

	<p><b>CHILDREN, EDUCATION and SAFEGUARDING COMMITTEE</b></p> <p><b>11 March 2020</b></p>
<p style="text-align: center;"><b>Title</b></p>	<p><b>Family Services Quarterly Update</b></p>
<p style="text-align: center;"><b>Report of</b></p>	<p>Chairman of the Committee, Councillor David Longstaff</p>
<p style="text-align: center;"><b>Wards</b></p>	<p>All</p>
<p style="text-align: center;"><b>Status</b></p>	<p>Public</p>
<p style="text-align: center;"><b>Urgent</b></p>	<p>No</p>
<p style="text-align: center;"><b>Key</b></p>	<p>No</p>
<p style="text-align: center;"><b>Enclosures</b></p>	<p><b>Appendix 1: ChaT Report</b></p>
<p style="text-align: center;"><b>Officer Contact Details</b></p>	<p>Chris Munday Executive Director for Children and Young People <a href="mailto:Chris.Munday@barnet.gov.uk">Chris.Munday@barnet.gov.uk</a></p>
<p><b>Summary</b></p>	
<p>This report summarises the progress of Family Services, including Children’s Social Care, in delivering our priorities as set out in the Children and Young People’s Plan.</p>	
<p><b>Recommendations</b></p>	
<p><b>1. That the Committee note and scrutinise the Children’s Social Care performance information provided in Appendix 1.</b></p>	
<p><b>2. That the committee notes and scrutinise progress of performance against the Children and Young People’s Plan.</b></p>	

## **1 Family Services Update**

### **Social Work Survey**

- 1.1 In November, we completed our annual social work survey and the results have now been collated and analysed. Our survey is based on the Munro Social Work Survey which measures workers' views on their morale, workloads and the challenges front-line practitioners face at work. Family Services have been carrying out social work surveys since 2017 to gauge how perceptions of social workers are changing over time. In this year's survey, 100 social workers from across the service completed questionnaires, compared to 103 last year.
  - 1.1.1 Overall, social workers feel more supported and listened to, with an increase of positive responses to questions around frequency and quality of supervision, emotional support and stress. 41% of our social workers stated they experience stress which is down 10% on last year. Recent surveys suggest that this figure can be as high as 75% across England.
  - 1.1.2 Social workers feel able to reflect, accept and learn from times when they felt they could have done something differently, and 89% of respondents agreed that managers support social workers to learn from mistakes and improve their practice. 10% more respondents than last year reported that the organisation encourages critical reflection.
  - 1.1.3 Despite reporting more supervision and a more reflective environment, social workers fed back that they want more supervision and more access to clinicians. We feel this is positive feedback, showing that social workers can see the value in these services and ways of working, and that it is a sign that accessing clinical support as a way of working with families is embedding well.
  - 1.1.4 We have not seen an improvement in social workers feeling like they have enough time to work with families, and this is at times linked to frustrations in IT systems and processes. We will be working on defining exactly what these issues are so that we can plan around making further improvements.

### **Workforce development**

- 1.2 Our workforce development programme has been redesigned and rebranded, moving away from the Barnet Children's Practice Academy and in to a Learning in Context approach. The vision remains to drive improvement for good to outstanding and improve outcomes for children and families by embedding a culture of learning to strengthen practice and build a more resilient workforce. The learning offer is tailored to children's needs and bespoke for our workforce, designed to promote curiosity. It intends to connect our resilience based social work practice model and shift focus beyond the class room and course based learning.
  - 1.2.1 Re-thinking learning in a way that emphasis learning through experience and with others extends our understanding of what learning means. Moving beyond academic knowledge to embrace a culture of learning by doing makes sense, because we know that the closer learning takes to the point of use, the greater its likely impact.

- 1.2.2 We understand that practice development and career progression is not always linear and not limited to stepping into management but can be achieved through self-determination, developing specialism or developing leadership skills. Each role in Family Services, including non-social work posts, has a professional pathway identified which includes key training, experiences and opportunities for further development. This is complemented by a practice hub, an online tool for sharing tools, resources and learning, and supported by our Practice and Learning Managers delivering group supervision, live learning, modelling and coaching.
- 1.2.3 This strategy complements our grow your own approach to workforce development, and as an example, all our ASYEs have now passed their assessments and are in social work posts across the service.

