Partnership is the responsible authority for the purposes of the Licensing Act 2003 and has experience of the licensing process
- The Partnership works in partnership with other local authority services and other organisations to make Barnet a safer place for children
- The Partnership is able to provide advice about protecting children and guidance in accessing appropriate training
- The Partnership works within the wider pan London framework of child protection so as to promote a consistent approach across London

- 4.5. Responsible authorities have the right to make representations in connection to an application, or to ask for a review of an existing licence. Any such representation must be relevant to the application.

Interested Parties

- 5.1. Interested parties are defined in Section 158 of the Act as follows:

“A person is an interested party in relation to a premises licence or in relation to an application for or in respect of a premises licence if, in the opinion of the licensing authority which issues the licence or to which the application is made, the person;

- (a) Lives sufficiently close to the premises to be likely to be affected by the authorised activities*
- (b) Has business interests that might be affected by the authorised activities*
- (c) Represents persons who satisfy paragraph a) or b)”*

- 5.2. Interested Parties have the right to make representations in connection to an application, or to ask for a review of an existing licence. Any such representation must be relevant to the application.
- 5.3. To enable the London Borough of Barnet to decide whether a person is an interested party it will expect any person making a representation to give their name and address and explain how they or their business interests would be affected by the authorised activities. If this information is not provided then the representation will not be accepted by the licensing authority.
- 5.4. In considering whether an interested party lives or has business interests sufficiently close to the premises certain factors will be taken into account including:
- The size of the premises
 - The nature of the premises
 - The distance of the premises from the habitual residence or workplace of the person making the representation
 - The potential impact of the premises (number of customers, routes likely to be taken when visiting the premises)
 - The circumstances of the complainants and their interest that may be relevant to the distance from the premises
- 5.5. In determining whether a person or organisation has “business interests” the London Borough of Barnet will adopt the widest possible interpretation and may recognise certain groups which include but are not limited to, trade unions, partnerships, charities, faith groups, residents and tenants associations and medical practices.

- 5.6. If the representation is from an association or any other body then these will only be accepted provided that they have at least one member who is an interested party.
- 5.7. Unless the person making the representation is a locally elected Councillor or Member of Parliament the London Borough of Barnet as licensing authority will require written evidence that they represent identified interested parties. A letter from one of these persons will be sufficient.
- 5.8. If individuals wish to approach locally elected Councillors to ask them to represent their views then those Councillors cannot sit on a licensing committee that meets to determine the licence application.
- 5.9. To be deemed relevant, a representation must relate to the gambling licensing objectives or raise issues under the policy or the Gambling Commissions guidance or codes or practice.
- 5.10. In deciding whether to treat a representation as frivolous or vexatious the following will be taken into account
 - Who is making the representation and whether that person has a history of making representation that are not relevant
 - Whether or not it raises a relevant issue
 - Whether it raises issues specifically to do with the premises which are the subject of the application
- 5.11 The validity of each representation will be decided upon its merits. This authority will not apply a rigid rule to its decision making. It will consider the examples of considerations provided in the Gambling Commission's Guidance to Licensing Authorities.

Licensing Authority Functions

- 6.1. The London Borough of Barnet are required under the Act to assume responsibility for;
 - Licensing premises where gambling activities are to take place by issuing premises licences.
 - Issuing provisional statements
 - Regulation of members clubs and miners' welfare institutes who wish to undertake certain gaming activities via issuing Club Gaming Permits and/or Club Machine Permits
 - Issuing Club Machine Permits to Commercial clubs.
 - Granting permits for the use of certain lower stake gaming machines at unlicensed family entertainment centres
 - Receiving notifications from alcohol licensed premise (Under the Licensing Act 2003) for the use of two or fewer gaming machines
 - Issuing Licensed Premises Gaming Machine Permits for premises licensed to sell/supply alcohol for consumption on the licensed premises, under the Licensing Act 2003, where there are more than two machines.
 - Registration of small society lotteries below the prescribed thresholds
 - Issuing Prize Gaming Permits

- Receiving and endorsing Temporary Use Notices
- Receiving Occasional Use Notices
- Providing information to the Gambling Commission regarding details of licensing issues
- Maintaining registers of the permits and licences that are issued under these functions.

6.2. It should be noted that the London Borough of Barnet are not involved in licensing remote gambling at all. This falls within the remit of the Gambling Commission via operating licences. Remote gambling is defined as "gambling in which persons participate by the use of remote communication" namely, the internet, telephone, television, radio or "any other kind of electronic or other technology for facilitating communication".

Delegation of Functions

7.1. The Licensing Authority will delegate its functions in accordance with the Act, as summarised below:

Matter to be dealt with	Full Council	Licensing & General Purposes Committee	Licensing sub committee	Officers
Final approval of the Licensing Authority Statement of Policy	X			
Policy not to permit casinos	X			
Application for premises licence			Where representations have been received and not withdrawn	Where no representations received/ representations have been withdrawn
Application to vary premises licence			Where representations have been received and not withdrawn	Where no representations received/ representations have been withdrawn
Application for transfer of a licence			Where representations have been received from the Commission	Where no representations have been received from the Commission
Application for			Where	Where no

provisional statement		representations have been received and not withdrawn	representations received/ representations have been withdrawn
Review of a premises licence		All cases	
Application for club gaming/club machine permits		Where objections have been made (and not withdrawn)	Where no objections have been made/objections have been withdrawn
Cancellation of club gaming/club machine permits		All cases	
Applications for other permits			All cases
Cancellation of licensed premises gaming machine permits			All cases
Consideration of temporary use notice			All cases
Decision to give a counter notice to a temporary use notice		All cases	
Decision to reject a representation on the grounds that it is not from an interested party			All cases
Initiation of review of a premises licence by London Borough of Barnet in its capacity as licensing authority			All cases
Fee setting (when appropriate)		Normal budget-setting arrangements	
Consideration of representations when London Borough of Barnet is minded to refuse to register a lottery or to revoke a		All cases	

Role of the Gambling Commission

8.1. The Gambling Commission is responsible for:

- issuing operating licences to organisations and individuals who provide facilities for gambling
- issuing personal licences to persons working in the gambling industry
- taking the lead role on ensuring that gambling is conducted in a fair and open way through the administration and enforcement of operating and personal licence requirements
- remote gambling activities such as facilities provided via the Internet, television, or radio
- issuing guidance and statutory codes of practice

Exchange of Information

9.1 The London Borough of Barnet as licensing authority will act in accordance with the provisions of the Act in its exchange of information with the Gambling Commission and other persons listed in Schedule 6 to the Act. This includes the provision that the Data Protection Act 2018 will not be contravened.

9.2 The London Borough of Barnet as licensing authority will also have regard to any guidance issued to local authorities by the Gambling Commission on this matter, as well as any relevant regulations issued by the Secretary of State under powers provided in the Act.

9.3 The London Borough of Barnet as licensing authority will seek to establish information exchange protocols with the responsible authorities and will make these available.

Inspection & Enforcement

10.1. The London Borough of Barnet is required to state the principles to be applied by the authority in exercising its functions under Part 15 of the Act with respect to the inspection of premises; and the powers under Section 346 of the Act to institute criminal proceedings in respect of the offences specified.

10.2. The London Borough of Barnet's principles are that it will have regard to the Gambling Commissions Guidance for Local Authorities and in doing so will endeavour to be:

- Proportionate - London Borough of Barnet will only intervene when necessary; remedies will be appropriate to the risks posed and costs identified and minimised
- Accountable - London Borough of Barnet must be able to justify decisions and will be subject to public scrutiny
- Consistent - rules and standards will be implemented fairly

- Transparent -London Borough of Barnet will be open and do its best to keep things simple and user friendly
- Targeted – London Borough of Barnet will focus on the problem and do its best to minimise side effects.

10.3. Any enforcement action will be in accordance with the relevant enforcement policy.

10.4. The main enforcement and compliance role for the London Borough of Barnet in terms of the Gambling Act 2005 is to ensure compliance with the premises licences and other permissions which it authorises. The Gambling Commission is the enforcement body for the operating and personal licences. It is also worth noting that concerns about manufacture, supply or repair of gaming machines are not dealt with by the London Borough of Barnet but should be notified to the Gambling Commission.

10.5. The London Borough of Barnet also keeps itself informed of developments as regards the work of the Better Regulation Executive in its consideration of the regulatory functions of local authorities. The Better Regulation Executive is a government agency within the Department for Business, and Trade (previously within the Department for Business), Energy and Industrial Strategy which aims to achieve more effective regulation and reduce existing regulatory burdens affecting business and frontline staff in the public sector.

10.6. The London Borough of Barnet’s licensing officers will monitor ongoing compliance with licence conditions. They may carry out inspections without prior notice to the occupier or licensee.

10.7. As per the Gambling Commission’s Guidance to Licensing Authorities the London Borough of Barnet will endeavour to avoid duplication with other regulatory regimes so far as possible.

10.8. Planned enforcement activity will be prioritised according to assessed risk (the potential for harm to the gambling licensing objectives). This London Borough of Barnet has adopted and implemented a risk-based inspection programme, based on:

- The gambling licensing objectives
- Relevant codes of practice
- Guidance issued by the Gambling Commission to Licensing Authorities, in particular at Part 36 (Compliance and enforcement matters)
- The principles set out in this statement of licensing policy

10.9. When assessing risk, London Borough of Barnet will take into account the following matters:

- The type of gambling and its potential to result in harm
- The size of the premises and the number of patrons
- The standard of compliance with licence conditions
- Officers’ confidence in the ability and intention of the management of the premises to maintain good standards of compliance with licence conditions.
- Relevant information from other agencies/council teams.

- Location of the gambling premise and its proximity to vulnerable people or defining a gambling vulnerability zone, and
- density of existing gambling establishments

- 10.10. The risk rating for each premises will be kept under constant review and may change at any time.
- 10.11. Upon receipt of a complaint about licensed premises The London Borough of Barnet, will investigate the allegation in accordance with the Council's Enforcement Policy and take appropriate action.
- 10.12. The London Borough of Barnet will not tolerate non-compliance with licence conditions or licensable activity at unlicensed premises except in accordance with a Temporary Use Notice.

Gaming Machines

- 11.1. Throughout this document, references are made to gaming machines as being within Categories A, B, C or D, or in some cases, sub-categories such as B1, B2, B3 or B4.
- 11.2. Gaming machines are categorized according to the nature of their operation, the maximum charge to use and the maximum prize available, and the legislation sets out the categories and sub-categories of machines that may be made available under each type of licence or permit. The Secretary of State is responsible for establishing the applicable values of each category and sub- category by way of statutory instrument.
- 11.3. The categories and values applicable to each category are subject to change and are therefore not included in this document. Current information is available from the Gambling Commission's Website <https://www.gamblingcommission.gov.uk/licensees-and-businesses/guide/gaming-machine-categories>

Gambling Risk Assessments

- 12.1. The Gambling Commission introduced a new licensing condition within the Licence Conditions and Codes of Practice (LCCP) which came into effect in April 2016. This resulted in the requirements for premises based gambling operators to undertake a local gambling risk assessment of their premises and the potential impact that the premises and its operation may have on the gambling licensing objectives. This condition made it a requirement for all gambling operators to consider local area information provided by the Licensing Authority via their Statement of Licensing Principles for Gambling (Licensing Policy).

- 12.2. The introduction of new provisions in the social responsibility code within the LCCP encourages local authorities, the Commission and the industry to work in partnership to address local issues and concerns. The risk based approach provides a better understanding of, and enables a proportionate response, to risk. This approach includes looking at future risks and thinking about risks in a probabilistic way. Risk is related to the probability of an event happening and the likely impact of that event. In this case it is the risk of the impact on the gambling licensing objectives.
- 12.3. The council has produced a Local Area Profile (LAP) to assist applicants to conduct, assess and complete a premises based gambling risk assessments. All gambling operators within the borough or new operators applying for a new licence must have regards to the LAP when completing or revising their risk assessments. Appendix A
- 12.4. The council views these risks as an important component of the overall assessment and management of local risks. Barnet will assist operators in this process by providing specific information on its concerns surrounding gambling within the borough and the impact on the gambling licensing objectives. These local risk assessments are specific to the potential harm that gambling premises can have on one or more of the gambling licensing objectives under the Act. They are specific to the premises, the local area and the local community.

Part 2 – Applications

General Approach to Application

- 13.1. The council acknowledges that licensing authorities ‘shall aim to permit the use of premises for gambling’, as specified in section 153 of the Gambling Act, whilst recognising that the presumption is counterbalanced ‘in so far as the authority think’ the application accords with relevant codes, guidance, objectives and policy. As such, when making decisions about gambling matters the authority will consider the authority’s statement of licensing principles and:
- The gambling licensing objectives
 - any relevant code of practice or guidance issued by the Gambling Commission
 - the need to avoid duplicating other regulatory regimes
 - the right of any person to make an application under the Act
 - the Local Area Profile
 - the premises own Local Risk Assessment
- 13.2. The London Borough of Barnet has no rigid rules about the acceptability of applications and will consider each on its merits. Applicants will be given the opportunity to demonstrate how their application promotes the gambling licensing objectives and addresses the relevant sections of statement of principles.

13.3. The matters that it will generally take into account when considering applications for permits and licences and when reviewing a licence are set out below:

- The type and nature of the gambling activity.
- The proximity of the gambling premises to sensitive premises such as schools or centres for vulnerable adults, or to residential areas where there may be a high concentration of families with children, and the likelihood that children or vulnerable adults will enter the premises.
- Where permits or licences are sought for use at premises that may attract children, or where children may be present, the London Borough of Barnet will give particular weight to child protection issues. The London Borough of Barnet is aware that children may be harmed not only by taking part in gambling, but also if they are able to watch it taking place. This concern may be particularly relevant at premises where there are multiple licences, where only part of a premises is licensed or where permits are to be used in part of a premises only.
- The adequacy of any proposed measures to prevent crime connected with gambling.
- The adequacy of any proposed steps to prevent access by children and vulnerable adults, or to prevent such people from seeing gambling taking place.
- The public availability at the premises of information about organisations that can provide advice and support in relation to gambling and debt, for example GamCare, Gamblers Anonymous, the Gordon Moody Association, the National Debtline and local Citizens Advice Bureau and other relevant advice agencies.
- The existence of crime and disorder (particularly if it has required police intervention) or actual harm to children or vulnerable adults, where these are connected to gambling at the premises.
- How you will prevent children and vulnerable people from entering gambling premises, and
- How you will reduce or mitigate the risks of children and vulnerable adults being exposed to advertising through shop windows and displays on highstreets.

13.4. It will assist the sub-committee in contested cases if applicants, responsible authorities and interested parties address these matters.

13.5. When considering applications, sub-committees will decide matters of fact on the balance of probabilities.

13.6. The London Borough of Barnet will place information about licence applications on its website and will notify ward Councillors when applications are received.

- 13.7. The London Borough of Barnet expects the premises licence application, and plan accompanying the application, to be sufficiently detailed for the authority to determine the application. This would include for example entry, exit, the location of the gaming machines and counter. The London Borough of Barnet need to determine whether the application is 'in accordance with the relevant code of practice' and this will include social responsibility codes. The authority must also determine whether the application is 'reasonably consistent with the gambling licensing objectives' - such as protecting the young and vulnerable. The application and the accompanying plan must be sufficient to satisfy these requirements.

Part 2 – Premises Licences

Gambling Licensing Objectives

- 14.1. Premises licences granted must be reasonably consistent with the gambling licensing objectives. With regard to these objectives, the London Borough of Barnet has considered the Gambling Commissions Guidance to licensing authorities and some comments are made below.
- 14.2. Preventing Gambling from being a source of crime and disorder or being associated with crime and disorder or being used to support crime
- 14.2.1. The London Borough of Barnet is aware that the Gambling Commission takes a leading role in preventing gambling from being a source of crime. The Gambling Commissions guidance does however envisage that licensing authorities should pay attentions to the proposed location of gambling premises in terms of this objective. Thus, where an area has known high levels of organised crime this authority will consider carefully whether gambling premises are suitable to be located there and whether conditions may be suitable such as the provision of door supervisors. This London Borough of Barnet is aware of the distinction between disorder and nuisance and will consider factors (for example whether police assistance was required and how threatening the behaviour was to those who could see it) so as to make that distinction.
- 14.3. Ensuring that gambling is conducted in a fair and open way
- 14.3.1. The London Borough of Barnet has noted that the Gambling Commission states that it generally does not expect licensing authorities to be concerned with ensuring that gambling is conducted in a fair and open way as this will be addressed via operating and personal licences.
- 14.4. Protecting children and other vulnerable persons from being harmed or exploited by gambling

- 14.4.1. The London Borough of Barnet has noted the Gambling Commission's Guidance that this objective means preventing children from taking part in gambling (as well as restriction of advertising so that gambling products are not aimed at or are, particularly attractive to children). The London Borough of Barnet will therefore consider, as suggested in the Gambling Commission's Guidance, whether specific measures are required at particular premises, with regard to this gambling licensing objective. Appropriate measures may include supervision of entrances / machines, segregation of areas etc.
- 14.4.2. The London Borough of Barnet expects operators of gambling premises to have in place policies and measures to ensure children and other vulnerable people are protected from being harmed or exploited by gambling. Harm in this context is not limited to harm from gambling but includes wider child protection considerations, including the risk of child sexual exploitation.
- 14.4.3. This London Borough of Barnet is also aware of the Gambling Commission Codes of Practice as regards this gambling licensing objective, in relation to specific premises.

Conditions

- 15.2. Premises licences will be subject to the permissions and restrictions set out in the Gambling Act 2005 and Regulations, as well as specific mandatory and default conditions detailed in regulations. It is expected that in most cases the mandatory and default conditions will be appropriate and sufficient but the London Borough of Barnet is able to exclude default conditions and also attach others. London Borough of Barnet will be concerned to ensure that appropriate conditions are attached to licences and if it believes that the mandatory and default conditions will not be appropriate or sufficient in a particular case, it will be minded to impose others. Similarly, it may be prepared to remove or amend default conditions if satisfied that to do so would not harm the gambling licensing objectives.
- 15.3. The London Borough of Barnet accepts that conditions, other than mandatory ones, must be tailored to the individual style and characteristics of the premises concerned. Apart from the mandatory conditions, the London Borough of Barnet will not apply conditions from a standard list without regard to the particular circumstances of the application. It will only apply conditions if they are:
 - Relevant to the need to make the proposed building suitable as a gambling facility, or
 - Directly related to the type of licence applied for
 - Relevant to one or more of the gambling licensing objectives
 - Fairly and reasonably related to the scale and type of premises
 - Reasonable in all other respects.

In this way, unnecessary or disproportionate conditions will be avoided.

- 15.4. Decisions upon individual conditions will be made on a case by case basis, although there will be a number of measures the London Borough of Barnet will consider utilising should there be a perceived need, such as the use of supervisors, appropriate signage for adult only areas etc. There are specific comments made in this regard under some of the licence types below. This London Borough of Barnet will also expect the licence applicant to offer his/her own suggestions as to ways in which the gambling licensing objectives can be met effectively.
- 15.5. This London Borough of Barnet will also consider specific measures which may be required for buildings that are subject to multiple premises licences. Such measures may include the supervision of entrances; segregation of gambling from non-gambling areas frequented by children; and the supervision of gaming machines in non-adult gambling specific premises in order to pursue the gambling licensing objectives.
- 15.6. The London Borough of Barnet believes that children should not normally be permitted access to premises or parts of premises where gambling takes place.
- 15.7. The London Borough of Barnet will ensure that where category C or above machines are on offer in premises to which children are admitted:
 - all such machines are located in an area of the premises which is separated from the remainder of the premises by a physical barrier which is effective to prevent access other than through a designated entrance;
 - only adults are admitted to the area where these machines are located;
 - access to the area where the machines are located is supervised;
 - the area where these machines are located is arranged so that it can be observed by the staff or the licence holder;
 - at the entrance to and inside any such areas there are prominently displayed notices indicating that access to the area is prohibited to persons under 18 years of age.
 - Ages of younger patrons are checked.