### **Transition Hub**

- 1.3 In October 2019, the Barnet Virtual School, in collaboration with Richmond, Kingston, Windsor and Maidenhead Virtual School (delivered by Achieving for Children) and St Mary's University were awarded a £765,000 research grant, for eighteen months, by the Youth Endowment Foundation (YEF) for a feasibility study to implement a Transition Hub for children in care aged 11 to 14. The YEF was established in 2019 with a £200 million endowment from the Home Office. In October 2019 the YEF announced that 22 projects across England and Wales would share in £16.2m to help prevent youth offending by intervening early to stop children getting involved in crime. The Transition Hub is one of the 22 projects.
- 1.3.1 When a young person first enters care they may experience several different transitions - a new family, a different neighbourhood, changing schools, losing contact with old friends, being separated from one or more siblings and with limited or no contact with biological parents. The purpose of the Transition Hub is to support children, carers and schools with these many changes. The intended outcome of the project will be to ensure more stable care and school placements for children in care aged 11-14.
- 1.3.2 The Transition Hub is based at Whitefield School with the students also making use of other enrichment activities locally including UNITAS Youth Zone in Burnt Oak. Staff have been recruited for the Hub and the work has begun with the first students now benefitting from the support. Students stay in the Hub for a maximum of 6 weeks before transferring to their placement school. The Hub offers an evidence informed, personalised and time-bound programme to support the child, their carer and the receiving school during the early phases of transition. The Transition Hub offers a wrap-a-round provision from 09.00 to 18.00 in term time and 11.00 to 16.00 in the holidays, 48 weeks of the year.

### **Placements Sufficiency and Commissioning**

- 1.4 Proposals to stop children in care from being placed in inappropriate accommodation are being published as part of a government consultation, tackling growing concerns about the number of under-16s being left at risk of exploitation.

This will have a minimal impact on Barnet as we do not routinely place under-16s in placements unregulated by Ofsted. Under the strict new proposals, the Government would also introduce national standards for unregulated accommodation to improve the quality and security of the placements. This will mean that where this is used appropriately for young people aged 16 and over, safety and quality is prioritised.

- 1.4.1 We have a statutory duty to ensure, as far as it is practical, that there is sufficient accommodation for children in care within the local area and address gaps in provision through robust plans and commissioning strategies, including our Placements Sufficiency and Commissioning Strategy. This duty is set within the context of significant financial pressures on public sector funding and complex and rapid changes in policy and benefits reform. In Barnet, this is addressed through our Medium Term Financial Strategy (MTFS); placements for saving total 2.53m by 2023.
- 1.4.2 To facilitate secure service improvement, meet our duties, deliver on MTSF, and to promote innovation and develop insight we have formed a Placements Programme Board. The Placements Sufficiency Board will be responsible for commissioning and monitoring projects, research and relevant performance information. This work will be supported by the Placements Task & Finish Group, which consists of operational managers who are in a position to comment on the progress or relevance of proposed projects, feed into research and evidence gathering, and provide innovative new ideas on how to best deliver our Placements and Commissioning Strategy. SLT will fulfil a similar function.
- 1.4.3 The Placements Sufficiency Board will initially meet monthly with a view to moving to bi-monthly and then quarterly when projects have been initiated and there is evidence they are progressing. A business case has been developed by the Placements Task and Finish Group that identifies a number of projects, which formed the first wave of proposals to the Placements Sufficiency Board. These included but were not limited to:
- Increasing our pool of foster carers
  - Maximising the use of council properties to create placement sufficiency within a changing cohort of children
  - Review of existing placements in terms of cost, quality and suitability
  - Developing our own supported lodgings and semi-independent provision
  - Piloting the Moving Forward project in West Hendon. Moving Forward is Barnet's proposal for semi-independent provision, where we provide the housing through Barnet Homes, and commission needs based key worker hours/ floating support.