These considerations will apply to premises including buildings where multiple premises licences are applicable.

- 15.8. The London Borough of Barnet is aware that tracks may be subject to one or more than one premises licence, provided each licence relates to a specified area of the track. The London Borough of Barnet will consider the impact upon the third gambling licensing objective and the need to ensure that entrances to each type of premises are distinct and that children are excluded from gambling areas where they are not permitted to enter.

- 15.9. If there is justified concern about serious, disruptive or threatening disorder, particularly if Police intervention has been necessary, suitable licence conditions such as door supervision or the use of CCTV will normally be appropriate
- 15.10. Licence conditions may be imposed if there is justified concern about burglary targeted at gaming machines or the use of gaming machines by children.
- 15.11. If The London Borough of Barnet is concerned that a premises may attract disorder or be subject to attempts at unauthorised access (for example by children and young persons) then it may require that the entrances to the premises are controlled by a door supervisor, and is entitled to impose a premises licence condition to this effect.
- 15.12. Where it is decided that supervision of entrances/machines is appropriate for particular cases, a consideration of whether these need to be Security Industries Act licensed or not will be necessary. It will not be automatically assumed that they need to be licensed, as the statutory requirements for different types of premises vary (as per the Gambling Commission's Guidance, Part 33).
- 15.13. When considering whether to impose a licence condition to restrict the number of betting machines in particular premises, London Borough of Barnet will take into account the size of the premises, the number of counter positions available for person to person transactions, and the ability of staff to monitor the use of the machines by children and young persons or by vulnerable persons.
- 15.14. It is noted that there are conditions which the London Borough of Barnet cannot attach to premises licences which are:
- any condition on the premises licence which makes it impossible to comply with an operating licence condition;
 - conditions relating to gaming machine categories, numbers, or method of operation;
 - conditions which provide that membership of a club or body be required (the Gambling Act 2005 specifically removes the membership requirement for casino and bingo clubs and this provision prevents it being reinstated); and
 - conditions in relation to stakes, fees, winning or prizes.
- 15.15. The fairness and openness of gambling are primarily matters for the Gambling Commission, which has the power to impose relevant conditions on operating and personal licences. The London Borough of Barnet will not impose conditions on premises licences in connection with this objective except in the case of track licences, where the track operator may not have an operating licence.

Location of Premises

- 16.1. The London Borough of Barnet will take into account the location of premises in the context of the crime prevention objective. For example, if an application for a licence or permit is received in relation to premises that are in an area noted for particular problems with organised crime, the London Borough of Barnet will consider what, if any, controls might be appropriate to prevent those premises becoming a source of crime. These might include conditions being put on the licence, such as a requirement for door supervisors. London Borough of Barnet has not identified any such areas but will be receptive to advice from the Police when considering applications.
- 16.2. As stated in the Gambling Commissions Guidance to Licensing Authorities, this authority will pay particular attention to the protection of children and vulnerable persons from being harmed or exploited by gambling. Applications for granting licences in respect of gambling premises that are in close proximity to locations for such vulnerable persons for example schools, centres for gambling addicts, hostels, centres catering for people with mental disabilities or learning difficulties or those with drug or alcohol abuse problems, will receive very careful consideration.
- 16.3. Should any policy be lawfully decided upon as regards areas where gambling premises should not be located, this statement will be updated. Again, it should be noted that any such policy does not preclude any application being made and each application will be decided on its merits, with the onus upon the applicant showing how potential concerns can be overcome.
- 16.4. Applicants for new or variation applications of premises licences within a 'gambling vulnerability zone' must include detailed information as to how the proposals will be reasonably consistent with the gambling objectives and policies. A 'vulnerability zone' is defined as any premises which is within close proximity or on a main route to a school, other educational institution, hostel or other sensitive location(s) where there is the potential for exposing children, young people or other vulnerable persons to gambling.
- 16.5. Applicants are expected to establish whether there are any sensitive premises or locations within close proximity to the premises and what the risk level is for the area based on vulnerability. Where this is the case, applicants should submit information as to how they plan to be reasonably consistent with the strand of the gambling licensing objectives concerned with the protection of children and other vulnerable persons from being harmed or exploited by gambling. The additional supporting information may contain the following:
- How the premises operate will restrict access to children, young people or other vulnerable persons:
 - whether a proof of age scheme is being used
 - will the appropriate number of security staff be employed at appropriate times;
 - will opening times be set so that the premises are not open during school start and finish times; and
 - what procedures and staff training are in place to identify vulnerable persons such as problem gamblers, those who are inebriated through drink or drugs, etc.

This list is not mandatory, nor exhaustive, and is merely indicative of example measures.

- 16.6. The applicant for a premises licence will have to specifically consider how the location of the premises will impact on the objectives. Applicants will have to clearly show that they have considered the potential impact of their proposed business on the gambling licensing objectives and propose ways that will reduce or remove any likely adverse impact on them.
- 16.7. The council will consider proposals for new gambling premises that are in close proximity to hostels or other accommodation or centres catering for vulnerable people, including those with mental disabilities or learning difficulties, and those with problem gambling or with alcohol or drug abuse problems, as very likely to adversely affect the gambling objectives
- 16.8. The council considers that 'sensitive locations' will include locations which have been identified as having a higher concentration of vulnerable groups and where there are concentrations of gambling premises in an area where children or other vulnerable persons are likely to be harmed or exploited.
- 16.9. It should be noted that this policy does not preclude any application being made and that every application will be decided on its individual merits, with the opportunity given for the applicant to show how potential concerns can be overcome.
- 16.10. The Licensing Authority will also ensure that where category C or above machines are on offer in premises to which children are admitted:
- all such machines are located in an area of the premises which is separated
 - from the remainder of the premises by a physical barrier which is effective to prevent access other than through a designated entrance;
 - only adults are admitted to the area where these machines are located;
 - access to the area where the machines are located is supervised;
 - the area where these machines are located is arranged so that it can be observed by the staff or the licence holder; and
 - at the entrance to and inside any such areas there are prominently displayed notices indicating that access to the area is prohibited to persons under 18.
- 16.11. These considerations will apply to premises including buildings where multiple premises licences may have effect.
- 16.12. The council has produced a Local Area Profile (LAP) to assist operators. The profile outlines the possible risks to gambling-related harm. The LAP sets out the information that gambling operators need to consider for new applications or when updating their risk assessments for existing premises.
- 16.13. The council considers that these local risk assessments are a key component of the overall assessment and management of the local risks. Applicants are able to refer to the Local Area Profile to establish the risks for the area and what vulnerable groups are present. This will inform the consideration and implementation of any control measures that would mitigate the risk to the vulnerable. The applicant must set out the risks, their consideration and adequate control measures within their premises risk assessments.

- 16.14. The Licensing Authority will assess the risks presented and determine whether the proposed steps are suitable to mitigate the risks of harm within the area.
- 16.15. The Licensing Authority will expect all applicants for a new licence to submit the completed assessment with their application. For more information, please see Appendix A of this document.
- 16.16. Barnet's Local Area Profile has been produced based on the Gambling Commission's recommendations; in order to:
- Enable licensing authorities to better serve their local community, by improving Barnet's understanding of the community and the local risk profile
 - Provide improved clarity for operators as to the relevant factors in Licensing Authority decision-making. This aims to lead to improved premises license applications, with the potential operator already incorporating controls and measures to mitigate risk in their application;
 - Enable Licensing Authorities to make robust but fair decisions, based on a clear, published set of factors and risks, which are therefore less susceptible to challenge; and
 - Encourage a proactive approach to risk that is likely to result in reduced compliance and enforcement action.

Division of Premises and Primary Usage

- 17.1. In the Act, "premises" is defined as including "any place". Section 152 therefore prevents more than one premises licence applying to any place. But a single building could be subject to more than one premises licence, provided they are for different parts of the building and the different parts of the building can be reasonably regarded as being different premises. This approach has been taken to allow large, multiple unit premises such as a pleasure park, pier, track or shopping mall to obtain discrete premises licences, where appropriate safeguards are in place.
- 17.2. However, the London Borough of Barnet will pay particular attention if there are issues about sub-divisions of a single building or plot and will ensure that mandatory conditions relating to access between premises are observed.
- 17.3. In most cases the expectation is that a single building or plot will be the subject of an application for a licence, for example, 32 High Street. But, that does not mean 32 High Street cannot be the subject of separate premises licences for the basement and ground floor, if they are configured acceptably. Whether different parts of a building can properly be regarded as being separate premises will depend on the circumstances. The location of the premises will clearly be an important consideration and the suitability of the division is likely to be a matter for discussion between the operator and the licensing officer.

- 17.4. The London Borough of Barnet does not consider that areas of a building that are artificially or temporarily separated, for example by ropes or moveable partitions, can properly be regarded as different premises.
- 17.5. The London Borough of Barnet will take particular care in considering applications for multiple licences for a building and those relating to a discrete part of a building used for other (non-gambling) purposes. In particular, the attention of applicants is drawn to the following:

- The third gambling licensing objective seeks to protect children from being harmed by gambling. In practice that means not only preventing them from taking part in gambling, but also preventing them from being in close proximity to gambling. Therefore premises should be configured so that children are not invited to participate in, have accidental access to or closely observe gambling where they are prohibited from participating.
- Entrances to and exits from parts of a building covered by one or more premises licences should be separate and identifiable so that the separation of different premises is not compromised and people do not “drift” into a gambling area. In this context it should normally be possible to access the premises without going through another licensed premises or premises with a permit.
- Customers should be able to participate in the activity named on the premises licence.

- 17.6. Other factors which The London Borough of Barnet will consider are:

- Do the premises have a separate registration for business rates?
- Are the neighbouring premises owned by the same person or someone else?
- Can each of the premises be accessed from the street or a public passageway?
- Can the premises only be accessed from any other gambling premises

The London Borough of Barnet will consider these and other relevant factors in making its decision, depending on all the circumstances of the case.

- 17.7. This Licensing Authority takes particular note of the Gambling Commission’s guidance which states that licensing authorities should take particular care in considering applications for multiple licences for a building and those relating to a discrete part of a building used for other (non- gambling) purposes. In particular they should be aware of the following:

- The third gambling licensing objective seeks to protect children from being harmed by gambling. In practice that means not only preventing them from taking part in gambling, but also preventing them from being in close proximity to gambling. Therefore, premises should be configured so that children are not invited to

participate in, have accidental access to or closely observe gambling where they are prohibited from participating.

- Entrances to and exits from parts of a building covered by one or more premises licences should be separate and identifiable so that the separation of different premises is not compromised, and people do not “drift” into a gambling area. In this context it should normally be possible to access the premises without going through another licensed premises or premises with a permit.
- Customers should be able to participate in the activities identified on the premises licence.

17.8. The Licensing Authority will also consider specific measures that may be required for buildings that are subject to multiple premises licences. Such measures may include the supervision of entrances; segregation of gambling from non-gambling areas frequented by children; and the supervision of gaming machines in non-adult gambling specific premises in order to pursue the gambling licensing objectives. These matters are in accordance with the Gambling Commission's guidance.

17.9. This Licensing Authority is also aware that an issue has arisen in some parts of the country, where operators have sought to sub-divide existing single licensed premises, and obtain further premises licences in respect of each sub-division. It has been observed that this practice has been used predominantly in respect of categories of premises licences which allow the operation of a small, fixed number of high-value gaming machines – in effect, using multiple premises licences in respect of different areas of a single business to artificially increase the permitted number of category B machines that can be made available.

17.10. The Licensing Authority notes the Commission’s guidance that “in most cases the expectation is that a single building/plot will be the subject of an application for a licence, for example, ‘32 High Street’. But that does not mean that ‘32 High Street’ cannot be the subject of separate premises licences for the basement and ground floor if they are configured acceptably. Whether different parts of a building can properly be regarded as being separate premises will depend on the circumstances.” When assessing whether premises can be regarded as separate, the Licensing Authority proposes to apply the following criteria:

- Does each premises have its own external entrance, or is this accessed via another premises?
- Does each premise trade as a separate entity, or under a single banner?
- Are the premises subject to separate non-domestic rateable valuations?
- Is each premises operated by different persons, or by the same proprietor?
- What is the quality of separation (i.e., if dividing barriers are to be used, are they temporary or permanent, do they provide floor to ceiling division or are they of a fixed height, are they transparent or opaque, etc)?
- Is there a genuine need to establish a division between premises, or is the division aimed solely at artificially increasing the permitted number of high-value gaming machines?

17.11. If it is proposed to utilise sterile, non-gambling areas to create sub-divisions, then the Licensing Authority will apply the following criteria to those areas:

- Is the area proposed for non-gambling activities a token separation?
- Is it genuinely an area which the public would go to for purposes other than gambling?
- Is it in effect a device to introduce artificial separation or genuinely a functionally separate area?
- Is there in effect direct access between the divisions or is there a place from which access can be gained to two premises?

17.12. The Licensing Authority also notes that any premises subject to multiple discrete premises licences must be able to comply with the mandatory conditions restricting access to each licensed premises, as follows:

Type of premises	Access provisions
Casinos	<ul style="list-style-type: none"> • the principal entrance to the premises must be from a 'street' • no entrance to a casino must be from premises that are used wholly or mainly by children and/or young persons • no customer must be able to enter a casino directly from any other premises which holds a gambling premises licence.
AGCs	<ul style="list-style-type: none"> • no customer must be able to access the premises directly from any other licensed gambling premises.
Betting shops	<ul style="list-style-type: none"> • access must be from a 'street' or from other premises with a betting premises licence • no direct access from a betting shop to another premises used for the retail sale of merchandise or services. In effect there cannot be an entrance to a betting shop from a shop of any kind unless that shop is itself a licensed betting premises.
Tracks	<ul style="list-style-type: none"> • no customer must be able to access the premises directly from a casino or AGC
Bingo premises	<ul style="list-style-type: none"> • no customer must be able to access the premises directly from a casino, an AGC or a betting premises, other than a track

FECs	<ul style="list-style-type: none"> no customer must be able to access the premises directly from a casino, an AGC or a betting premises,
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- 17.13. In the case of some divided premises, it appears that the intended primary use of a premises licence had not been offered, with operators solely making use of the additional machine entitlement (for example, holding a Bingo premises licence but not making any facilities for playing bingo available). The Gambling Commission consulted on this issue in 2008 , and subsequently issued a revision to the Licence Conditions and Codes of Practice affecting Bingo, Betting and Casino operating licences. Holders of these licences are now mandated to provide suitable and sufficient facilities for their primary gambling activity in any of their associated premises.
- 17.14. Part 7 of the Gambling Commission’s Guidance to Licensing Authorities contains further guidance on this issue, which this authority will also take into account in its decision-making.

Door Supervisors

- 18.1. The Gambling Commission advises in its guidance that if a Licensing Authority is concerned that a premises may attract disorder or be subject to attempts at unauthorised access (for example by children and young persons) then it may require that the entrances to those premises are supervised and impose a condition to that effect. Consideration must also be given to whether that supervisor needs to be licensed or not, as the statutory requirements vary by premises type. This Licensing Authority notes the contents of Part 33 of the Commission’s guidance, which outlines a limited relaxation of the licensing requirement for door supervisors at licensed bingo and casino premises – however, operators are encouraged to use door supervisors who are licensed by the Security Industry Authority at these venues. Any other venue using door supervisors must use qualified staff registered with the Security Industry Authority.

Provisional Statements

- 19.1. Developers may wish to apply to this London Borough of Barnet for provisional statements before entering into a contract to buy or lease property or land to judge whether a development is worth taking forward in light of the need to obtain a premises licence. There is no need for the applicant to hold an operating licence in order to apply for a provisional statement.
- 19.2. Section 204 of the Gambling Act provides for a person to make an application to the London Borough of Barnet for a provisional statement in respect of premises that he or she:
- expects to be constructed;
 - expects to be altered; or
 - expects to acquire a right to occupy.

- 19.3. The process for considering an application for a provisional statement is the same as that for a premises licence application. The applicant is obliged to give notice of the application in the same way as applying for a premises licence. Responsible authorities and interested parties may make representations and there are rights of appeal.
- 19.4. The holder of a provisional statement may then apply for a premises licence once the premises are constructed, altered or acquired. London Borough of Barnet will be constrained in the matters it can consider when determining the premises licence application, and in terms of representations about premises licence applications that follow the grant of a provisional statement, no further representations from relevant authorities or interested parties can be taken into account unless:
- they concern matters which could not have been addressed at the provisional statement stage,
 - they reflect a change in the applicant's circumstances.
- 19.5. In addition, London Borough of Barnet may refuse the premises licence or grant it on terms different to those attached to the provisional statement only by reference to matters:
- which could not have been raised by objectors at the provisional statement stage;
 - which in the London Borough of Barnet's opinion reflect a change in the operator's circumstances;
 - where the premises have not been constructed in accordance with the plan submitted with the application. This must be a substantial change to the plan and this London Borough of Barnet notes that it can discuss any concerns it has with the applicant before making a decision.

Reviews

- 20.1. Requests for a review of a premises licence can be made by interested parties or responsible authorities. However, it is for the London Borough of Barnet to decide whether the review is to be carried out. This decision will be made on the basis of whether the request for the review is relevant to the matters listed below but London Borough of Barnet will not review a licence if it considers the request to be frivolous, vexatious or repetitious, or that a review will certainly not cause the London Borough of Barnet to alter, revoke or suspend the licence, or the request is substantially the same as previous representations or requests for review. The holding of a review must be:
- in accordance with any relevant code of practice issued by the Gambling Commission
 - in accordance with any relevant guidance issued by the Gambling Commission

- consistent with the gambling licensing objectives and
- in accordance with the authority's statement of principles.

- 20.2. The London Borough of Barnet can itself initiate a review of a licence and may do so if it appears to its officers that the gambling licensing objectives are being harmed. It is open to any officer of the London Borough of Barnet authorised to do so to initiate a review in the London Borough of Barnet's name but it is expected that in most cases licensing officers will take the lead.
- 20.3. The London Borough of Barnet does not wish its licensing officers to take on the initiation of a review that could otherwise be requested by another responsible authority or an interested party. Where evidence of harm to the gambling licensing objectives is provided by either a responsible authority or interested party wanting a review to take place, London Borough of Barnet expects that they, not the licensing officers, will normally initiate the review.
- 20.4. Once a valid application for a review has been received by The London Borough of Barnet, representations can be made by responsible authorities and interested parties during a 28-day period. This period begins 7 days after the application was received by London Borough of Barnet, who will publish notice of the application within 7 days of receipt. London Borough of Barnet must carry out the review as soon as possible after the 28-day period for making representations has passed.
- 20.5. The purpose of the review will be to determine whether The London Borough of Barnet should take any action in relation to the licence. If action is justified, the options open to the London Borough of Barnet are;
- (a) add, remove or amend a licence condition imposed by The London Borough of Barnet;
 - (b) exclude a default condition imposed by the Secretary of State or remove or amend such an exclusion;
 - (c) suspend the premises licence for a period not exceeding three months; and
 - (d) revoke the premises licence.
- 20.6. In determining what action, if any, should be taken following a review, the London Borough of Barnet will have regard to the principles set out in section 153 of the Act, as well as any relevant representations. In particular, London Borough of Barnet will also initiate a review of a premises licence on the grounds that a premises licence holder has not provided facilities for gambling at the premises. This is to prevent people from applying for licences in a speculative manner without intending to use them.
- 20.7. Once the review has been completed, the London Borough of Barnet must, as soon as possible, notify its decision to:

- the licence holder
- the applicant for review (if any)
- the Gambling Commission
- any person who made representations
- the chief officer of police or chief constable; and
- Her Majesty's Commissioners for Revenue and Customs

Gambling Premises Licence Applications

21.1 A premises licence may authorise:

- The operation of a casino
- The provision of facilities for playing bingo
- Adult Gaming Centres
- Licensed Family Entertainment Centres
- The provision of facilities for betting.