### **Autism Strategy Action Plan**

- 1.5 Progress on our autism strategy was delivered to the Children and Young People's Partnership Board at the start of February, and we expect a finalised action plan on how this will be delivered and achieved to go back to the Board in May 2020. The existing SEND Development Group and SEND Partnership Board will hold responsibility for the delivery of the agreed strategy through its autism workstream, and initial work will focus on available resources and prioritisation of recommendations. These recommendations are grouped under themes:

- Identification, Diagnosis and Assessment
- Information, Advice and Guidance
- Support – Early Intervention and Prevention
- Support – Crisis
- Housing and Employment

- 1.5.1 Under Information, Diagnosis and Assessment we will develop a comprehensive training plan for the workforce, including schools settings and community groups, based on a common approach that partners will sign up to. A key recommendation under this theme is to continue to redesign the diagnostic pathway, reducing waiting times and increasing availability.
- 1.5.2 Currently the Local Offer is known about but could be further developed, and a key recommendation under our Information, Advice and Guidance theme is to be more active and creative in our use of the local offer. We also intend to develop more formal buddying and peer-to-peer networks for people with Autism and their parent carers.
- 1.5.3 We have some good multi-disciplinary working, and for our Support – Early Intervention and Prevention theme we want to develop this and further explore how multi disciplinary working can be strengthened to support good early intervention. Short Breaks and leisure activities are popular, but we need to complement this with strong home-based support models and more provision of weekend and holiday leisure activities, including overnight respite.
- 1.5.4 Options for crisis interventions are increasing, and the theme Support – Crisis recommends formalising crisis pathways to build on our Transforming Care approach. We want to develop our innovative Home Instead model, and establish a new Autism and Autism with Attention deficit hyperactivity disorder (ADHD) diagnostic and support service for adults in North Central London.
- 1.5.3 Research during the development of the autism strategy has shown that people need to be matched earlier with support that suits their needs, and that there is a lack of opportunities for supported internships, work experience and job roles. The theme Housing and Employment seeks to address this by ensuring a joined-up identification process for suitable clients for housing, and to encourage market development to provide a greater supply of supported living for people requiring a low level of support. We will review our commissioning arrangements for employment and day opportunities, and increase the supply of varied job opportunities for people with autism.

### **Mock SEND Inspection**

- 1.6 Local Area SEND Inspections judge how far the Local Area has implemented the SEND Reforms. The first week enables the CQC and Ofsted Inspection team to lead structured discussions with leaders from the Local Authority and CCG, review data and documentation, seek additional information, and establish initial lines of inquiry. During week 2 the Inspection team meets groups of stakeholders in Focus Groups and site visits on themes it determines. Family Services and the CCG completed a

mock Local Area SEND inspection over a week in January 2020 in anticipation of a SEND inspection in the near future.

- 1.6.1 The Spirit of the SEND Reforms were understood by almost all those who were interviewed in the Mocksted. In the three settings visited, discussions with children, parents and professionals showed well developed approaches to working with parents and other agencies, and application of the graduated response. Parents felt that their children's needs were understood, and in one case, where the parent experience of decision making about phase transfer schools was not resolved, she felt that she had been provided with the information she needed about her options and routes to challenge a decision.
- 1.6.2 Co-production is embedded with frequent references made throughout the week by professionals and parent representatives. Professional services work with parents at all levels, from developing and monitoring workstreams to support service improvement, and to detailed development of plans during the EHC assessment process for some families, and detailed "Next Steps" discussions where an EHC assessment does not take place or an EHC Plan is not issued. Parent carer representatives are on each of the 10 SEND Workstreams, and are members of the SEND Development Group and SEND Partnership Board.
- 1.6.3 Many frontline professionals in education, health and care work hard to make a positive difference to children and young people with SEND. However, the recently re-commissioned integrated therapy service is underperforming, and parents and schools report significant difficulties in the way in which the therapy service is now delivered. The CCG and Council are working with the Trust, and there has been a separate purchase of therapies from local providers for those children whose EHC Plans require therapy.
- 1.6.4 Parents and carer representatives recognise and refer to individuals from the Borough who have a strong commitment to their children and support them well. Whilst the Parent Carer Forum recognises that its membership is small relative to the size of the Borough, it has taken action and has plans in place to extend its reach. Its approach is developed with and supported by local leaders and has an overt and agreed aim to improve the experience and life outcomes of children and young people with SEND. Leaders also work collaboratively with other parent groups and parent representatives, and demonstrate an embedded belief that to do so will improve service delivery and outcomes for children and young people.