21.2 Premises licences are subject to the requirements as set out in the Act and regulations, as well as specific mandatory and default conditions which are detailed in regulations issued by the Secretary of State. Licensing authorities are able to exclude default conditions and also attach others, where it is believed to be appropriate.

21.3 The London Borough of Barnet recognises that every application and representation made in connection with premises licences, with the exception of applications for a casino licence, must be treated on its merits.

21.4 The London Borough of Barnet is aware that in making decisions about premises licences it should aim to permit the use of premises for gambling in so far as it thinks it:

- in accordance with any relevant code of practice issued by the Gambling Commission;
- in accordance with any relevant guidance issued by the Gambling Commission;
- reasonably consistent with the gambling licensing objectives; and
- in accordance with the authority's statement of licensing policy.

21.5 It is appreciated that as stated in the Gambling Commission's Guidance to Licensing Authorities "moral objections to gambling are not a valid reason to reject applications for premises licences" and also that unmet demand is not a criterion for London Borough of Barnet as licensing authority.

21.6 Premises licences that are granted must be consistent with the gambling licensing objectives. In consideration of the Gambling Commission's Guidance to Licensing Authorities the following comments are made:

- This Council is aware that the Gambling Commission takes a lead role in preventing gambling from being a source of crime. The guidance does envisage that licensing authorities should pay

attention to the proposed location of gambling premises in terms of this gambling licensing objective.

- The London Borough of Barnet has noted that the Gambling Commission states it generally does not expect licensing authorities to be concerned with ensuring that gambling is conducted in a fair and open way as this will be addressed via operating and personal licences.
- The London Borough of Barnet has noted that Gambling Commissions Guidance on protecting children from being harmed or exploited by gambling means preventing children from taking part in gambling as well as restriction of advertising so that gambling products are not aimed at or are particularly attractive to children.

Categories of Premises Licence

22.1. Adult Gaming Centres

22.1.1. The London Borough of Barnet will specifically have regard to the need to protect children and vulnerable persons from harm or being exploited by gambling and will expect the applicant to satisfy the authority that there will be sufficient measures to, for example, ensure that those who are aged under 18 years old are not attracted to or gain access to the premises.

22.1.2. The London Borough of Barnet may consider measures to meet the gambling licensing objectives such as:

- Proof of age schemes
- CCTV
- Supervision of entrances / machine areas
- Physical separation of areas
- Location of entry
- Notices / signage
- Specific opening hours
- Self-exclusion schemes
- Provision of information leaflets / helpline numbers for organisations such as GamCare.

This list is not mandatory, nor exhaustive, and is merely indicative of example measures.

22.1.3. The London Borough of Barnet will have particular regard to the location and management of entrances to adult gaming centres. It will wish to see that the opportunities for children to gain access are minimised. This will be of particular importance if young people are likely to be unsupervised and the gaming centre is in a complex, such as a shopping centre.

22.2. Licensed Family Entertainment Centres

22.2.1. Gaming machines are a form of gambling which is attractive to children and Licensed Family Entertainment Centres will contain machines of the Category D machine types on which they are allowed to play. Because gaming machines provide opportunities for solitary play and for immediate pay-outs, they are likely to engender repetitive and excessive play. In considering applications the London Borough of Barnet will have regard to the need to protect children and vulnerable people from harm or being exploited by gambling and will expect the applicant to satisfy the London Borough of Barnet, for example, that those aged under 18 years old do not have access to the adult only gaming machine areas.

22.2.2. The London Borough of Barnet may consider measures to meet the gambling licensing objectives such as:

- CCTV
- Supervision of entrances / machine areas
- Physical separation of areas
- Location of entry
- Notices / signage
- Specific opening hours
- Self-exclusion schemes
- Provision of information leaflets / helpline numbers for organisations such as GamCare.
- Measures / training for staff on how to deal with suspected truant school children on the premises

This list is not mandatory, nor exhaustive, and is merely indicative of example measures.

22.2.3. The London Borough of Barnet will refer to the Gambling Commission's website from time to time to ascertain any conditions that may apply to operating licences regulating the way in which the area containing the category C machines should be delineated. The London Borough of Barnet will also make itself aware of any mandatory or default conditions on these premises licences, when they have been published.

22.3. Tracks

22.3.1. Licensing authorities have a power under the Gambling Act 2005 to restrict the number of betting machines, their nature and the circumstances in which they are made available, by attaching a licence condition to a betting premises licence. London Borough of Barnet has no special policy on these issues, but will take into account the size of the track and associated area and the ability of staff to monitor the use of the

machines by children and vulnerable people when determining the number of machines permitted.

- 22.3.2. The London Borough of Barnet will normally attach a condition to track premises licences requiring the track operator to ensure that the rules are prominently displayed in or near the betting areas, or that other measures are taken to ensure that they are made available to the public.

22.4. Casinos

- 22.4.1. London Borough of Barnet resolved in 2006 not to license casinos, with immediate effect. Any applications received will be returned with a notification that a 'no-casino' resolution is in place.

22.5. Bingo

- 22.5.1. The London Borough of Barnet will need to be satisfied that appropriate conditions exist for bingo to be played in any bingo premises for which they issue a premises licence. This will be a relevant consideration where the operator of an existing bingo premises applies to vary their licence to exclude an area of the existing premises from its ambit and then applies for a new premises licence, or multiple licences, for that or those excluded areas.
- 22.5.2. The London Borough of Barnet also notes the Gambling Commission's Guidance at paragraph 18.8 regarding the unusual circumstances in which the splitting of a pre-existing premises into two adjacent premises might be permitted, and in particular that it is not permissible to locate sixteen category B3 gaming machines in one of the resulting premises, as the gaming machine entitlement for that premises would be exceeded.
- 22.5.3. Children and young people are allowed into bingo premises. However, they are not permitted to participate in the playing of bingo and if category B or C machines are made available for use, then these must be separated from areas where children and young people are allowed.

22.6. Betting premises

- 22.6.1. London Borough of Barnet is aware that there is a trend to enlarge betting offices and that this can result in improved customer facilities. The London Borough of Barnet will look favourably on applications to improve customer facilities by enlarging or relocating existing premises, provided this does not entail risk to the gambling licensing objectives.

- 22.6.2. London Borough of Barnet recognises that certain bookmakers have a number of premises within its area. In order to ensure compliance and that issues are recognised and resolved at the earliest stage, operators are requested to give the London Borough of Barnet a single named point of contact, who should be a senior individual, and whom the London Borough of Barnet will contact first should any compliance queries or issues arise.
- 22.6.3. Betting machines - This London Borough of Barnet will take into account the size of the premises, the number of counter positions available for person-to-person transactions, and the ability of staff to monitor the use of the machines by children and young persons or by vulnerable people, when considering the number, nature and circumstances of betting machines an operator wants to offer.

Part 3 – Permits and Notices

- 23.1 The London Borough of Barnet believes that gambling, including the use of category D gaming machines, is harmful to children. London Borough of Barnet believes that the use of gaming machines by children is not consistent with the third gambling licensing objective.
- 23.2 The London Borough of Barnet will not grant permits for any category of gaming machines where it considers that they are likely to be used or easily accessed, by children. Permits may be granted if adequate precautions are offered by the applicant. These could include, for example, steps to prevent access to the machines by children, and training for staff with respect to suspected truants and unsupervised very young children on the premises.
- 23.3 This Council is concerned about burglary targeted at gaming machines. The authority considers that this is relevant to the first gambling licensing objective.
- 23.4 Precautions to reduce the risk of burglary or theft from the machines may include:
- good security to deter break-ins
 - machines monitored by overt CCTV systems of an adequate standard to meet Police recommendations
 - machines to be of substantial construction to resist damage
 - emptying machines of cash nightly, and displaying a notice stating that this is done
 - siting machines where they can be observed by staff or the licence holder to deter theft when the premises are open
 - providing adequate secure cash storage facilities to Police recommendations.
- 23.5 The London Borough of Barnet recommends that applicants consult the Police, including the local Safer Neighbourhood Team, at an early stage, to obtain advice about crime prevention measures.

- 23.6 When considering an application for a permit, the London Borough of Barnet will take into account the applicant's suitability (including whether they have a conviction for any relevant offence).

Alcohol Licensed Premises Gaming Machine Permits & Notifications

- 24.1. There is provision in the Act for premises licensed to sell alcohol for consumption on the premises to automatically have 2 gaming machines, of categories C and/or D. The premises merely need to notify The London Borough of Barnet.
- 24.2. The London Borough of Barnet can remove the automatic authorisation in respect of any particular premises if:
- the provision of the machines is not reasonably consistent with the pursuit of the gambling licensing objectives;
 - gaming has taken place on the premises that breaches a condition of section 282 of the Gambling Act (i.e. that written notice has been provided to the London Borough of Barnet, that a fee has been provided and that any relevant code of practice issued by the Gambling Commission about the location and operation of the machine has been complied with);
 - the premises are mainly used for gaming; or
 - an offence under the Gambling Act has been committed on the premises.
- 24.3. The London Borough of Barnet expects licensed premises to be clear on the expectations and requirements in relation to gambling on licensed premises.

<http://www.gamblingcommission.gov.uk/authorities/guide/pubs-and-clubs-toolkit>

Alcohol Licensed Premises Gaming Machine Permits or More Machines

- 25.1. If premises wish to have more than 2 machines, then it needs to apply for a permit. The London Borough of Barnet will consider that application based upon the gambling licensing objectives, any guidance issued by the Gambling Commission issued under Section 25 of the Gambling Act 2005, and any other matters that it may think relevant.
- 25.2. The London Borough of Barnet considers that such matters will be decided on a case by case basis but generally there will be regard to the need to protect children and vulnerable persons from harmed or being exploited by gambling and will expect the applicant to satisfy the authority that there will be sufficient measures to ensure that those aged under 18 years old do not have access to the adult only gaming machines. Measures which will satisfy the authority that there will be no access may include the adult machines being in sight of the bar, or in the sight of staff who will monitor that the machines are not being used by those under 18 years. Notices and signage may also help.

As regards the protection of vulnerable persons, applicants may wish to consider the provision of information leaflets / helpline numbers for organisations such as GamCare.

- 25.3. It is recognised that some alcohol licensed premises may apply for a premises licence for their non-alcohol licensed areas. Any such application would most likely need to be applied for, and dealt with as an Adult Gaming Centre premises licence.
- 25.4. It should be noted that The London Borough of Barnet can decide to grant the application with a smaller number of machines and/or a different category of machines than that applied for. Conditions other than these cannot be attached.
- 25.5. It should also be noted that the holder of a permit must comply with any Code of Practice issued by the Gambling Commission about the location and operation of the machine.

Club Gaming and Club Machine Permits

- 26.1. Members clubs and miners' welfare institutes but not commercial clubs may apply for a club gaming permit. The club gaming permit will enable the premises to provide gaming machines (3 machines of categories B, C or D), equal chance gaming and games of chance as set out in regulations.
- 26.2. Members clubs, miner's welfare institutes and commercial clubs may apply for a club machine permit. A club machine permit will enable the premises to provide gaming machines (3 machines of categories B, C or D). It should be noted that commercial clubs may not site category B3A gaming machines offering lottery games in their club.
- 26.3. Members clubs must have at least 25 members and be established and conducted wholly or mainly for purposes other than gaming, unless the gaming is permitted by separate regulations. The Secretary of State has made regulations and these cover bridge and whist clubs, which replicates the position under the Gaming Act 1968. A members' club must be permanent in nature, not established to make commercial profit, and controlled by its members equally. Examples include working men's clubs, branches of Royal British Legion and clubs with political affiliations.
- 26.4. Licensing authorities may refuse an application on the grounds that:
 - (a) the applicant does not fulfil the requirements for a members' or commercial club or miners' welfare institute and therefore is not entitled to receive the type of permit for which it has applied;
 - (b) the applicant's premises are used wholly or mainly by children and/or young persons;
 - (c) an offence under the Act or a breach of a permit has been committed by the applicant while providing gaming facilities;

- (d) a permit held by the applicant has been cancelled in the previous ten years;
- (e) an objection has been lodged by the Gambling Commission or the Police.

26.5. There is also a 'fast-track' procedure available under the Act for premises which hold a Club Premises Certificate under the Licensing Act 2003. Under the fast-track procedure there is no opportunity for objections to be made by the Gambling Commission or the Police and the grounds on which an application under the process may be refused are:

- (a) that the club is established primarily for gaming, other than gaming prescribed under schedule 12;
- (b) that in addition to the prescribed gaming, the applicant provides facilities for other gaming; or
- (c) that a club gaming permit or club machine permit issued to the applicant in the last ten years has been cancelled."

26.6. There are statutory conditions on club gaming permits that no child uses a category B or C machine on the premises and that the holder complies with any relevant provision of a code of practice about the location and operation of gaming machines.

Unlicensed Family Entertainment Centre Gaming Machine Permits

27.1. Where a premise does not hold a premises licence but wishes to provide gaming machines, it may apply to The London Borough of Barnet for this permit. It should be noted that the applicant must show that the premises will be wholly or mainly used for making gaming machines available for use.

27.2. An application for a permit may be granted only if The London Borough of Barnet is satisfied that the premises will be used as an Unlicensed Family Entertainment Centre (UFEC) and if the chief officer of police has been consulted on the application.

27.3. The London Borough of Barnet will expect the applicant to show that there are policies and procedures in place to protect children from harm. Harm in this context is not limited to harm from gambling but includes wider child protection considerations. The efficiency of such policies and procedures will each be considered on their merits, however, they may include appropriate measures including training for staff as regards suspected truant school children on the premises, measures including training covering how staff would deal with unsupervised very young children being on the premises, or children causing perceived problems on or around the premises.

27.4. The London Borough of Barnet will expect applications to demonstrate:

- a full understanding of the maximum stakes and prizes of the gambling that is permissible in unlicensed FECs;
- that the applicant has no relevant convictions
- that staff are trained to have a full understanding of the maximum stakes and prizes.

27.5. It should be noted that The London Borough of Barnet cannot attach conditions to this type of permit.

Prize Gaming Permits

28.1. Gaming is prize gaming if the nature and size of the prize is not determined by the number of people playing or the amount paid for or raised by the gaming.

28.2. The London Borough of Barnet has prepared a statement of principles which is that the applicant should set out the types of gaming that he or she is intending to offer and that the applicant should be able to demonstrate:

- that they understand the limits to stakes and prizes that are set out in Regulations;
- that the gaming offered is within the law
- Clear policies that outline the steps to be taken to protect children from harm.

28.3. In making its decision on an application for this permit The London Borough of Barnet does not need to but may have regard to the gambling licensing objectives. However, it must have regard to any Gambling Commission guidance.

28.4. It should be noted that there are conditions in the Gambling Act 2005 with which the permit holder must comply, but that the London Borough of Barnet cannot attach conditions. The conditions in the Act are:

- the limits on participation fees, as set out in regulations, must be complied with;
- all chances to participate in the gaming must be allocated on the premises on which the gaming is taking place and on one day; the game must be played and completed on the day the chances are allocated; and the result of the game must be made public in the premises on the day that it is played;
- the prize for which the game is played must not exceed the amount set out in regulations if a money prize, or the prescribed value if non-monetary prize;
- participation in the gaming must not entitle the player to take part in any other gambling.

28.5. The London Borough of Barnet may not impose any further conditions.

Temporary Use Notices

29.1. Temporary Use Notices allow the use of premises for gambling where there is no premises licence but where a gambling operator wishes to use the premises temporarily for

providing facilities for gambling. Premises that might be suitable for a Temporary Use Notice would include hotels, conference centres and sporting venues.

- 29.2. The London Borough of Barnet can only grant a Temporary Use Notice to a person or company holding a relevant operating licence, i.e. a non-remote casino operating licence.
- 29.3. The Secretary of State has the power to determine what form of gambling can be authorised by Temporary Use Notices, and at the time of writing this Statement the relevant regulations (SI no 3157: The Gambling Act 2005 (Temporary Use Notices) Regulations 2007) state that Temporary Use Notices can only be used to permit the provision of facilities or equal chance gaming, where the gaming is intended to produce a single winner, which in practice means poker tournaments.
- 29.4. There are a number of statutory limits as regards Temporary Use Notices. The meaning of "premises" in Part 8 of the Act is discussed in Part 7 of the Gambling Commission Guidance to Licensing Authorities. As with "premises", the definition of "a set of premises" will be a question of fact in the particular circumstances of each notice that is given. In the Act "premises" is defined as including "any place". In considering whether a place falls within the definition of "a set of premises", the London Borough of Barnet needs to look at, amongst other things, the ownership/occupation and control of the premises.
- 29.5. The London Borough of Barnet expects to object to notices where it appears that their effect would be to permit regular gambling in a place that could be described as one set of premises, as recommended in the Gambling Commission's Guidance to Licensing Authorities.

Occasional Use Notices

- 30.1. The London Borough of Barnet has very little discretion as regards occasional use notices aside from ensuring that the statutory limit of 8 days in a calendar year is not exceeded. This Council will consider the definition of a 'track' and whether the applicant is permitted to avail him/herself of the notice

Travelling Fairs

- 31.1 The London Borough of Barnet is responsible for deciding whether, where category D machines and / or equal chance prize gaming without a permit is to be made available for use at travelling fairs, the statutory requirement that the facilities for gambling amount to no more than an ancillary amusement at the fair is met.
- 31.2 The London Borough of Barnet will also consider whether the applicant falls within the statutory definition of a travelling fair.
- 31.3 It is noted that the 27-day statutory maximum for the land being used as a fair applies on a per calendar year basis, and that it applies to the piece of land on which the fairs are held, regardless of whether it is the same or different travelling fairs occupying the land.

- 31.4 The London Borough of Barnet will work with its neighbouring authorities to ensure that land that crosses our boundaries is monitored so that the statutory limits are not exceeded.

Part 4 – Lotteries

- 32.1. The Gambling Act 2005 regulates all forms of fund-raising lotteries promoted in the UK. With the exception of the National Lottery, which is not regulated under this Act, it is illegal to promote a lottery for private or commercial gain.
- 32.2. While the term ‘lottery’ is used within the legislation, these provisions are also likely to apply to raffles, prize draws, tombola’s, sweepstakes, scratch-card sales, and so on – in short, any arrangement in which a ticket is sold for a random chance of winning a prize. For the sake of simplicity, ‘lottery’ is used to define all of these.
- 32.3. Broadly speaking, there are two categories of lottery established under the Act –
- Licensed lotteries (proceeds exceed £20,000 for each lottery or aggregate proceeds exceed £250,000 in a calendar year) & Local Authority Lotteries (administered by local authorities for the benefit of local authorities). An operating licence must be held by the promoter(s) of these lotteries.
 - Exempt lotteries are lotteries permitted to run without a licence from the Gambling Commission each with its own limits on the amounts that can be raised, the purposes for which it can be promoted, and the manner in which it must be run. These are:

Incidental Non-Commercial Lotteries: these are raffles which take place during the course of an event, e.g., tickets are sold and a raffle that is drawn during a fete, party or meeting.

Work Lotteries and Resident’s Lotteries: these include raffles in which tickets are only sold to a) people who all work in the same premises; or b) people who all live in the same premises. This lottery does not require registration and any money raised for a good cause must be stipulated when selling tickets. If tickets are not for a good cause, all proceeds must be spent on costs of organising the lottery and buying prizes.

Customer Lotteries: these are where businesses arrange lotteries for their customers, whereby tickets are sold on the business’ own premises, to its customers and the prize is worth less than £50. These lotteries do not require registration.. Such lotteries cannot be used or fundraising.