### **Mental health support teams**

- 1.7 The NHS Long Term Plan committed to the 2017 Children and Young People's Mental Health Green Paper to improve mental health support in schools and colleges and is funding, over the next five years, new Mental Health Support Teams to work in education settings.
- 1.7.1 In 2019/20 Barnet successfully bid to be a wave 2 trailblazer and deliver two mental health support teams (MHST). The two MHST's provide additional capacity to deliver low intensity early help interventions across 33 school/college settings in the west

locality 0-19 Early Help Hub. The locality was selected to respond to the high levels of need emerging in the school age population for mental health support services.

- 1.7.2 The Trailblazer funds a MHST Manager, Project manager, four supervisors and eight Education Mental Health Practitioners. All the roles have been recruited to, although only six Education Mental Health Practitioners were recruited in 2019. The service can recruit qualified practitioners to fill the remaining vacancies. The trainees joined the service in January 2020 have started training at the Anna Freud Centre.
- 1.7.3 The trainees will co-locate in five Resilient Schools (Blessed Dominic Primary School, St Paul's Church of England Primary School, Rosh Pinah Primary School, Copthall High School, Mill Hill County High School) and take on a small number of training cases during the training phase which ends in September 2020; the MHST's will expand to all education settings in the west locality from January 2021.
- 1.7.4 Barnet will bid for expansion in wave four of the funding to further expand the coverage of Mental Health Support Teams recruiting additional Education Mental Health Practitioners in September 2020 to commence training in January 2021.

### **Youth Offending Team**

- 1.8 The number of young people living in Barnet and coming to the attention of the criminal justice system is low with just 0.06% of the child population subject to statutory youth offending interventions. Barnet's First Time Entrant rate per 100k of the child population outperforms London and National rates and is at the lowest point in 3 years. The number of children engaged in statutory interventions with the Youth Offending Team (YOT) has consistently reduced over the past two years and currently has 69 open cases which include some out of court assessments.
  - 1.8.1 Young people involved in the criminal justice system rarely access opportunities for personal growth and development through child-centred and confidence building activities. Barnet YOS has developed a residential programme for young people subject to statutory YOT interventions that is aimed at providing positive experiences through group activities in out of London settings.
  - 1.8.2 In October 2019, the YOT staff team, police and community panel volunteers took 5 young people aged 10 – 18 years on a 5-day residential programme to Thriftwood Campsite in Brentwood. The residential enabled young people to engage in healthy, positive and challenging activities to build their resilience and encourage diversion from offending behaviours. The residential counted towards requirements of young people completing their statutory orders in new and innovative ways whilst supporting the development of trusted relationships with YOT staff and their skills and positive attributes.
  - 1.8.3 Young people had the opportunity to compose rap music, learn basic life skills such as cooking, hygiene, survival, problem solving, communication skills, leadership and teamwork.
  - 1.8.4 The programme was the first of a series of residential trips planned for 2020 and it is

hoped that young people involved in the programme can develop skills to mentor other young people at risk of offending.

## **1.9 Children and Young People Plan**

1.10 The following sections provide an update on progress against the Children and Young People's Plan (CYPP) 2019-23. The CYPP was structured around seven outcomes and the updates are structured accordingly. They have been provided by the partners which are members of the Children and Young People's Partnership Board.

### **Family and Belonging**

1.11 In response to one of the recommendations in the Family Services OFSTED ILAC inspection in 2019, The Placements Team are working to ensure that young people in care are aware of how to access advocacy services. A notification has gone to all providers with a leaflet about the advocacy services. Moving forward, this information will be sent out to all new providers with the Individual Child Agreement.

1.11.1 Short breaks are part of a range of services offered by Barnet Council to children and young people with disabilities living within the borough. Following a recommissioning of short breaks last year, there are now more than 525 families taking up short breaks in Barnet compared to 460 in 2018-19. There has also been a big increase in the % taking up personal budgets, now at 223 families, which is 42% of all families accessing short breaks. In 2020 there will be a new offer of 15 days/ 90 hours commissioned service or £1200 personal budget to allow flexibility and choice of provision with the ability to apply for additional support via Disability resource panel.

1.11.2 The Council through Opendoor Homes has completed 38 properties as part of its family sized affordable housing schemes. The draft Local Plan is due to go to Committee for consideration later this year which includes requirements for developing family sized accommodation.

1.11.3 More than 24,000 residents have signed up for a Fit & Active Barnet (FAB) Card – c.50% of whom are Jr members (5 – 16 years). A focused campaign is due in the spring to promote FAB card benefits to children and young people.

1.11.4 Children's membership of libraries remains steady at 25,484. However, use of libraries by children has risen steadily over the past two years since the library reorganisation. Loans of children's materials (book, spoken word CDs and DVDs) have increased from 358,561 in 2017-18 to 393,681 in 2018-19. The Summer Reading Challenge 2019 attracted 2555 participants, an increase over the previous year's Challenge of 2143 – an increase of more than 19%. 1000 children completed in 2019 as opposed to 893 in 2018, again an increase over the previous year of 12%. In 2019, Barnet Libraries held a large number of events aimed at children as part of our Year of Learning with 20,108 children attending during the year. This was massive increase on the previous year's total attendance of 15,750 (27%).

## **Safe and Secure**

1.12 In response to a finding from the Ofsted ILACs inspection report, Practice Development Workshops have been completed with Social Workers and Team Managers in Duty & Assessment and Intervention & Planning to ensure that staff have a good understanding of the expectations in providing information to MARAC and how actions are fed back into the system.

1.12.1 In response to recommendations from the Ofsted ILAC inspection, Practice Standards and an audit template have been developed to reflect practice expectations for the timely integration of actions arising from Vulnerable Adolescents at Risk Panel (VARP) and Sexual Exploitation and Missing (SEAM) Strategy Meetings and Multi Agency Risk Assessment Conference (MARAC) actions into children's Plans. This has been complemented by redesigning some of our IT pathways to facilitate improved case recording for this cohort of children, and this will be subject to audit during February 2020.

## **Health and Wellbeing**

1.13 The Children and Young People Mental Health Transformation Plan was submitted in November 2019; this includes the system mapped against THRIVE<sup>1</sup> and our ambitions to transform services in line with the THRIVE principles for system change. mapping exercise has been undertaken to assess access to services and support service improvement.

1.13.1 There are now 57 schools participating in the Resilient Schools campaign, which exceeds 2019/20 target. Currently 74 schools in Barnet have at least one trained mental health first aider. In total the Resilient Schools programme has trained 90 mental health first aiders, with a further 12 due to complete their training by the end of this month.

1.13.2 The statistics reported to CAMHS transformation board Oct 2019 showed that of the 1869 registrations in 2018-2019, the majority were aged 12-16 and 68% are female. 74% of use is out of hours with 435 people using counselling chat service. This highlights the need to promote the service to males, which will look to focus on later this year. The average number of counselling sessions increased from 37 to 65 per month. On average each month 71 young people are viewing advice articles and 207 counsellor hours are being delivered. In order to promote the mental and emotional wellbeing of Children in Care, Kooth online counselling is promoted through the Children in Care website, foster carers, the Woodhouse Road centre and at the two Barnet children's homes.

1.13.3 Improving crisis response for Children and Young People is a key priority in the local transformation plan as well as the NHS Long Term Plan. To support this the Clinical Commissioning Group (CCG) has committed to the expansion of the (Acute Care Team)

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<sup>1</sup> The THRIVE Framework provides a set of principles for creating coherent and resource-efficient communities of mental health support for children, young people and families ([www.annafreud.org/what-we-do/improving-help/thrive-framework/](http://www.annafreud.org/what-we-do/improving-help/thrive-framework/))

ACT (delivered by Barnet, Enfield and Haringey Mental Health Trust) with two further clinicians to expand to Royal Free Hospital and enable the service to support GPs and schools in a preventative capacity.

1.13.4 The healthy weight programme run by GLL (Greenwich Leisure Limited) has initiated their Xplore programme for this year, focussing on promoting a healthy weight and lifestyle among children of primary school age. This is being evaluated.

1.13.5 The Healthy Child Programme transformation is now complete with a few elements in phase two, such as group education staff training on anaphylaxis and epipen and one to one antenatal assessments for universal clients. The actions from the immunisation action plan are being taken forward and the plan presented to the Health Overview and Scrutiny Committee. The new sexual health promotion service commenced in November 2019 and is now initiating the C-card scheme (to provide free condoms to young people) and staff training.

### **Education and Learning**

1.14 The Educational Standards report is a separate agenda item at this committee so this report will not cover education results. Two new dedicated 'zones' for young people, SENCo Zone and Young People Zone, have been established on the local offer. Data analytics show that the SENCo Zone is particularly well used.