Private Society Lotteries : this is a raffle where tickets are restricted to members of the society only. Tickets can be sold to guests of members and all proceeds must go to the organisation or to a charity (after organising costs and prizes are deducted). This lottery does not require registration.

Society Lotteries: this is where a raffle is run by a non-commercial society (such as a community group or charity) whereby tickets are sold to members of the public in advance. These lotteries require registration with the Gambling Commission.

Societies may organise lotteries if they are licensed by the Gambling Commission, or if they fall within one of the exempt categories. The Licensing Authority recommends those seeking to run lotteries, seek their own independent legal advice on which type of lottery category they fall under.

- 32.4. The administration and enforcement of licensed lotteries is carried out solely by the Gambling Commission, although local authorities may provide information and intelligence to assist in these processes. Both the Commission and local authorities may carry out enforcement checks to ensure that any exempt lotteries are carried on in accordance with the relevant legal restrictions.

Small Society Lotteries

- 33.1. Small Society Lotteries are those where (a) 20% of proceeds go to the purposes of the society; (b) proceeds raised are under £20,000 for each lottery; (c) aggregate proceeds are under £250,000 in a calendar year and (d) the maximum prize is £25,000.
- 33.2. These lotteries require registration with a Local Authority where their principal office is located. Where the local authority believes the Society's office is situated in another area, it will inform the Society as soon as possible.
- 33.3. Small Lottery operators registered with the Licensing Authority must maintain a written record of all sold and unsold tickets for a period of one year from the date the draw occurs. The Licensing Authority is permitted to inspect these records.
- 33.4. Should a society registered with a Licensing Authority for the promotion of small society lotteries promote a lottery which causes either on the statutory limits on proceeds to be exceeded, then any subsequent lotteries promoted by that society in the current calendar year or any of the following three calendar years will be deemed to be large society lotteries and will require the society to obtain a relevant operating licence from the Gambling Commission. The registration with the Licensing Authority will remain in force but will not serve to authorise any lottery schemes during this period – it is open to the society as to whether to cancel the registration.
- 33.5. Registration of non-commercial society lotteries may be refused if it appears that the applicant is a commercial society, and The London Borough of Barnet will therefore expect full details to be provided of the purpose for which the society is established. The London Borough of Barnet may make enquiries to satisfy itself on this point.

- 33.6. If the London Borough of Barnet is minded to refuse to register a lottery, or to revoke a registration, it will inform the applicant, stating the reasons, and the applicant will have the right to make representations. Any such representations will be heard by a sub-committee of the Licensing Committee.
- 33.7. The London Borough of Barnet does not currently possess an operating licence in its own name for the purposes of promoting a lottery for the benefit of the community.

Free Prize Draws & Skill Competitions

- 35.1. The Act does not include any measures to regulate prize draws where there is no charge to enter, nor any competition where the outcome relies significantly upon a participant's skill, judgement or knowledge. Generally, the Licensing Authority will be unable to become involved in any matters relating to these schemes.
- 35.2. However, on some occasions, schemes that are presented as skill competitions will actually fall under the definition of lotteries, or prize (chance) gaming, and would therefore need to comply with the statutory requirements. Alongside the Gambling Commission, licensing authorities are obliged to monitor the boundaries between lotteries and skill competitions and will provide advice and assistance to ensure that any competitions are run in compliance with the relevant laws. This Licensing Authority notes the criteria set out in section 14 of the Act relating to the characteristics of a skill competition, and, when called upon to assess a particular scheme, will seek to ensure that the competition includes a suitable challenge of skill, judgement or knowledge that cannot reasonably be expected to:
- prevent a significant proportion of people who wish to participate from doing so; or
 - prevent a significant proportion of people who participate from receiving a prize.

Tourism and employment

- 36.1. The London Borough of Barnet recognises the relevance of licensed premises to tourism and employment in the borough. The Licensing Committee will receive reports from anybody that it considers appropriate on the needs of the local cultural strategy, and tourist economy, including the employment situation in the area and the need for new investment and employment. These issues will be taken into account so far as the Act permits when making licensing decisions.

Promotion of equality

- 37.1 The London Borough of Barnet encourages the provision of proper facilities for disabled people at licensed premises, and will offer advice and information where necessary to assist applicants.
- 37.2 The London Borough of Barnet is obliged to have due regard to the need to eliminate unlawful discrimination, for example on the grounds of race, gender, disability, sexual orientation or religion, and to promote equality of opportunity and good relations between persons of different groups. When considering applications and representations, the

London Borough of Barnet will treat all parties equally. However, it can take into account only the issues provided for in the Act.

Licensing Register

38.1 The London Borough of Barnet will establish and maintain a Licensing Register containing the information required by statute and keep it available for inspection. It can be seen on request to the Licensing Team, telephone 0208 359 7443.

Complaints about the Licensing Service

39.1. The London Borough of Barnet will investigate any complaint about the way it deals with a licensing issue and will inform the complainant of the outcome. If the complaint is justified, it will put the problem right if possible. London Borough of Barnet has a formal complaints procedure. For information see:

www.barnet.gov.uk/your-council/contact-council/compliments-and-complaints
<http://www.barnet.gov.uk/contact-us.htm>

Further information

40.1 Information about applications, fees, how to make a representation, details of the responsible authorities and the licensing register, see www.gamblingcommission.gov.uk or contact the Licensing Team on 020 8359 7443, licensingadmin@barnet.gov.uk or see The London Borough of Barnet's website, www.barnet.gov.uk

Relevant documents

- The Enforcement Concordat
<http://webarchive.nationalarchives.gov.uk/+http://www.berr.gov.uk/files/file10150.pdf>
<http://webarchive.nationalarchives.gov.uk/+http://www.berr.gov.uk/files/file10150.pdf>
- The Regulators' Compliance Code
<https://www.gov.uk/government/publications/regulators-code>
[https://www.gov.uk/government/publications/regulators-](https://www.gov.uk/government/publications/regulators-code)
[codehttps://www.gov.uk/government/publications/regulators-code](https://www.gov.uk/government/publications/regulators-code)
- The Human Rights Act 1998
<http://www.legislation.gov.uk/ukpga/1998/42/contents>
<http://www.legislation.gov.uk/ukpga/1998/42/contents>
<http://www.legislation.gov.uk/ukpga/1998/42/contents>
- Crime and Disorder Act 1998
<http://www.legislation.gov.uk/ukpga/1998/37/contents>
<http://www.legislation.gov.uk/ukpga/1998/37/contents>
<http://www.legislation.gov.uk/ukpga/1998/37/contents>
- Equality Act 2010
<https://www.legislation.gov.uk/ukpga/2010/15/contents>

- Guidance to Local Authorities issued by the Gambling Commission under section 25 of the Gambling Act 2005

<https://www.gamblingcommission.gov.uk/authorities>

<http://www.barnet.gov.uk/>

Commencement and Review

- 42.1. This policy will come into effect on 31st January 2024 It will be kept under review and The London Borough of Barnet may make changes after consultation. It will be renewed every three years. The London Borough of Barnet will be pleased to receive the views of responsible authorities, individuals or organisations at any time.

LOCAL AREA PROFILE GAMBLING ACT 2005

Jan 2024

London Borough of Barnet

Introduction

1.1. Great Britain has one of the most accessible gambling markets worldwide. Opportunities to gamble exist on most high streets and, with the increase in online gambling, in virtually every home. The majority of British people have gambled at some point and most of those who gamble have no issues with keeping their gambling within sensible and affordable limits.

1.2. However, for some, gambling can be problematic, affecting their ability to live and work. People with gambling problems often experience a range of negative effects, including health issues, relationship breakdown, and difficulties with debt. In more severe cases gambling problems can lead to crime, thoughts of suicide or suicide itself.¹

1.3. When the Gambling Act 2005 (the Act) came into force in late 2007, it brought in a new, comprehensive system for gambling regulation in Great Britain. The Act established a dedicated regulator, at a national level, in the form of the Gambling Commission and recognised the potential local impact and importance of gambling. So, it created many local regulators in line with local circumstances. Those regulators are the 380 licensing authorities of England, Wales and Scotland. Barnet Council, as such, is one of these regulators.

1.4. The regulatory environment in Great Britain is changing, becoming more focused on risk. Licensing authorities are expected to take the lead on local regulation of gambling. As such, policy is becoming more focused on understanding and mitigating gambling-related harm, rather than focusing on problem gambling alone.

1.5. The Gambling Commission recommend, that as part of any policy refresh, which licensing authorities are required to do every three years, that authorities also produce a Local Area Profile. The Commission explain that this will have a number benefits for policy-making in the future, including:

- Enabling licensing authorities to better serve their local community, by improving Barnet's understanding of the community and the local risk profile;
- Improved clarity for operators as to the relevant factors in licensing authority decision making. This will lead to improved premises license applications, with the potential operator already incorporating controls and measures to mitigate risk in their application;
- Enabling licensing authorities to make robust but fair decisions, based on a clear, published set of factors and risks, which are therefore less susceptible to challenge; and
- Encouraging a proactive approach to risk that is likely to result in reduced compliance and enforcement action.

¹ <https://www.gamblingcommission.gov.uk/PDF/survey-data/Gambling-behaviour-in-Great-Britain-2015.pdf>

Barnet's Approach

2.1. The purpose of the Barnet Local Area Profile is to identify the areas' most vulnerable to gambling related harm. Therefore, the question that this profile attempts to better understand is – who is vulnerable to, or at risk of, gambling-related harm and where are such vulnerabilities likely to manifest in Barnet?

2.2. Gambling-related harm was recently defined by the Gambling Commission in their 'Measuring Gambling Related Harms – A Framework for Action' report, published in July 2018² :

“Gambling-related harms are the adverse impacts from gambling on the health and wellbeing of individuals, families, communities and society”

2.3. The Gambling Commission in 2012, whilst stating that it would not explicitly define who exactly is vulnerable in relation to gambling, could identify types of people that it is likely to impact more than others. This focuses on people who gamble more than they would want to, some examples include:

- Young people and students
- Those with Mental Health problems
- Those with problems around drug dependency/misuse
- Those with learning disabilities/difficulties
- Homeless people
- Those living in constrained economic circumstances
- Those living in deprived areas
- Those with personality/cognitive impairments

2.4. A report by the Gambling Commission in 2015 defined problem gambling as an activity:

“To a degree that compromises, disrupts or damages family, personal or recreational pursuits”

2.5. In accordance with the Gambling Commission's recent gambling harms framework and previous publications, the types of harms that have been considered as part of this local area profile are as follows:

- Gambling associated crime (acquisitive and those at a gambling premises)
- Relationship breakdown/problems (reported domestic incidents) 2
“Gambling-related harms are the adverse impacts from gambling on the health and wellbeing of individuals, families, communities and society” “To a degree that compromises, disrupts or damages family, personal or recreational pursuits”

² <https://www.gamblingcommission.gov.uk/PDF/Measuring-gambling-related-harms.pdf>

- Unemployment, financial stress, and income deprivation
- Health issues
- Homelessness
- Children being exposed to gambling (accidental or otherwise)

2.6. Barnet, as the licensing authority, has modelled where such risks might be more acute in certain areas versus others. This has included an assessment of the key characteristics of the borough to identify areas of higher risk of vulnerability to gambling-related harm.

2.7. The Barnet approach is based on the possible risk to gambling-related harm and does not mean that just because an area is seen as being at higher risk that all people in that area will suffer harm or be at risk of suffering harm.

2.8. Barnet will take specific note of whether an application relates to a premise that is:

- Close to an educational establishment, including colleges and universities;
- Close to a center dealing with addictions;
- Close to general practitioners and supported housing that focuses on mental health;
- Situated in an area of high, gambling associated crime;
- Situated in an area of deprivation;
- Close to locations that are regularly visited by those who are unemployed such as job centres and food banks; or
- Close to the location of businesses providing instant access to cash such as payday loans, pawn shops

2.9. Barnet expects applicants for a new licence to submit the completed assessment with their application. It must identify the risks and state what control mechanisms are to be employed at the premises to ensure that the gambling licensing objectives are being met having regard to the local area profiles produced by this Authority. The assessment must consider at a minimum:

- The local area, including but not restricted to the types of premises and operation in the area surrounding the gambling premises; educational facilities; centers for vulnerable people; high crime area; high unemployment area; pawn broker/pay day loan businesses in the vicinity; other gambling premises in the vicinity
- The gambling operation, including but not restricted to what gambling products it provides in the premises; the staffing levels within the premises; the level and requirement for staff training; whether loyalty or account cards are used or not; the security and crime preventions arrangements it has in place; how it advertises locally and on the premises; the marketing material within the premises; the display and provision of information

- The design and layout of the premises, including but not restricted to whether the staff have obstructed views of gaming machines or entrances; whether the design is such that children can see gambling taking place;
- The control mechanisms to be put in place to mitigate the risks, for example; the use of CCTV cameras, the provision of magnetic door locks, employment of door supervisors, employing a challenge 25 scheme, increased number of trained staff

Data

3.1. Below is the data table which highlights the data that has gone into the model to assess vulnerability across Barnet.

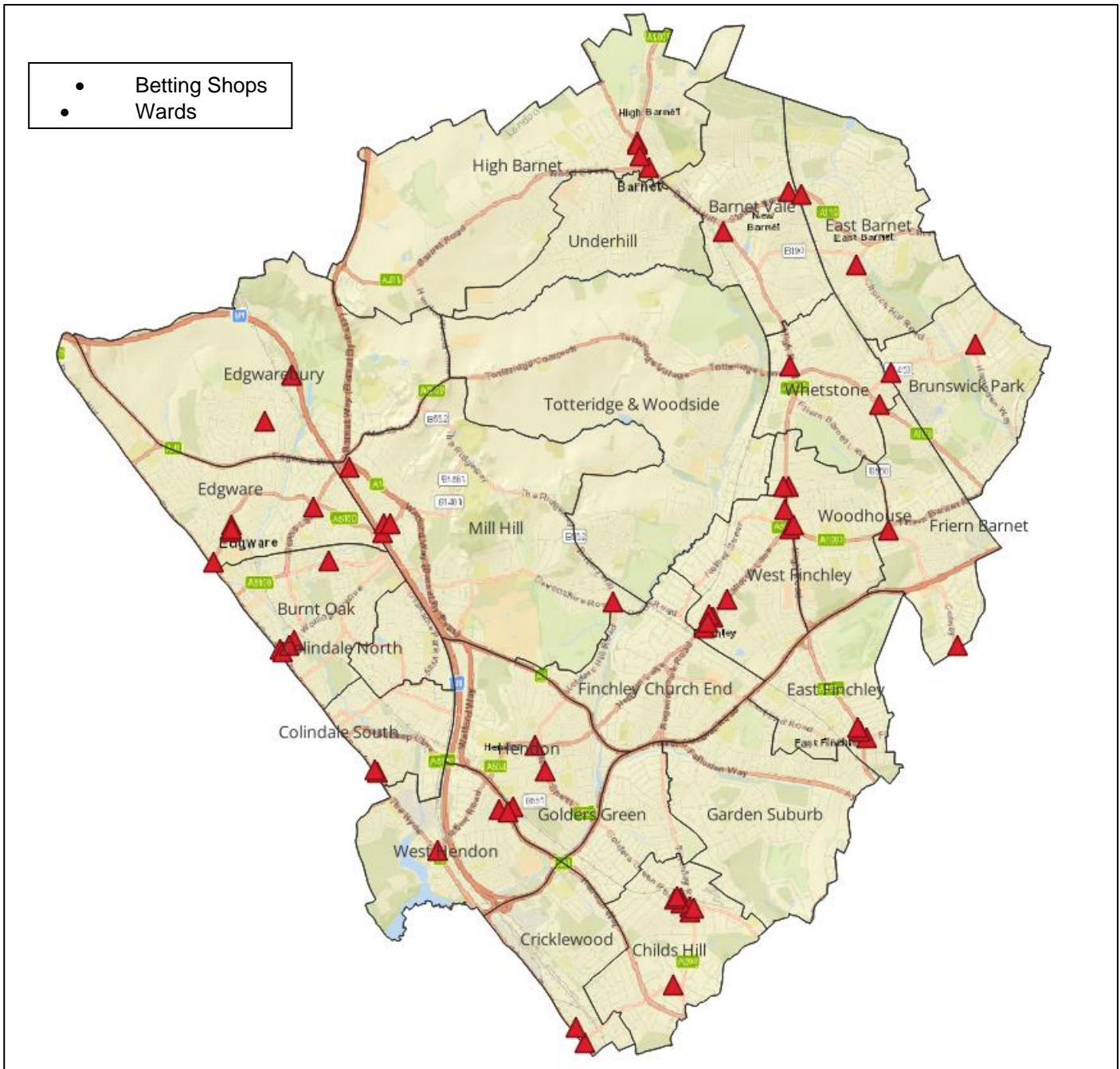
Dataset	Source	Link Harm
All crime - venue recorded as occurring at a Barnet betting shop – 2016, 2017 and 2018	MPS	Crime
ASB incidents in Barnet in 2022	MPS	Relationship problems/ breakdown
Acquisitive crime in 2022	MPS	Crime
Food banks	Open Source	Unemployment Financial Stress Income Deprivation
Education institutions	Corporate GIS	Child Exposure
Deprivation	Corporate GIS	Unemployment Financial Stress Income Deprivation
Location of Gambling Premises Licenses	Licensing	All
Population by Lower Super Output Area	ONS 2022 office of national statistics	All

Vulnerability Maps

4.1. Below is the data table which should be used to navigate between the various maps made available through this local area profile

Map No	Map Title
Section 4 – Vulnerability Maps	
1	Locations of Gambling Premises in Barnet
2	Barnet’s Hots Spot areas for Licensed Gambling Premises
3	
4	Proximity of Schools to Gambling Premises
5	ASB Hot Spots and Licensed Gambling premises

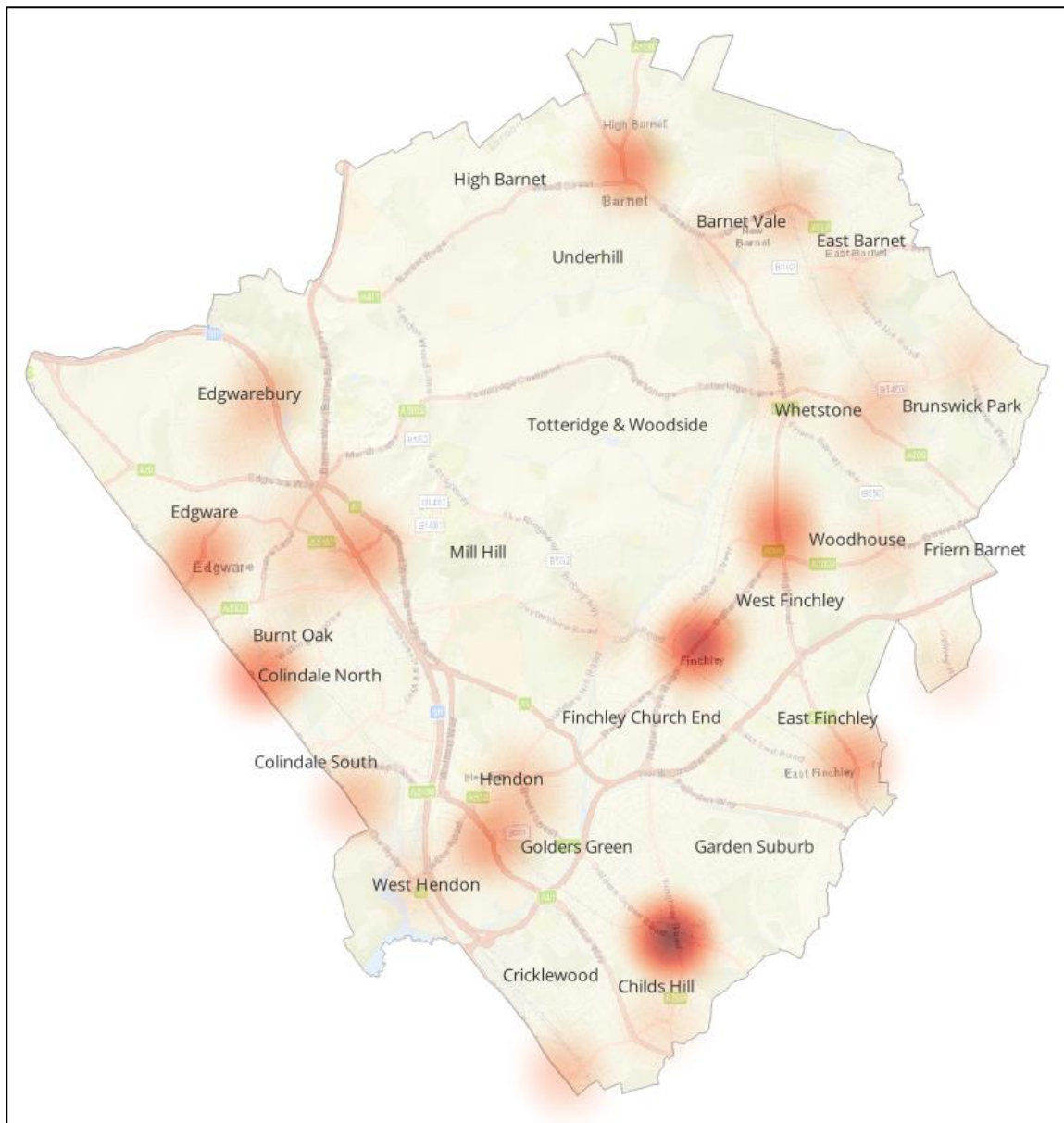
MAP 1: Locations of Gambling Premises Licences in Barnet