1.14.1 There were sufficient school places in primary and secondary schools for all Barnet children and young people who needed one. Extra secondary places at the newly-opened Ark Pioneer Academy and the expanded St James Catholic High School enabled growing secondary demand to be met. In addition, schools that were not full increased their intake.

### **Culture**

1.15 Barnet's Long-Term Transport Strategy has been produced and the draft was presented to Environment Committee on 20th January. This strategy outlines what Barnet is planning to do to deliver the Mayor of London's Transport Strategy including the Healthy Streets Approach where appropriate. The Healthy Streets Approach is a system of policies and strategies designed to put people, and their health, at the heart of decision making.

1.15.1 A UNICEF staff survey has been promoted through internal and external channels to find out what staff and partners understanding of children's rights is. The survey ended 31 January 2020 with results to follow. Youth Board views fed into the new Barnet Poverty Strategy which also references the United Nations Convention on the Rights of the Child UNCRC and child poverty.

### **Co-Operation and Leadership**

1.16 As part of the new safeguarding partnership arrangements launched in September 19, Professional & Young People's Forums (PYPF) are being delivered, bringing together partners and young people around a particular safeguarding theme. The PFPF in October

2019 focused on tackling knife crime in partnership with Unitas, Art Against Knives, Growing Against Violence, 4Front and 0-19 services and a further PYPF is being delivered in February 2020 focusing on FGM.

- 1.16.1 The Young People's Perception Survey took place throughout November and December 2019 with face-to-face interviews conducted with 500 young people. The results will be presented at the May CES Committee.

## **Communication**

- 1.17 A mental health campaign strategy is being developed to raise awareness of mental health issues and signposting to access support services. The strategy is evidence based having been developed with input from the Public Health team, which identified stress, anxiety and depression as being the priority mental health challenges for children and young people in the borough. The strategy has been workshopped with a group of students at Northgate School and further workshops will be held with the Barnet Youth Panel.

## **2. REASONS FOR RECOMMENDATIONS**

- 2.1 Members are asked to consider and scrutinise the work of Children and Young People's Services, and to fulfil the council's statutory obligations in this regard.

## **3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

- 3.1 Not applicable.

## **4. POST DECISION IMPLEMENTATION**

- 4.1 Not applicable.

## **5. IMPLICATIONS OF DECISION**

### **5.1 Corporate Priorities and Performance**

- 5.1.1 The delivery of good services to children and families is a key mechanism through which Barnet Council and its partners will deliver the Family Friendly Barnet vision to be the most family friendly borough in London by 2022.
- 5.1.2 This supports the following Council's corporate priorities as expressed through the Corporate Plan Barnet 2024 which sets out the vision and strategy for the next five years based on the core principles of fairness, responsibility and opportunity, to make sure Barnet;
- Is a pleasant, well maintained borough that we protect and invest in;
  - Residents live happy, healthy, independent lives with the most vulnerable protected;

- Has safe and strong communities where people get along well.

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

- 5.2.1 There are no additional financial implications arising directly from this report.
- 5.2.2 Medium Term Financial Savings (MTFS) for 2018 - 2020 were reviewed in light of the Family Services improvement journey to consider achievability. The original CES Committee target for 2018/19 – 2019/20 was £8.303m was revised to £4.409m in the 2018/19 Policy & Resource Committee Business Planning Report.
- 5.2.3 Medium Term Financial Savings for 2019/2020 are on track to be delivered.
- 5.2.4 More detailed information on financial performance is provided to Financial Performance and Contracts Committee.

## **5.3 Legal and Constitutional References**

- 5.3.1 Local authorities have specific duties in respect of children under various legislation including the Children Act 1989 and Children Act 2004. They have a general duty to safeguard and promote the welfare of children in need in their area and, if this is consistent with the child's safety and welfare, to promote the upbringing of such children by their families by providing services appropriate to the child's needs. They also have a duty to promote the upbringing of such children by their families, by providing services appropriate to the child's needs, provided this is consistent with the child's safety and welfare. They should do this in partnership with parents, in a way that is sensitive to the child's race, religion, culture and language and that, where practicable, takes account of the child's wishes and feelings.
- 5.3.2 Article 7 of the council's constitution states that the Children, Education and Safeguarding Committee has the responsibility for all matters relating to children, schools and education. In addition to this, the committee has responsibility for overseeing the support for young people in care and enhancing the council's corporate parenting role.

## **5.4 Risk Management**

- 5.4.1 Children and Young People's Plan 2023 – as set out in section 1.

## **5.5 Equalities and Diversity**

- 5.5.1 The 2010 Equality Act outlines the provisions of the Public-Sector Equalities Duty which requires Public Bodies to have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
  - advance equality of opportunity between people from different groups
  - foster good relations between people from different groups

- 5.5.2 The broad purpose of this duty is to integrate considerations of equality into day business and keep them under review in decision making, the design of policies and the delivery of services
- 5.5.3 Equalities and diversity considerations are a key element of social work practice. It is imperative that help and protection services for children and young are sensitive and responsive to age, disability, race and ethnicity, faith or belief, sex, gender reassignment, language, maternity / parental status and sexual orientation. Barnet has a diverse population of children and young people.
- 5.5.4 As reported in Appendix 1, Children and young people from minority ethnic groups account for 47%, compared with 25% in the country. More referrals are received for families from minority ethnic groups than from white families, who make up 26% of contacts into the MASH. The percentages of children and young people from minority ethnic groups who receive statutory social care services account for 55% of Children in Need cases, 59% of child protection cases and 58% of all Children in Care. The proportion of children and young people with English as an additional language across primary schools is 44% (the national average is 18%) as at May 2019.
- 5.5.5 Boys are overrepresented in most parts of the statutory system. The majority of contacts received into the MASH are for males aged between 11 and 15, and overall 50% of contacts are for boys versus 46% for females (4% other). 51% of assessments are for boys, and 53% of children on child protection plans are boys. For children looked after, boys are overrepresented (60%) due to most UASC being male (91%).
- 5.5.6 Boys are also over-represented as coming to the attention of the Youth Offending Team; the decreased number of first time entrants and engagement work will have a positive impact for boys (1.8).
- 5.5.7 CAMHS data indicates that users are more likely to be female (1.13.2). This highlights the need to promote the service to males; one focus area for 2020-2021.
- 5.5.8 The report highlights a number of projects that will have a positive impact on children young people with SEND and mental health needs, including the Autism Strategy (1.5), Mental health support teams (1.7) as well as the increased uptake of personal budgets and short breaks, which will support parents of children with disabilities (1.11.1).
- 5.5.9 The Transition hub aimed at 11-14-year olds (1.3) and the work on Placement Sufficiency affecting 16-17-year olds (1.4) will both have a positive impact on young people in these age categories.

## **5.6 Corporate Parenting**

- 5.6.1 London Borough of Barnet's Corporate Parenting Pledge, reflecting the corporate parenting principles in the Children and Social Work Act 2017, is currently been revised by the Corporate Parenting Officers Group and through feedback from care

experienced young people. The Pledge will be included in the upcoming, updated Corporate Parenting Strategy.

- 5.6.2 The Annual Children in Care and Care Leavers survey has concluded and an analysis of the children and young people's views is currently being completed to inform our ongoing work to ensure our children continue to be resilient, happy and achieving young people, supported by a wide network of caring adults around them. The results will be reported at Corporate Parenting Advisory Panel.

## **5.7 Consultation and Engagement**

- 5.7.1 Consultation and engagement with children and young people is central to social work practice and service improvement across the Safeguarding Partnership. There is ongoing participation and engagement with young people, from Youth Forums and our Make Your Mark Campaign to Service User Engagement and a Youth Perception surveys. Children and young people fed into the development of the Children and Young People Plan, please see section 1.9. Please also see section 5.6 on Corporate Parenting for more information on Children in Care and Care leavers survey.

## **5.8 Insight**

- 5.8.1 Insight data will continue to be regularly collected and used in monitoring the progress and impact of the Children and Young People's Plan and to shape ongoing improvement activity.

## **6 Background Papers**

- 6.1 Barnet's Corporate Parenting Pledge to Children in Care and Care Leavers (2016): [https://www.barnet.gov.uk/dam/jcr:c33f12a5-86d9-4215-9c89-a8c82675fba4/Pledge%20for%20Children%20in%20Care%202016%20\(digital\).pdfnce](https://www.barnet.gov.uk/dam/jcr:c33f12a5-86d9-4215-9c89-a8c82675fba4/Pledge%20for%20Children%20in%20Care%202016%20(digital).pdfnce)