4.2. Map 1 shows the locations of the premises with a Gambling Premises license in Barnet. The map shows concentrations in the high footfall areas, namely;

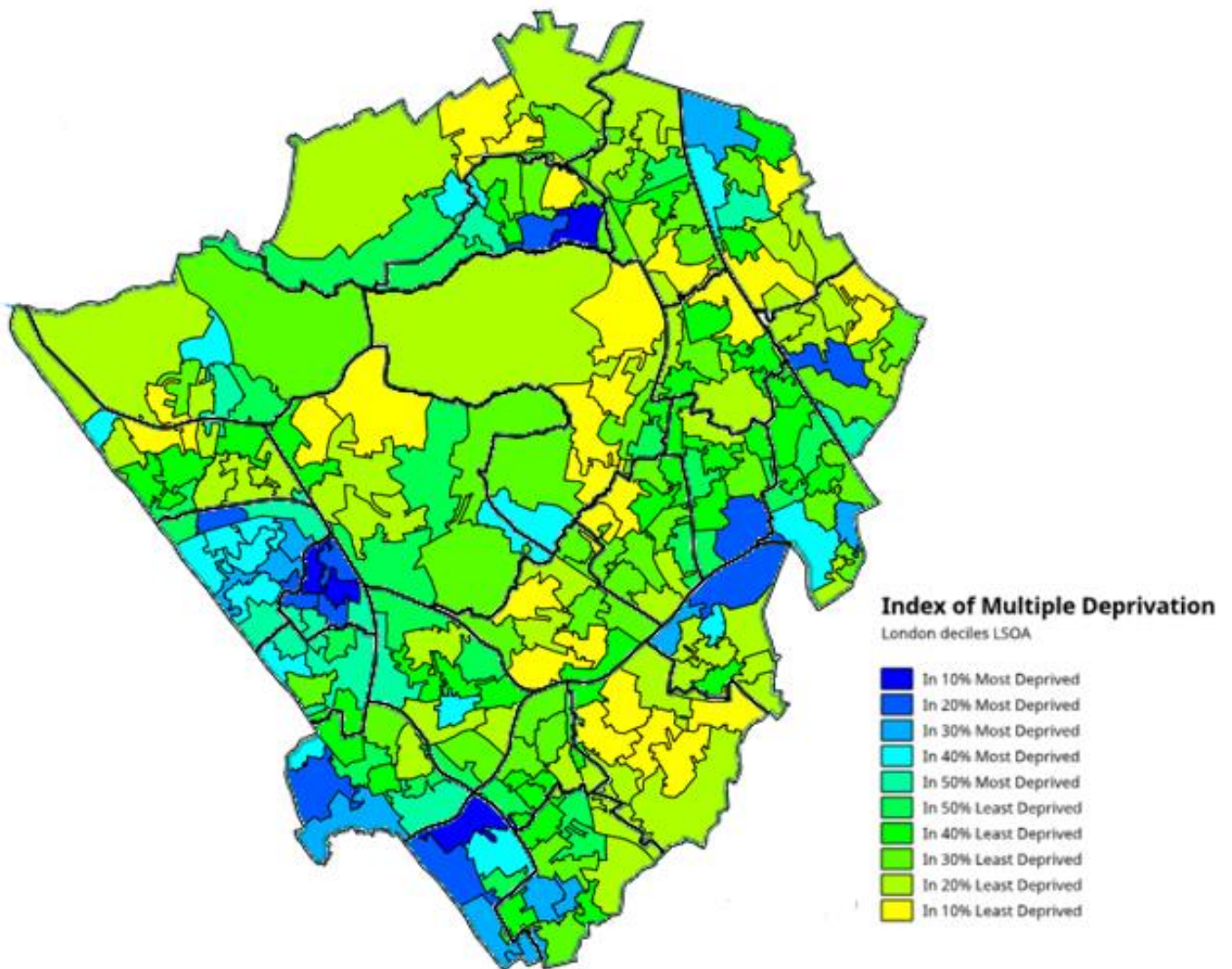
- Golders Green Road/Finchley Road Junction,
- Ballards Lane (Finchley Church End)
- Station Road, Edgware
- Watling Avenue

MAP 2 – Barnet’s Hot Spot areas for Licensed Gambling Premises



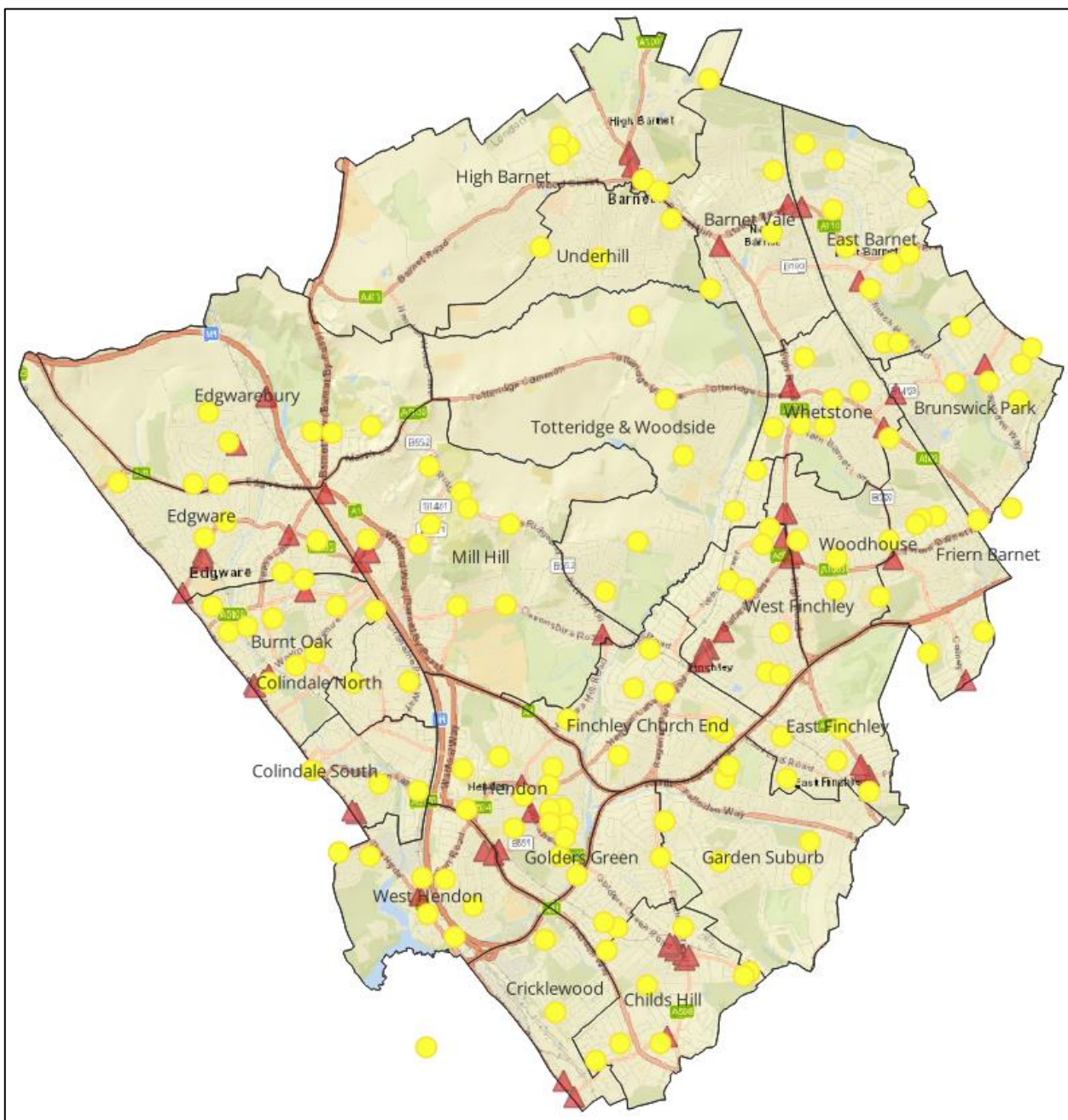
Map 2 builds on Map 1 and shows a hot spot areas of gambling premises locations, per LSOA

MAP 3 – Barnet's index of Multiple Deprivation



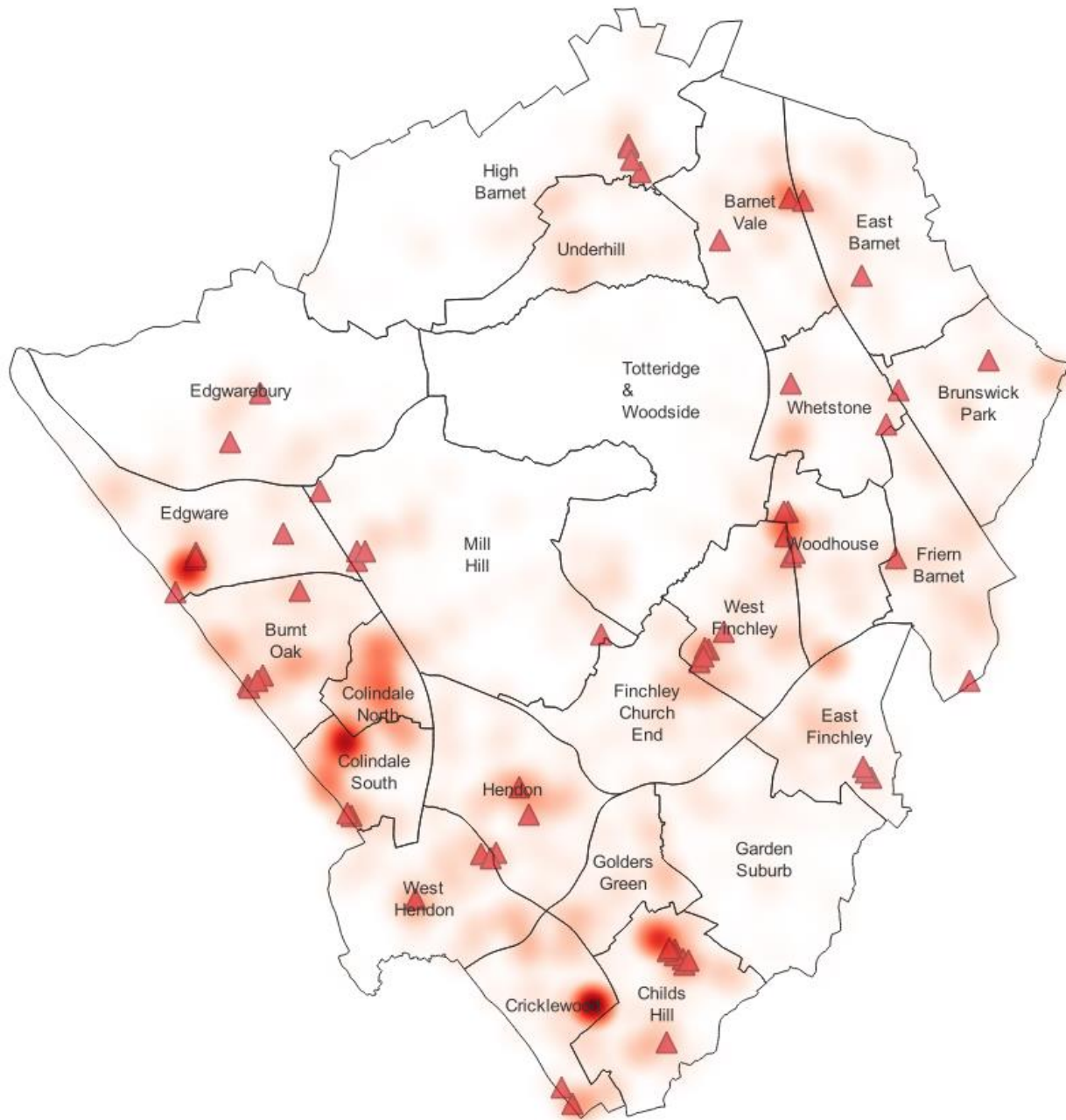
Map 3 is a visual representation of the most deprived areas in Barnet. It shows that large areas in Woodhouse, East Finchely, Colindale North, Cricklewood and Underhill wards In 10% Most Deprived

MAP 4 – Proximity of Schools to Gambling Premises



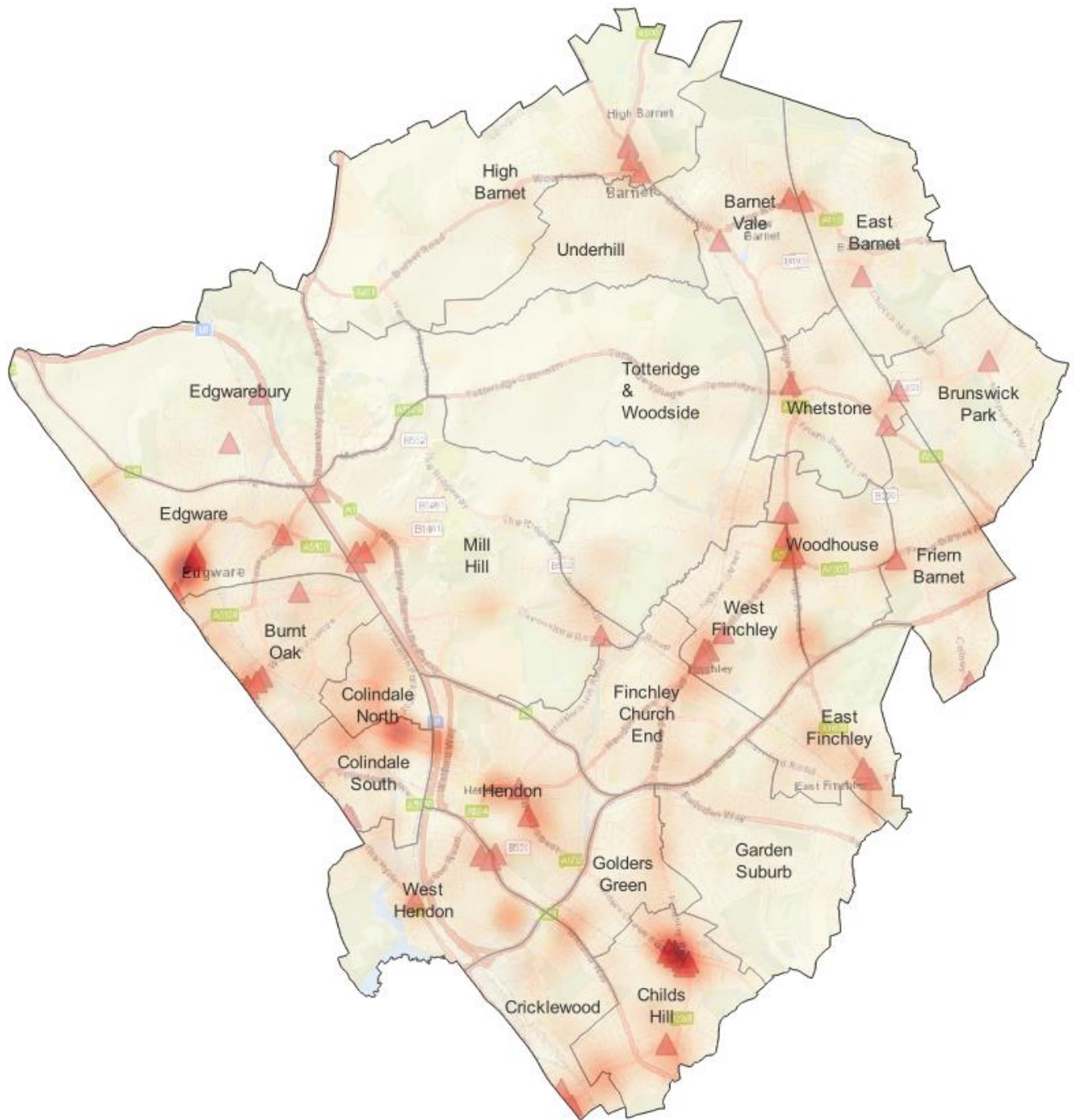
Map 5 – representation of the number of schools and gambling premises in the Borough. This highlights the close proximity with which some Barnet schools and gambling premises are already situated.

MAP 5 - ASB Hot Spots and Licensed Gambling premises



Map 5 shows the result of the hot spot analysis for recorded ASB crimes on the Metropolitan Police recording system was active. Each crime is symbolised based on whether it is part of a statistically significant hot spot (red), and a statistically significant cold spot (white). The red areas are hot spots, or areas where high numbers of ASB incidents are surrounded by other areas with high numbers of ASB incidents. The red Triangles show the location of our existing gambling premises licence holders. In Barnet, hot spots are distributed throughout the borough with particularly high densities in Cricklewood, Colindale South and Edgware.

MAP 6 – Acquisitive



Map 6 shows the result of the hot spot analysis for recorded Acquisitive crimes on the Metropolitan Police recording system was active. Each crime is symbolised based on whether it is part of a statistically significant hot spot (red). The red areas are hot spots, or areas where high numbers of Acquisitive crimes are surrounded by other areas with high numbers of incidents. The red Triangles show the location of our existing gambling premises licence holders. In Barnet, hot spots are distributed throughout the borough with particularly high densities in Childs Hill, Edgware and South Colindale.

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Appendix B - Gambling Statement of Principles - Summary of Changes

This document updates the borough's Statement of Gambling Principles - 2022-2024 and a summary of the changes incorporated into the Statement of Gambling Principles 2024-2027 are set out below.

Sections	Summary of Changes
5.1 – 5.2	<p>General Principles</p> <p>Paragraphs briefly outlining the councils' general principles when carrying out its Licensing Authorities functions</p>
10.9	<p>Insertion of the below 2 point following response from public consultation:</p> <ul style="list-style-type: none"> • Location of the gambling premise and its proximity to vulnerable people or defining a gambling vulnerability zone, and • density of existing gambling establishments
12.1	<p>Role of the Gambling Commission</p> <p>Paragraph briefly outlining the role of the Gambling Commission</p>
13.3	<p>Insertion of the below 2 point following response from public consultation:</p> <ul style="list-style-type: none"> • How you will prevent children and vulnerable people from entering gambling premises, and • How you will reduce or mitigate the risks of children and vulnerable adults being exposed to advertising through shop windows and displays on highstreets.
15.1 – 15.3	<p>Gaming Machines</p> <p>Additional text added to define types of gaming machines.</p>
16.1 – 16.4	<p>Gambling Risk Assessments</p> <p>Additional sections have been added in order to provide more details as to the topic of Gambling Risk Assessments and considerations that should be made by applicants on the impact that gambling premises could have on the local area.</p>
17.1 – 17.2	<p>General Approach to Applications</p> <p>Additional sections added to existing text relating to Barnet's approach to applications.</p>
20.4 – 20.16	<p>Location of Premises</p> <p>Additional sections added to existing text introducing the term 'vulnerability zone' to the statement of principles.</p>
21.2 – 21.13	<p>Division of Premises and Primary usage</p> <p>Additional sections added to existing text providing further detailed information on the matter of the division of licensed premises.</p>
22.1	<p>Door Supervisors</p> <p>Additional sections added to existing text providing further detailed information on the matter of door supervision</p>
36.1 – 38.2	<p>Lotteries</p> <p>Requirements defining lotteries have been expanded to detail limits and categories of exemptions for lotteries listed.</p> <p>Small Lotteries – further details have been added with regards registration, enforcement and record keeping</p>
Page 41 - 51	<p>Local Area Profile Maps have been updated to provide current data</p>

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Appendix C - Summary of Consultation Responses

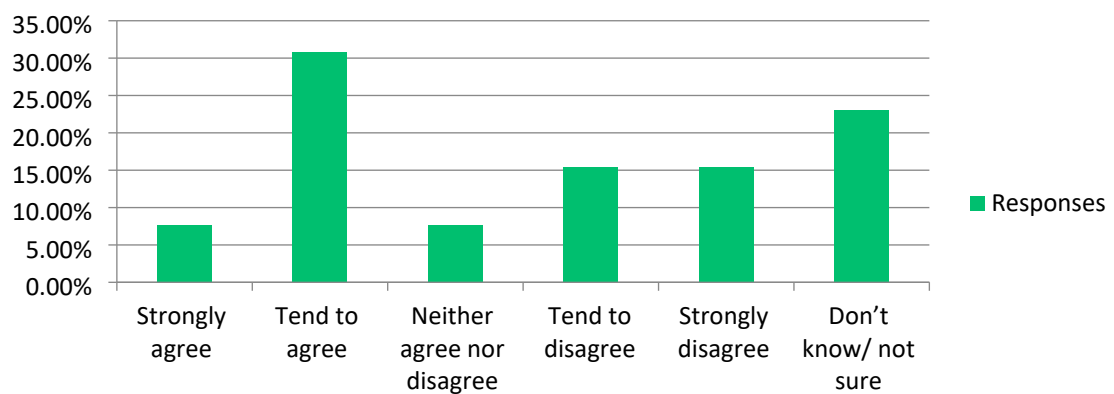
Question 1 - Overall, to what extent do you agree or disagree with the draft statement of gambling principles? (Please tick one option)

Q1 Results

Answer Choices	Responses	
Strongly agree	12.50%	1
Tend to agree	25.00%	4
Neither agree nor disagree	0.00%	1
Tend to disagree	12.50%	2
Strongly disagree	25.00%	2
Don't know/ not sure	25.00%	3

Answered	13
Skipped	1

Overall, to what extent do you agree or disagree with the draft statement of gambling principles? (Please tick one option)



Summary

38.46% (5) of respondents disagreed with the proposed statement of principles, 38.46% (5) of respondents agreed with the proposed statement of principles, 7.69% (1) respondents neither agree or disagree and 23.08% of respondents are unsure/don't know.

**Question 2 - Please give reasons for your answer: (Please type in your answer)
(Answer to Q1 - Strongly Agree or Agree)**

Q2 Results

Answered	5
Skipped	9

Responses and LA Comments

Of the 5 responses 4 provided the following reason for their Question 1 Answer:

	Consultation Responses	Licensing Comments
1	It sounds like you don't really approve of encouraging gambling. Neither do I. These slot machines places don't do anything to enhance areas of Barnet and may encourage people to start gambling.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
2	It is good that you have added an impact assessment and a map.	No amendments required to the proposed Statement of Principles.
3	My high street Vivian Avenue has multiple betting shops and its attracting the criminal element, who sit around all in the near by cafes.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
4	test	N/A
5	The introduction of gambling vulnerability zones is a significant change and forces applicants, residents and the committee to consider each permit in relation to its broader surroundings. This is long overdue.	No amendments required to the proposed Statement of Principles.

**Question 3 - Please give reasons for your answer: (Please type in your answer)
(Answer to Q1 - Neither agree or disagree)**

Q3 Results

Answered	3
Skipped	11

Responses and LA Comments

	Consultation Responses	Licensing Comments
1	The question was a bit wishy-washy. Hence you get a wishy-washy answer. I do not like gambling or slots machines shops. Period.	The Gambling Act 2005 does not allow the Licensing Authority to prevent applications for Gambling Premises Licences being made. No amendments required to the proposed Statement of Principles.
2	These betting shops have made the high street a run down and intimidating area. As a women, walking from home, I am regularly hassled by beggars, who go in and out of these betting shops.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting criminal activities. No amendments required to the proposed Statement of Principles.
3	I agree with elements such as the resolution not to issue casino licences. It is also very helpful, and fairly upsetting, to see the local maps and density of gambling premises. I do, however, believe that an important factor in protecting children and therefore an extremely relevant factor in assessing whether the issuing of a licence is harmful to children is to consider the number of licensed gambling premises already in the location. In Finchley Central there is such a high density of gambling premises that children going to school along Ballards Lane have to go past many such premises, with betting being visibly on display in some of these premises. The result is also the absence of a normally	The Gambling Act 2005 does not allow the Licensing Authority to prevent applications for Gambling Premises Licences being made. No amendments required to the proposed Statement of Principles.

	<p>functioning high street with a variety of shops. One of the key places where they wait for buses and go to the Tube is surrounded by betting shops. Yet all we seem to see is additional premises being licensed. With the recent extension of Merkur Slots' licensed hours, the potential impact if that is enacted will be that children will have to go past those open premises on their way to school as well. This experience must impact all those children and I believe there has to be a limit to the density of gambling premises in order to protect children, a density which has been exceeded significantly already. I note, for example, that Lewisham refused an application by Merkur Slots to extend the licensed hours to 24 hours. Instead they agreed to 21 hours so that the premises would be closed when children were going to school, although please see my earlier comments as to there already being too high a density of licensed gambling premises.</p>	
<p>Summary</p>	<p>The Licensing Authority does not consider the consultation responses necessitate any amendment to the proposed Statement of Principles.</p>	

**Question 4 - Please give reasons for your answer: (Please type in your answer)
(Answer to Q1 - Disagree or Strongly disagree)**

Q4 Results

Answered	5
Skipped	9

Responses
and LA
Comments

	Consultation Responses	Licensing Comments
1	There is nothing of any good in gambling.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
2	Because I do not like gambling or slots machines premises in our high streets. They do nothing to enhance the neighbourhood. They encourage kids and young people to start gambling.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
3	Put simply, gambling should not be tolerated at all.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
4	The Statement of Principles primarily considers the impact of each gambling shop but does not sufficiently consider the combined impact of many such facilities on a single high street. For example, the south side of Ballards Lane from Finchley Central Station towards	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities.

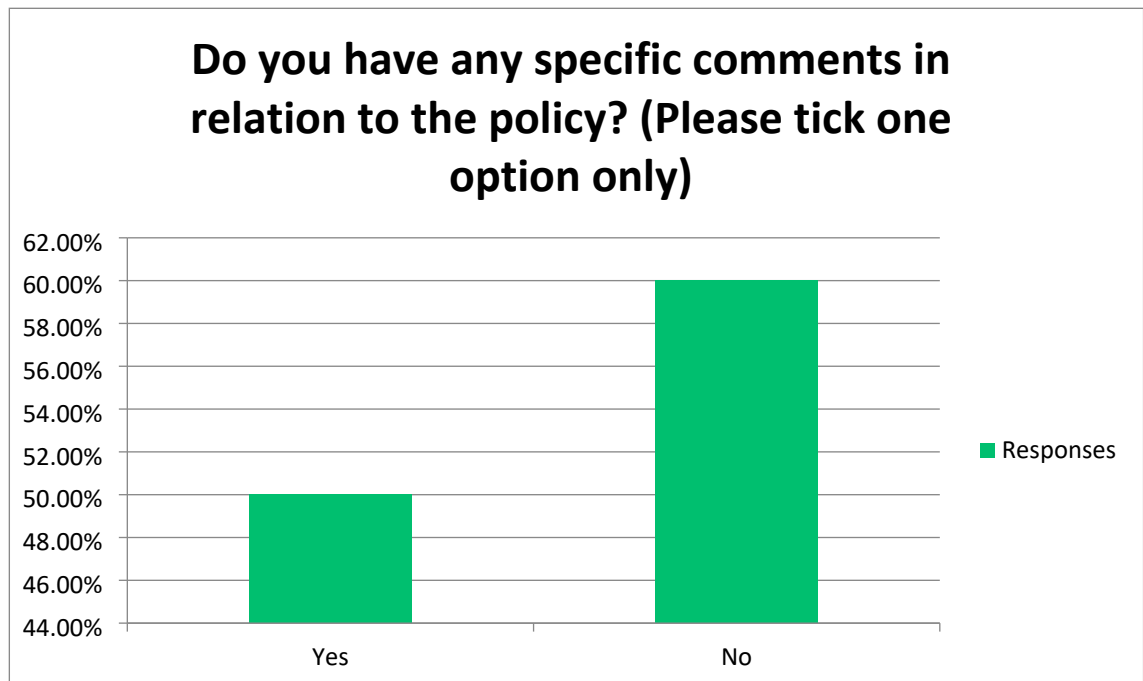
		<p>North Finchley has 4 gambling joints in the first 16 retail locations. The council has recently rubber stamped a request for one of these to operate 24/7. This section of the high street includes the pick up location for several school buses, a bus stop for public transport and the entrance to the underground station and so is filled with school children every morning and afternoon. These facilities support an insidious gambling-related infrastructure, including a pawn shop (Cash Convertors) on the same stretch of high street, plus two branches of Gamblers Anonymous which meet a few hundred meters away at St Mary's Church and at St Paul's Church. There seems to be no process for joining these dots to see the bigger picture. How many branches of Gambler's Anonymous will Finchley need before the number of gambling shops is considered too many?</p>	<p>The risk assessment submitted with each new application should seek to address issues such as the location of its premises to vulnerable groups and set out ways in which it can limit its potential negative impact upon an area.</p> <p>No amendments required to the proposed Statement of Principles.</p>
	5	I think the restrictions need to be more strict.	<p>The Gambling Act 2005 does not allow the Licensing Authority to prevent applications for Gambling Premises Licences being made.</p> <p>No amendments required to the proposed Statement of Principles.</p>
Summary	The Licensing Authority does not consider the consultation responses necessitate any amendment to the proposed Statement of Principles.		

Question 5 - Do you have any specific comments in relation to the policy? (Please tick one option only)

Q5 Results

Answer Choices	Responses	
Yes	50%	5
No	60%	6

Answered	10
Skipped	4



**Question 6 - Please give the paragraph number that you wish to make specific comments on (Q5):
(Please type in your answer).**

Q6 Results

Answered	3
Skipped	11

Responses
and LA
Comments

	Consultation Responses	Licensing Comments
1	I wish Barnet to be free of high St bookies and slot machines. The offer of good support for those addicted to online gambling too.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
2	You should not encourage gambling in any form. End of.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
3	I would like the another added to the policy at not more than one betting shop is allowing in a high street area	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.

Summary

The Licensing Authority does not consider the consultation responses necessitate any amendment to the proposed Statement of Principles.

Question 7 - What comments would you like to make (Q5): (Please type in your answer).

Q7 Results

Answered	3
Skipped	11

Responses and LA Comments

	Consultation Responses	Licensing Comments
1	I wish Barnet to be free of high St bookies and slot machines. The offer of good support for those addicted to online gambling too.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
2	You should not encourage gambling in any form. You should not allow licenses for slots machines premises in our high streets.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
3	It is good that you have a map but please bear in mind you have missed adjoining boroughs from your map. There is another gambling shop over the road in Harrow. You have missed slots off your map. There is silvertime on our side and harrow side that is missed off your map. You haven't included empty gambling shops. All that makes a great cumulative effect.	L B Barnet does not have jurisdiction over another local authority. However, will consider including adjoining streets from neighbouring boroughs into Local Area Plan when next reviewed. Unlike the Licensing Act, there is no provision for a cumulative impact zone for gambling.

Summary

The Licensing Authority does not consider the consultation responses necessitate any amendment to the proposed Statement of Principles.

Question 8 - Do you have other comments on actions that the council should consider in relation to its gambling policy? (Please type in your comments)

Q8 Results

Answered	6
Skipped	8

Responses and LA Comments

	Consultation Responses	Licensing Comments
1	No	No amendments required to the proposed Statement of Principles
2	It should consider just not encouraging or enabling gambling at all.	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. No amendments required to the proposed Statement of Principles.
3	Get Labour to return donations to their MPs from gambling companies!	No amendments required to the proposed Statement of Principles.
4	Yes, make the gambling outfits pay for upgrade of the area because as soon they arrive an area starts to downhill	The Gambling Act does not currently permit the local authority to charge gambling premises for the upgrading of any part of the borough. No amendments required to the proposed Statement of Principles.
5	The Statement of Principles primarily considers the impact of each gambling shop but does not sufficiently consider the combined impact of many such facilities on a single high street. For example, the south side of Ballards Lane from Finchley Central Station towards North Finchley has 4 gambling joints in the first 16 retail locations. The council has recently rubber stamped a request for one of these to operate 24/7. This section of the high street includes the pick up location for several school buses, a bus stop for public transport and the entrance to the underground station and so is filled with school	The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities. The risk assessment submitted with each new application should seek to address issues such as the location of its premises to vulnerable groups and set out ways in which it can limit its potential negative impact upon an area.

		<p>children every morning and afternoon. These facilities support an insidious gambling-related infrastructure, including a pawn shop (Cash Convertors) on the same stretch of high street, plus two branches of Gamblers Anonymous which meet a few hundred meters away at St Mary's Church and at St Paul's Church. There seems to be no process for joining these dots to see the bigger picture. How many branches of Gambler's Anonymous will Finchley need before the number of gambling shops is considered too many?</p>	<p>No amendments required to the proposed Statement of Principles.</p>
	6	<p>There are too many betting shops</p>	<p>The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities.</p> <p>No amendments required to the proposed Statement of Principles.</p>
Summary	<p>The Licensing Authority does not consider the consultation responses necessitate any amendment to the proposed Statement of Principles.</p>		

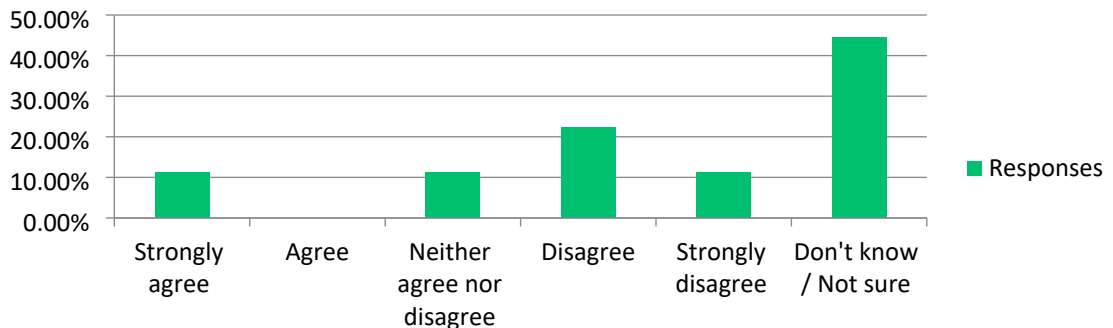
Question 9 - To what extent do you agree that the London Borough of Barnet is effectively enforcing the legislation in relation to gambling premises licences and permits? (Please tick one option only)

Q9 Results

Answer Choices	Responses	
Strongly agree	11.11%	1
Agree	0.00%	0
Neither agree nor disagree	11.11%	1
Disagree	22.22%	2
Strongly disagree	11.11%	1
Don't know / Not sure	44.44%	4

Answered	9
Skipped	5

To what extent do you agree that the London Borough of Barnet is effectively enforcing the legislation in relation to gambling premises licences and permits? (Please tick one option only)



Summary

33.33% (3) of respondents disagreed that the London Borough of Barnet is effectively enforcing the legislation in relation to gambling, 11.11% (1) respondent agreed that there was effective enforcement, 11.11% (1) of respondents neither agree or disagree that gambling is being effectively enforced in the borough, and 44.44% (4) of respondents are unsure/don't know.

Question 10 - Please give reasons for your answer? (Q9) (Please type in your answer)

Q10
Results

Answered	4
Skipped	10

Responses
and LA
Comments

	Consultation Responses	Licensing Comments
1	Well I have driven past one of those slots machines places in North Finchley the other day. Doesn't do anything for the area.	<p>The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting crime activities.</p> <p>No amendments required to the proposed Statement of Principles.</p>
2	It will address the criminal and anti-social behaviours around these places	No amendments required to the proposed Statement of Principles.
3	We know that the legislation gives the council limited room for manoeuvre in relation to gambling licenses. However, there is scope for the council to interpret and enforce the rules more strictly. This is particularly important given the widespread public opposition to the expansion of gambling on our high streets and the damage they are doing to the quality of our environment and the threat they pose to vulnerable people and children. It has gone too far. We need councillors to be brave in this respect--you have the support of us, the residents.	<p>The Gambling Act 2005 does not give the Licensing Authority the ability to restrict the number of licensed premises opening in a certain area. We believe that the additions to the Local Area Plan will go some way to ensuring that any licences granted are not attracting criminal activities.</p> <p>All applications made for new licence are provided to the prescribed responsible authorities who have a duty to consider each application on its own merits. These Authorities can then seek to make representations to the application should they feel it necessary for the promotion of the Gambling Licensing Objectives. (Ie. The police would consider the application in relation to preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime).</p> <p>In addition to this if granted at any point during the duration of the</p>

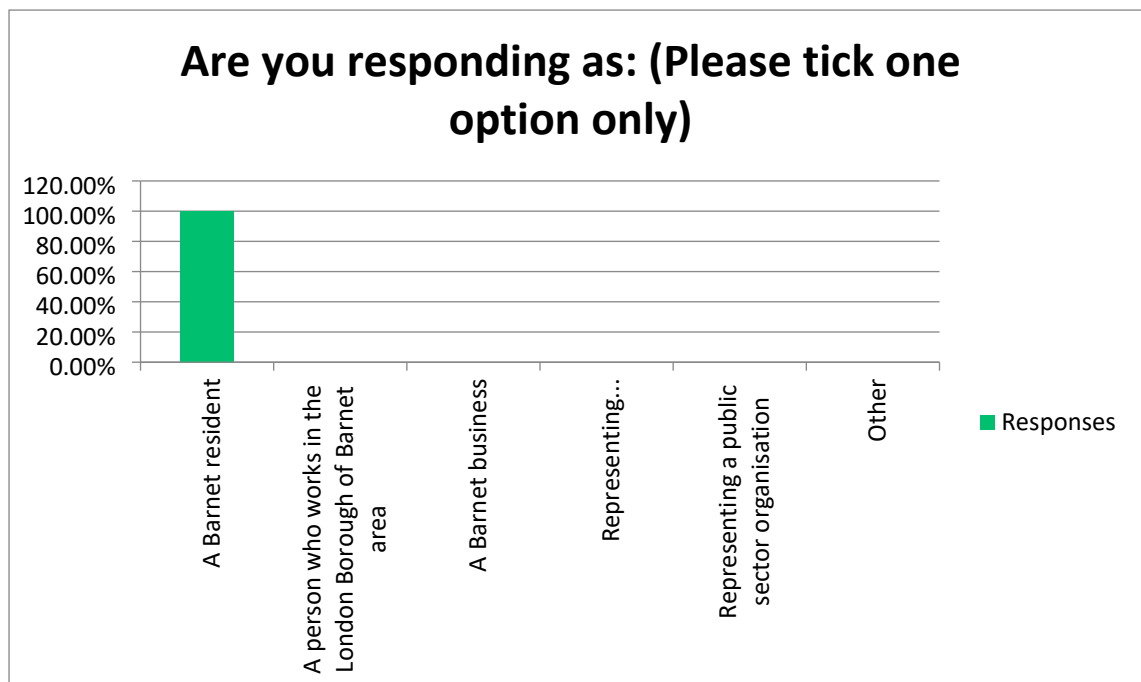
		<p>licence a Review application can be made should the premises be deemed to be negatively impacting upon the Gambling Licensing Objectives.</p> <p>No amendments required to the proposed Statement of Principles.</p>
	There are dozens of betting shops in Barnet	
Summary	The Licensing Authority does not consider the consultation responses necessitate any amendment to the proposed Statement of Principles.	

Question 11 - Are you responding as: (Please tick one option only)

Q11 Results

Answer Choices	Responses	
A Barnet resident	100.00%	9
A person who works in the London Borough of Barnet area	0.00%	0
A Barnet business	0.00%	0
Representing a voluntary/community organisation	0.00%	0
Representing a public sector organisation	0.00%	0
Other	0.00%	0
If other (please specify)		0

Answered	9
Skipped	5



Question 12 - Please specify the type of stakeholders or residents your community group or voluntary organisation represents: (Please type in your answer)

Q12
Results

Answered	2
Skipped	12

Responses
and LA
Comments

	Consultation Responses
1	Ordinary person living in Barnet.
2	West Hendon

Question 13 - Please specify the type of public sector organisation you are representing: (Please type in your answer)

Q12
Results

Answered	0
Skipped	14

Responses
and LA
Comments

	Consultation Responses
1	N/A

Question 14 - Which ward do you live in? If you live outside Barnet please select other and specify: (Please select one option only)

Q12
Results

Answered	0
Skipped	14

Responses
and LA
Comments

	Consultation Responses
1	N/A

Question 15 - In which age group do you fall? (Please tick one option only)

Q12
Results

Answered	0
Skipped	14

Responses
and LA
Comments

	Consultation Responses
1	N/A

Question 16 - Are you: (Please tick one option only)

Q16
Results

Answered	0
Skipped	14

Responses
and LA
Comments

	Consultation Responses
1	N/A

Question 17 - What is your ethnic group? (Please tick one option only)

Q16
Results

Answer Choices	Responses	
Asian - Bangladeshi	0.00%	0
Asian - Chinese	0.00%	0
Asian - Indian	0.00%	0
Asian - Pakistani	0.00%	0
Any other Asian background (please specify below)	0.00%	0
Black - African	0.00%	0
Black - British	0.00%	0
Black - Caribbean	0.00%	0
Any other Black / African / Caribbean background (please specify below)	0.00%	0
Mixed - White and Asian	0.00%	0
Mixed - White and Black African	0.00%	0
Mixed - White and Black Caribbean	0.00%	0
Mixed - any other Mixed / Multiple ethnic background (please specify below)	0.00%	0
White - British	0.00%	0
White - Greek / Greek Cypriot	0.00%	0
White - Gypsy or Irish Traveller	0.00%	0

White - Irish	0.00%	0
White - Turkish / Turkish Cypriot	0.00%	0
White - any other	0.00%	0
Prefer not to say	0.00%	0
Any other ethnic group (please specify)	0.00%	0

Answered	0
Skipped	14

Question 18 - Are you: What is your religion or belief? (Please tick one option only)								
Q18 Results	Answer Choices		Responses					
	Buddhist		0.00%	0				
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		0.00%	0				
	Hindu		0.00%	0				
	Jewish		0.00%	0				
	Muslim		0.00%	0				
	Sikh		0.00%	0				
	No Religion		0.00%	0				
	Prefer not to say		0.00%	0				
	Other religion/belief (please specify)		0.00%	0				
	<table border="1"> <tr> <td>Answered</td> <td>0</td> </tr> <tr> <td>Skipped</td> <td>14</td> </tr> </table>		Answered	0	Skipped	14		
Answered	0							
Skipped	14							
Responses and LA Comments	Consultation Responses							
	1	N/A						

Response to Consultation on the Gambling Statement of Principles Draft

Provided by: Public Health Directorate, Dr Janet Djomba, Deputy Director of Public Health

Section	Consultation Responses	Licensing Comments
10.9	<ul style="list-style-type: none"> • The document states that LBB will take into account the type of gambling and its potential to result in harm. As different types of gambling have different impacts, we suggest to include a section on gambling related harms in the document or in the Local Area Profile. <p>There is an opportunity to integrate substantive data on gambling harms from Office for Health Improvement & Disparities and UK Health Security Agency’s report Gambling-related harms evidence review. The Public Health team can provide the Licencing team a summary of relevant information from this review for the Local Area Profile.</p> <ul style="list-style-type: none"> • When assessing risk, the Public Health team recommends expanding the list of matters to consider the following: <ul style="list-style-type: none"> - Location of the gambling premise and its proximity to vulnerable people or defining a gambling vulnerability zone, and - density of existing gambling establishments. 	<p>We will add the recommended matters to Section 10.9 of the revised Gambling Statement of Principles</p>
13.3	<ul style="list-style-type: none"> • The document mentions that the ‘likelihood that children or vulnerable adults will enter the premises’ will be considered when reviewing a license application. <p>Evidence review from the Gambling-related harms suggests that the Council should take a broader view of gambling harms. Ensuring that children or vulnerable adult do not enter the premises does not mean that those groups are protected from gambling harms.</p> <p>The existence of gambling establishments on the high street can contribute to promoting and normalising gambling, even for passersby who do not enter the establishment. Marketing materials</p>	<p>We will to add the recommended matters to Section 13.3 of the revised Gambling Statement of Principles</p>

	<p>(visible to passersby) used by gambling establishments for gambling awareness campaigns have been criticised for being highly suggestive by including the word 'FUN' in large letters.</p> <p>We therefore suggest a risk assessment is included in every licence application, demonstrating specific examples:</p> <ul style="list-style-type: none"> - how they will prevent children and vulnerable people from entering gambling premises, and - how they will reduce or mitigate the risks of children and vulnerable adults being exposed to advertising through shop windows and displays on highstreets. 	
18.4	<ul style="list-style-type: none"> • The Public Health team would like to see this section strengthened by outlining in greater detail the evidence on gambling-related harms, and what groups LBB considers to be at risk from harm or exploitation from gambling. <p>The Public Health Directorate will provide evidence on this</p>	<p>The Licensing Authority will welcome input from The Public Health Directorate moving forward with future revisions of the Gambling Statement of Principles.</p>
20.4 - 20.8	<ul style="list-style-type: none"> • It is positive that 'gambling vulnerability zones' are mentioned in section 20.4. However, there is potential to significantly strengthen the Local Area Profile (see further comments below) and to define a 'vulnerability zone' in greater depth. The licensing team should consider not just proximity to schools, educational institutions or sensitive locations, but also leisure centres, community facilities, areas with an over-concentration of similar venues, job centres, deprived areas, alcohol and drug treatment facilities, etc. 	<p>We are unable at this stage to amend the format or information contained within the Local Area Plan as set out in the current revised Statement of Principles.</p> <p>The Licensing Team are keen however to engage with colleagues in The Public Health Directorate in order to make the Local Area Profile a standalone document that can go live with the introduction of the 2027's revised Statement of Gambling Principles.</p> <p>Extensive work will need to be undertaken in this area that we will unfortunately not be able to include within the current proposal.</p>
Local Area Profile	<ul style="list-style-type: none"> • Given that councils are limited in their ability to limit or refuse gambling shops, betting shops, adult gaming centres, and bingo parlours in light of the national gambling laws, the Local Area Profile is a very important document for setting out how Barnet Council sees the harms associated with gambling. 	<p>We are unable at this stage to amend the format or information contained within the Local Area Plan as set out in the current revised Statement of Principles.</p> <p>The Licensing Team are keen however to engage with colleagues in The Public Health Directorate in order to make the Local Area Profile a standalone document that can go live</p>

	<p>The Public Health team is keen to work with the Licensing Team and the Insight and Intelligence team to further enhance the Local Area Profile.</p> <p>The Public Health team would like to see the Local Area Profile substantially strengthened in line with best practice from other boroughs such as Westminster and Southwark</p> <p>We therefore recommend the following:</p> <ol style="list-style-type: none"> 1. Make the Local Area Profile a standalone document Westminster has created a standalone Local Area Profile which can be reviewed regularly and updated when the data changes, without the need to carry out a statutory review of the Statement of principles. The Insight and Intelligence team could support this work to make this an online document compatible with the existing software solutions and incorporating data flows. 2. Strengthen the Local Area Profile with greater detail and analysis Though the current Local Area Profile captures issues including crime, levels of deprivation, density of licensed premises, the Local Area Profile could be strengthened by overlaying all of these maps to create a more detailed map with zones of vulnerability. Following Southwark's example, Barnet Licensing together with Public Health and the Insight and Intelligence team could undertake the following steps to strengthen the document: <ol style="list-style-type: none"> (1) Identify groups in Barnet who are vulnerable to gambling or affected by gambling harms - this would involve going beyond the vulnerable groups currently outlined in the draft Gambling Statement of Principles and drawing on the extensive evidence base about who is vulnerable to gambling harms. (2) Identify the key data sets or data sources available on location and 	<p>with the introduction of the 2027's revised Statement of Gambling Principles.</p> <p>Extensive work will need to be undertaken in this area that we will unfortunately not be able to include within the current proposal.</p>
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	<p>vulnerable persons criteria as per Southwark's example.</p> <p>(3) Create a map, incorporating all the datasets - this map could then be used to generate a localised map when new licensing or planning application is made in relation to gambling establishments.</p>	
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Burnt Oak Residents Association consultation response.

Key Messages

<p><u>Approach: shift to a two-stage process</u></p> <p>The Borough could prepare a Cumulative Impact Assessment to support its Statement of Principles. This approach has been taken elsewhere and is entirely compatible with the Licensing Act 2003. We consider it to be best practice and that it will be acceptable to all stakeholders.</p>	<p>The Licensing Policy is due for renewal in 2024 and we will investigate the suggestion made.</p> <p>The Licensing Team will take a steer from their legal department in relation to this request to ensure that any changes made are in line with both the Licensing Act 2003 and Gambling Act 2005.</p>
<p><u>Boundaries: accept that real-life harms stretch beyond administrative lines</u></p> <p>Town centres located in more than one borough should be treated as special cases. Steps should be taken to develop analysis sophisticated enough to capture these realities.</p>	<p>We are unable at this stage to amend the format or information contained within the Local Area Plan as set out in the current revised Statement of Principles.</p> <p>The Licensing Team are keen however to engage with colleagues in Insight & Intelligence Team to gather the appropriate intelligence in order to make the Local Area Profile a standalone document that can go live with the introduction of the 2027's revised Statement of Gambling Principles.</p> <p>Extensive work will need to be undertaken in this area that we will unfortunately not be able to include within the current proposal.</p>
<p><u>Collaborate: make use of specialist resources within the council</u></p> <p>The licencing team should seek assistance from the Council's data and analytics experts to underpin the feasibility of the above two recommendations.</p>	<p>We are unable at this stage to amend the format or information contained within the Local Area Plan as set out in the current revised Statement of Principles.</p> <p>The Licensing Team are keen however to engage with colleagues in Insight & Intelligence Team to gather the appropriate intelligence in order to make the Local Area Profile a standalone document that can go live with the introduction of the 2027's revised Statement of Gambling Principles.</p>

	Extensive work will need to be undertaken in this area that we will unfortunately not be able to include within the current proposal.
<p><u>Duties: Gambling Commission Annual Returns</u></p> <p>We strongly request the Licensing Team submit all the data required by the Gambling Commission in the form of Annual Returns.</p>	<p>We can confirm that all Annual Return data for the Gambling Commission is and was up to date.</p> <p>Contact is being made with the Gambling Commission to ascertain where the issue lays in relation to the incorrect information that they have published.</p>

SoP summary of Changes

Section	Consultation Responses	Licensing Comments
1.1	BORA supports LBB's continued resolution not to issue casino licences	No amendments required to the proposed Statement of Principles.
4	LBB SOP Para. 39.1: we take no issue with the Council's intention to take cultural strategy more seriously. As such, we would like to signpost SOP produced by Westminster City Council ("WCC") as an approach for LBB to consider in future. WCC has with significant tourism, cultural and licensing responsibilities and their approach to gambling licensing policy is considered best practice ¹ .	<p>We are unable at this stage to amend the format or information contained within the Local Area Plan as set out in the current revised Statement of Principles.</p> <p>The Licensing Team are keen however to engage with colleagues in Insight & Intelligence Team to gather the appropriate intelligence in order to make the Local Area Profile a standalone document that can go live with the introduction of the 2027's revised Statement of Gambling Principles.</p>
5	As part of our research, we reviewed WCC's SOP, Local Area Plan ("LAP") and its Cumulative Impact Assessment ("CIA"). WCC's work acknowledges the economic benefits of the leisure and night-time economies at the same time as recognising how to address complexities in gambling-related harms data. ² We have concluded that this holistic approach should be followed by LBB in future and have referenced it in responses below but have refrained from including methodological details.	<p>We are unable at this stage to amend the format or information contained within the Local Area Plan as set out in the current revised Statement of Principles.</p> <p>The Licensing Team are keen however to engage with colleagues in Insight & Intelligence Team to gather the appropriate intelligence in order to make the Local Area Profile a standalone document that can go live with the introduction of the 2027's revised Statement of Gambling Principles.</p>

¹ 'High Stakes: Gambling Reform for the Digital Age', Department for Culture Media and Sport (2003), para. 155 (page 215) and Box 16 (Page 216): https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1153228/1286-HH-E02769112-Gambling_White_Paper_Book_Accessible1.pdf (accessed 25/10/23). NB: despite the title, the document includes a section on 'land-based gambling'.

² WCC's LAP is here: <https://www.westminster.gov.uk/licensing/licensing-policy-and-strategy/local-area-profile-gambling-risk> (accessed 25/10/2023). Part 3 is of particular interest as it shows the estimated excess costs of harm associated with gambling, by type of harm (e.g. financial, health, crime etc) and type of cost (to government, society).

13.3	<p>We are happy that LBB has retained the statement about information sharing with responsible authorities since this contributes to evidence-based data-driven policy and decision-making at the national level.</p> <p>We are aware that on occasion LBB failed to submit an Annual Return to the Gambling Commission.³ We therefore request that the Licensing Team ensure all future Returns are submitted on time and that missing Returns are submitted as well.</p>	<p>No amendments required to the proposed Statement of Principles.</p> <p>We can confirm that all Annual Return data for the Gambling Commission is and was up to date.</p> <p>Contact is being made with the Gambling Commission to ascertain where the issue lays in relation to the incorrect information that they have published.</p>
39.1	<p>we take no issue with the Council’s intention to take cultural strategy more seriously. As such, we would like to signpost SOP produced by Westminster City Council (“WCC”) as an approach for LBB to consider in future. WCC has with significant tourism, cultural and licensing responsibilities and their approach to gambling licensing policy is considered best practice</p>	<p>The Licensing Team have already started the process of engaging with WCC in relation to the development of their LAP and CIA documents.</p> <p>We are aware of extensive work that will need to be undertaken in this area which we will do so with our Insight & Intelligence team and other appropriate partners.</p>
Appendix A:	<p><u>LBB Local Area Profile</u></p> <p>BORA was keen to compare our ward to other wards. However, Map 1’s resolution was not sharp enough to determine the exact number of premises in each ward. The LAP would be much improved if Map 1 was supplemented with a table showing the count for each ward, the borough total and the percentage of that total for each ward. It would also be useful for that table to be included in the Licensing Committee’s Annual Report (perhaps with prior year comparatives).⁴</p> <p>BORA found it challenging to draw conclusions from other maps in LBB’s LAP. We believe it could be improved if more detailed analysis was sought from analysts in LBB’s Insight and Intelligence Team and if methodological information was subsequently published as well⁵. This would be in line with LBB’s Corporate plan which puts a particular emphasis on increased collaboration and transparent decision making⁶.</p>	<p>We are unable at this stage to amend the format or information contained within the Local Area Plan as set out in the current revised Statement of Principles.</p> <p>The Licensing Team are keen however to engage with colleagues in Insight & Intelligence Team to gather the appropriate intelligence in order to make the Local Area Profile a standalone document that can go live with the introduction of the 2027’s revised Statement of Gambling Principles.</p> <p>Extensive work will need to be undertaken in this area that we will unfortunately not be able to include within the current proposal.</p>

³ See: <https://www.gamblingcommission.gov.uk/statistics-and-research/publication/licensing-authority-statistics-2021-to-2022-revision#files>.

⁴ NB: The prior year annual report (presented to Councillors on 07/11/22) is only includes the grand total: <https://barnet.moderngov.co.uk/documents/s74874/Licensing%20Authority%20Annual%20Committee%20Report%20final.pdf> (accessed 25/10/2023).

⁵ Contact: head of Organisational Insight and Intelligence, James.Rapkin@Barnet.gov.uk

⁶ LBB Corporate Plan : <https://www.barnet.gov.uk/media/14547> (accessed 25/10/2023).

	<p>LBB’s aspiration should be to produce a CIA prior to its LAP – proportional to LBB’s context. For example, WCC’s LAP identifies localities subject to enhanced risk. These are known as Gambling Vulnerability Zones. If an application relates to a premise in one of these zones, then WCC will apply specific special policies.⁷ The identification of such zones is dependent on the CIA. BORA believes that much of the data needed to create a CIA is likely to already exist in LBB however, as an interim step in its development, LBB could emulate neighbouring borough LAPs such as Haringey⁸ and Enfield⁹.</p> <p>The following points about adoption of an enhanced (WCC-style) process should be noted:</p> <ul style="list-style-type: none"> - It does not impose additional regulatory burdens for their own sake;¹⁰ - It allows licensing authorities to comply with the “aim to permit” concept yet respond to repeated concerns about concentrations of gambling premises¹¹; - A Licensing Authority Statement must be made regarding the likelihood of refusing to grant licenses in specific areas (on the basis of risks identified)¹²; and - A licensing authority needs to consult on a CIA prior to it being included in a SOP/LAP. <p>BORA believe that one additional innovation has not been explored by WCC, which should be applied in future LBB analysis – that of “Hot Boundary”. These can be seen as a special case of “hot spot” - the distinction is that the hot spot crosses at least one administrative boundary. The problem with all the SOP analysis is that it:</p>	
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⁷ WCC’s SOP is here: <https://www.westminster.gov.uk/media/document/statement-of-licensing-principles-for-gambling-december-2022> (accessed 25/10/2023). Section F (Spatial Policies) is relevant.

⁸ Haringey’s LAP (accessed 25/10/23): https://www.haringey.gov.uk/sites/haringeygovuk/files/gambling_local_area_profile.pdf

⁹ Enfield’s LAP (embedded in SOP, accessed 25/10/23): https://www.enfield.gov.uk/data/assets/pdf_file/0030/17877/DRAFT-6th-Edition-Statement-of-Principles-and-Local-Area-Profile-Document.pdf

¹⁰ WCC’s LAP, para. 1.3 (see link above).

¹¹ While we have not conducted an in-depth analysis, BORA believes that if LBB produced a CIA, some areas of Burnt Oak would be designated as a Gambling Vulnerability Zone. As such we are very interested in WCC’s “intersectional” risk approach (as described in its LAP).

¹² See page 19 of WCC’s CIA (accessed 25/10/23): <https://www.westminster.gov.uk/media/document/020-cumulative-impact-assessment-october-2020>.

	<ul style="list-style-type: none"> - Naively treats spatial data as if lived experiences take place in a single borough; - Masks situations where increased exposure to vulnerable people exists because it does not scope in all the relevant data; - Failure to capture all adjacent harms; and therefore - Results in incomplete policy conclusions (false negatives¹³) which potentially increases the risk of further harms. <p>Hence, ironically, some SOPs have been a systemic source of gambling-related harms themselves.</p> <p>If analysis is to be fit for purpose it must properly address the Hot Boundary phenomenon. This means that data from more than one borough needs to be collected, aggregated and analysed in a rare number of cases¹⁴.</p> <p>BORA considers Burnt Oak Broadway to be Hot Boundary (see analysis in Appendix 4).¹⁵ To address this in future, we would expect LBB to liaise with LB Harrow and LB Brent for its spatial data. Again, this should not be seen as an additional burden on LBB because it has signed a 'Statement of Common Ground' with both boroughs which commit it to working with the other boroughs to improve Burnt Oak Town Centre.¹⁶</p>	
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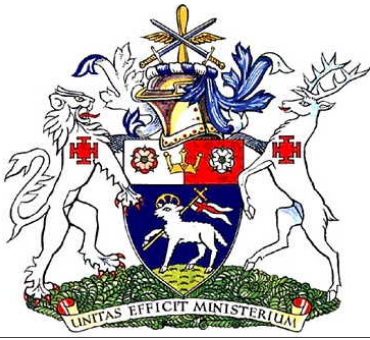
¹³ A false negative is a conclusion that no/low harms exist in a particular locality when the opposite is true. The point is: if a conclusion of no/low risk cannot be sustained when LBB data is “stitched together” with another boroughs, then it should not be sustained when data from LBB is analysed in isolation.

¹⁴ Our analysis show that Hot Boundaries in London are rare and that in Barnet, there are potentially four, all of which are on the A5 (see Appendix 3).

¹⁵ It should be noted that while our analysis shows duplication of Gambling Operator premises in Burnt Oak Town Centre, it is not an argument designed to challenge over supply, since considerations about the of lack of “demand” in an area are not permitted under the Licensing Act 2003.

¹⁶ Statement with Harrow can be found here: <https://www.barnet.gov.uk/sites/default/files/LB%20Harrow%20SCG.pdf> (accessed 25/10/23). Statement with Brent can be found here: https://www.barnet.gov.uk/sites/default/files/EB_SoCG_01%20LB%20Brent.pdf (accessed 25/10/23).

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Council AGENDA ITEM 16.4
30 January 2024

Title	Report of the Head of Governance – Administrative Matters
Date of meeting	30 January 2024
Report of	Head of Governance
Wards	All
Status	Public
Urgent	No
Appendices	Appendix A – Changes to Committee Appointments Appendix B – Outside Bodies Appointments Appendix C – Non-Councillor Committee Appointments Appendix D – Officer Appointment to Outside Body Appendix E – Calendar of Meetings 2024/25
Officer Contact Details	Andrew Charlwood, Head of Governance, 020 8359 2014, andrew.charlwood@barnet.gov.uk

Summary

This item presents various constitutional and administrative matters for Council’s agreement. Full details are as set out in the appended reports.

Recommendations

1. That Council approve the change to committee appointments in Appendix A.
2. That Council approve the appointment to an Outside Body in Appendix B.
3. That Council approve the appointment of Advisers to the Adults & Health Overview & Scrutiny Sub-Committee in Appendix C.
4. That Council approve the officer appointment to the Pan London Vehicle for Children’s Complex Commissioning Ltd (PLV) in Appendix D.
5. That the Council note and approve Appendix E (Calendar of Meetings for 2024/25) and including the revisions to previously agreed dates in the period May to July 2024.

1. Reasons for the Recommendations
1.1 As set out in the attached appendices.
2. Alternative Options Considered and Not Recommended
2.1 None in the context of the report.
3. Post Decision Implementation
3.1 Council decisions will be minuted and implemented through the Head of Governance.
4. Corporate Priorities, Performance and Other Considerations
<p>Corporate Plan</p> <p>4.1 None specifically arising from the report</p> <p>Corporate Performance / Outcome Measures</p> <p>4.2 None specifically arising from the report.</p> <p>Sustainability</p> <p>4.3 None specifically arising from the report.</p> <p>Corporate Parenting</p> <p>4.4 None specifically arising from the report.</p> <p>Risk Management</p> <p>4.5 None specifically arising from the report.</p> <p>Insight</p> <p>4.6 None specifically arising from the report</p> <p>Social Value</p> <p>4.7 N/A</p>
5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)
5.1 There are no specific financial implications from the changes in the appendices. All changes will be funded from the Council’s budget.
6. Legal Implications and Constitution References
6.1 Council Constitution, Article 2A, Terms of Reference of Council, Council has responsibility for “1.11 Agreeing and amending the terms of reference of committees, deciding their composition and making appointments to them.”
6.2 Council Constitution, Article 2A, Terms of Reference of Council, Council has responsibility for “1.25 Making appointments and nominations of Members including council companies to outside bodies.”
6.3 Part 3C (Committee Procedure Rules), Section 34 (Scrutiny Sub-Committees), part 34.9 states that: The sub-committees may appoint advisers to the sub-committees. Such advisers will not be members of the sub-committees and cannot vote. Part 2B - Terms of Reference &

Delegation of Duties to Committees and Sub-Committees states that the membership of the Adults & Health Overview & Scrutiny Sub-Committee includes two Advisers (one for matters relating to adult social care and one for matters relating to health)

6.4 Council Constitution, Part 3A (Council Procedure Rules), section 4.2.1.13 details that a role of Full Council is to “agree the council calendar meetings include the ordinary meetings of the Council.”

7. Consultation

7.1 None specifically arising from the report.

8. Equalities and Diversity

8.1 None specifically arising from the report.

9. Background Papers

9.1 None.

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Appendix A – Changes to Committee Appointments

It is recommended that Council agree the changes to committee appointment as outlined in the table below.

Committee	Current Member	Nominated replacement
Corporate Parenting Advisory Panel (CPAP)	Cllr Zakia Zubairi	Cllr Barry Rawlings
Corporate Parenting Advisory Panel (CPAP)	Cllr Eva Greenspan	Cllr David Longstaff
Planning Committee A	Cllr Laithe Jajeh (sub)	Cllr Jennifer Grocock (sub)
Planning Committee A	Cllr David Longstaff	Cllr Eva Greenspan

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List of Vacancies on Outside Bodies – January 2024

Council is asked to make appointments to fill the vacancy shown shaded grey

Outside Body	Current Representative	Status	Nominations		
			Labour	Conservative	
Jesus Hospital Charity	Councillor Emma Whysall	Current until 29/02/2024	Councillor Emma Whysall		
	Special Conditions The representative must be a member of the council. Annual appointment.				

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Appendix C – Non-Councillor Committee Appointments

Adults & Health Overview & Scrutiny Sub-Committee Membership

Part 3C (Committee Procedure Rules), Section 34 (Scrutiny Sub-Committees), part 34.9 states that: The sub-committees may appoint advisers to the sub-committees. Such advisers will not be members of the sub-committees and cannot vote. Part 2B - Terms of Reference & Delegation of Duties to Committees and Sub-Committees states that the membership of the Adults & Health Overview & Scrutiny Sub-Committee includes two Advisers (one for matters relating to adult social care and one for matters relating to health).

Member	Role	Appointed	Term	Status
Nila Patel	Advisor	January 2024	1 year	Current
Emma Omijie	Advisor	January 2024	1 year	Current

It is recommended Council approve the appointment of the Advisers to the Adults & Health Overview & Scrutiny Sub-Committee as detailed above.

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Appendix D – Officer Appointment to Outside Body

Appointment of Officer to the Pan London Vehicle for Childrens Complex Commissioning Ltd (PLV Ltd)

Part 2A (Terms of Reference of Council includes: 1.25 making appointments and nominations to council companies to outside bodies.

The Pan-London Vehicle for Children’s Complex Commissioning Ltd (PLV Ltd) is a joint endeavour between London boroughs to plan, commission and deliver services for children from London with the most complex needs, including a new secure welfare provision. A report to the Children, Education and Safeguarding Committee on 17 November 2022 set out the principles of PLV Ltd ([Agenda item - Secure Children's Home for London and Pan-London Commissioning Vehicle \(moderngov.co.uk\)](#)), and there will be a further report to Cabinet on 6 February 2024 ([Agenda for Cabinet on Tuesday 6th February, 2024, 7.00 pm \(moderngov.co.uk\)](#)) to update and seek further decisions on the establishment of the new legal entity.

It is recommended that Council approve the appointment of the Executive Director Children & Families to the Pan-London Vehicle for Children’s Complex Commissioning Limited Board of Directors on terms set out in the company’s governance documents.

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Appendix Ei – Proposed Meeting Date Changes May to July 2024

The previously agreed calendar of meetings for 2023/24 included several dates in the period May to July 2024. In planning the calendar 2024/25, several of the dates in that period are proposed to be changed as detailed in the table below. Updated dates are included in the calendar at Appendix Eii.

Original Date	Committee/ Board	New Date
01/05/24	Corporate Parenting Advisory Panel	11/4/24
07/05/24	Planning Committee	13/5/24
09/05/24	Health and Wellbeing Board	SAME
14/05/24	Cabinet	SAME
15/05/24	Adults and Health O&S Sub-Committee	SAME
16/05/24	Labour Group AGM and Cons Group meeting (eve)	SAME
21/05/24	Annual Council	SAME
22/05/24	Planning Committee	25/6/24
03/06/24	Planning Committee	SAME
04/06/24	Overview and Scrutiny Committee -	1/7/24
05/06/24	Adults and Health O&S Sub-Committee	15/5/24
06/06/24	Children and Education O&S Sub-Committee	8/5/24
07/06/24	Safer Communities' Partnership Board	SAME
18/06/24	Cabinet	24/6/24
19/06/24	Strategic Planning Committee	22/5/24
20/06/24	North Area Committee	5/6/24
24/06/24	West Area Committee	10/6/24
25/06/24	East Area Committee	19/6/24
26/06/24	Planning Committee	24/7/24
27/06/24	Licensing and General Purposes Committee	8/7/24
01/07/24	Governance, Audit, Risk Management and Standards Committee (GARMS)	27/6/24
04/07/24	Pension Fund Committee	3/7/24
08/07/24	Planning Committee	DELETED

Appendix Ei – Proposed Meeting Date Changes May to July 2024

11/07/24	Health and Wellbeing Board	4/7/24
15/07/24	Local Pension Board	15/7/24
16/07/24	Council	9/7/24
17/07/24	Strategic Planning Committee	SAME
23/07/24	Cabinet	16/7/24
24/07/24	Planning Committee	SAME

Barnet Schedule of Meetings 2024/2025 – May 2024 to July 2025

	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	
MAY			1	2	3	6	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	29	30	31	MAY
MAY			LCB	GLA Elections		Bank Holiday		C&E Sub-Ctte	HWBB		PLAN	Cabinet	A&H Sub-Ctte	Group Meeting			Annual Council	Strategic Planning			BANK HOL					2024
JUN						3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28	JUN
JUN						PLAN		North Area		SCPB	West Area LCB							East Area			JHOSC Cabinet	PLAN	Strategic Planning	GARMS		2024
JULY	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	29	30	31	1	2	JUL
JULY	O&S Ctte	LCB	Pension Fund	HWBB Group Meeting		Lic & Gen Purp	Council		BCP		Local Pension	Cabinet	Strategic Planning	O&S Ctte (C&D O&S)		WHJCC		PLAN								2024
AUG				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	AUG
AUG																LCB					BANK HOL					2024
SEPT	2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	23	24	25	26	27	30					SEP
SEPT	Cabinet		JHOSC PLAN	A&H Sub-Ctte	SCPB			North Area	C&E Sub-Ctte		Strategic Planning	GARMS	West Area	HWBB		East Area	PLAN LCB	Pension Fund	O&S Ctte							2024
OCT		1	2	3	4	7	8	9	10	11	14	15	16	17	18	21	22	23	24	25	28	29	30	31		OCT
OCT							Cabinet	PLAN	Group Meeting		Strategic Planning	Council									O&S Ctte	Local Pension	PLAN			2024
NOV					1	4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	NOV
NOV						LCB			Lic & Gen Purp		JHOSC		Strategic Planning	CPAP		Cabinet	BCP	PLAN	LCB		WHJCC		GARMS		SCPB	2024
DEC	2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	23	24	25	26	27	30	31				DEC
DEC	Plan A		Pension Fund	Cabinet				Strategic Planning	O&S Ctte (Budget) Scrutiny)				PLAN					BANK HOL	BANK HOL							2024
JAN			1	2	3	6	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	28	30	31	JAN
JAN			Bank Holiday								A&H Sub-Ctte	Local Pension	Strategic Planning	North Area		JHOSC PLAN	East Area LCB	C&E Sub-Ctte	HWBB Group Meeting		West Area	Council		O&S Ctte		2025
FEB	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28						FEB
FEB			Cabinet	Strategic Planning		Lic & Gen Purp	Pension Fund	CPAP	PLAN	SCPB	LCB			Group Meeting			Budget Council		BCP							2025
MAR	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28	31					MAR
MAR	Cabinet		GARMS	Pension Fund		PLAN		North Area			JHOSC West Area		Strategic Planning	HWBB WHJCC		East Area LCB			O&S Ctte							2025
APR		1	2	3	4	7	8	9	10	11	14	15	16	17	18	21	22	23	24	25	28	29	30			APR
APR		PLAN	Local Pension	CPAP		Cabinet									BANK HOL	BANK HOL		Strategic Planning LCB	BCP		PLAN					2025
MAY				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	MAY
MAY					SCPB	BANK HOL		Cabinet	C&E Sub-Ctte		Strategic Planning		A&H Sub-Ctte	HWBB Group Meeting		PLAN	Annual Council		Pension Fund		BANK HOL	LCB				2025
JUNE	2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	23	24	25	26	27	30					JUN
JUNE				O&S Ctte		Cabinet	PLAN	GARMS	North Area		West Area		Strategic Planning LCB	PLAN		JHOSC East Area			Lic & Gen Purp		Local Pension					2025
JUL		1	2	3	4	7	8	9	10	11	14	15	16	17	18	21	22	23	24	25	28	29	30	31		JUL
JUL		Cabinet	PLAN	Group Meeting	SCPB	CPAP	Council	Strategic Planning					O&S Ctte (C&D)	HWBB BCP		WHJCC	PLAN									2025
	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	MON	TUES	WED	THUR	FRI	

Barnet Schedule of Meetings 2024/2025 – May 2024 to July 2025

Key to Abbreviations		Bank Holidays <small>Source: https://www.gov.uk/bank-holidays</small>		Other Notable Dates				
Meetings start at 7pm unless otherwise stated		Holiday	2024	2025	Holiday	2024	2025	Religion
* are not open to the public, ^ are virtual		New Year's Day Holiday	Monday 1 January	Wednesday 1 January	Holocaust Memorial Day	27 January (Sat)		**
Council	= Full Council	Good Friday	29 March	Friday 18 April	Pesach (Passover)	Apr 22-24 Mo-We Apr 25-28 Th-Su Apr 28-30 Su-Tu	Apr 12-14 Sa-M Apr 15-18 Tu-F Apr 18-20 F-Su	Jewish*
Group Meetings	= Party Group Meetings for Council	Easter Monday	1 April	Monday 21 April	Shavuot (Pentecost)	Jun 11-13 Tu-Th	Jun 1-3 Su-Tu	Jewish*
CLLC	= Community, Leadership and libraries Committee (<i>expires 23 May 2023</i>)	May Day	6 May	Monday 5 May	Rosh Hashana (Jewish New Year)	Oct 2-4 We-Fr	Oct 2-4 W-F	Jewish*
HWBB	= Health and Wellbeing Board	Spring Holiday	27 May	Monday 26 May	Yom Kippur (Day of Atonement)	Oct 11-12 Fri-Sa	Oct 11-12 F-Sa	Jewish*
HOSC	= Health, Overview and Scrutiny Committee (<i>expires 23 May 2023</i>)	Summer	26 August	Monday 25 August	Sukkot (Tabernacles)	Oct 16-18 We-Fri Oct 19-23 Sa-We	Oct 16-18 W-F Oct 19-23 Sa-W	Jewish*
O&S Ctte	= Overview & Scrutiny Committee	Christmas	Wednesday 25 December	Thursday 25 December	Shmini Atzeret	Oct 23-24 Th-Fr	Oct 23-24 W-Th	Jewish*
A&S Sub-Ctte	= Adults & Health Overview & Scrutiny sub-Committee		Thursday 26 December	Friday 26 December	Simchat Torah	Sat 25 Oct	Oct 24-25 Th-F	Jewish*
C&E Sub-Ctte	= Children & Education Overview & Scrutiny sub-Committee	Party Conferences			Eid ul Fitr (Eid)	Apr 10 Wed	31st March	Muslim
JHOSC	North Central London Joint Health Overview & Scrutiny Committee	Party conference dates to be avoided where possible.			Eid al-Adah	Jun 17 Mon	7 th June	Muslim
CPAP	= Corporate Parenting Advisory Panel	Conservative (Start of October)	29 th September to 2 nd October		Diwali/Deepavali	Nov 1 Fri	21st October	Hindu
Lic & Gen Purp	= Licensing & General Purposes Committee	Labour & Co-Operative (End of September)			Religious dates where meetings can be held, but should be avoided			
SCPB	= Safer Communities Partnership Board	LGA Annual Conference (Early July)	2 nd to 4 th July		Purim	Mar 23-24 Sat-Sun	Mar 13-14 Th-F	Jewish*
GARMS	= Governance, Audit, Risk Management & Standards Committee	School Term Dates <small>Source: https://www.barnet.gov.uk/schools-and-education/school-term-and-holiday-dates</small>	2023-2024	2024-2025	Chanukah	Dec 26-Jan 2 Thu-Thu	Dec 25-Jan 2 W-Th	Jewish*
LCB	= Leaders Cabinet Briefing	Autumn		Monday 2 nd September – Friday 25 th October. HALF TERM = MONDAY 28TH – 1ST NOVEMBER Monday 4 th November – Friday 29 th December. HALF TERM = MONDAY 23RD – FRIDAY 3RD JANUARY	*Holidays begin at sundown on the first date specified and end at nightfall on the last date specified. Dates listed first are <i>yom tov</i> , so they have similar obligations and restrictions to Shabbat in the sense that normal "work" is forbidden. <ul style="list-style-type: none"> • Jewish holidays: https://bod.org.uk/ • Jewish Holidays - Hebcal • Non-Jewish: https://www.timeanddate.com/holidays/uk/2024 ** Holocaust Memorial Day (HMD) – Sunday 28 th Jan 2025			
		Spring		Monday 6 th January 2025 – Friday 14 th February. HALF TERM MONDAY 17TH – FRIDAY 21ST. Monday 24 th February – Friday 4 th April. HALF TERM = MONDAY 7TH APRIL – MONDAY 21ST.				
		Summer	MONDAY 27TH – FRIDAY 31ST MAY. THURSDAY 25TH JULY – FRIDAY 30TH AUGUST	Tuesday 22 nd April – Friday 23 rd May. HALF TERM = MONDAY 26TH MAY – FRIDAY 30TH. Monday 2 nd June – Tuesday 22 nd July. HALF TERM = WEDNESDAY 23RD JULY – FRIDAY 29TH AUGUST.				