

NOTICE OF MEETING

CHILDREN AND YOUNG PEOPLE'S SCRUTINY PANEL

**Tuesday, 18th December, 2018, 7.00 pm - Civic Centre, High Road,
Wood Green, N22 8LE**

Members: Councillors Mahir Demir (Chair), Josh Dixon, Tammy Palmer, Dana Carlin, James Chiriyankandath, Julie Davies and Khaled Moyeed

Co-optees/Non Voting Members: Mark Chapman (Parent Governor representative), Yvonne Denny (Church representative) and Luci Davin (Parent Governor representative)

Quorum: 3

1. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on.

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The chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES FOR ABSENCE

3. ITEMS OF URGENT BUSINESS

The Chair will consider the admission of any late items of urgent business (late items will be considered under the agenda item where they appear. New items will be dealt with as noted below).

4. DECLARATIONS OF INTEREST

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct.

5. DEPUTATIONS/PETITIONS/PRESENTATIONS/QUESTIONS

To consider any requests received in accordance with Part 4, Section B, Paragraph 29 of the Council's Constitution.

6. MINUTES (PAGES 1 - 6)

To approve the minutes of the meeting of 8 November 2018.

7. SCRUTINY OF THE 2019/20 DRAFT BUDGET/5 YEAR MEDIUM TERM FINANCIAL STRATEGY (2019/20-2023/24) (PAGES 7 - 28)

To consider and make recommendations to Overview and Scrutiny Committee on the 2019-20 Draft Budget/MTFS 2019/20 to 2023/24 and savings proposals relating to the Panel's remit.

8. CABINET MEMBER QUESTIONS - COMMUNITIES

An opportunity to question the Cabinet Member for Communities, Councillor Mark Blake, on developments within his portfolio.

9. WORK PROGRAMME UPDATE (PAGES 29 - 48)

To consider the Panel's workplan for 2018-20.

10. NEW ITEMS OF URGENT BUSINESS

To consider any items admitted at item 3 above.

11. DATES OF FUTURE MEETINGS

- 4 February 2019; and
- 7 March 2019

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Bernie Ryan
Assistant Director – Corporate Governance and Monitoring Officer
River Park House, 225 High Road, Wood Green, N22 8HQ

Monday, 10 December 2018

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MINUTES OF THE MEETING OF THE CHILDREN AND YOUNG PEOPLE'S SCRUTINY PANEL HELD ON THURSDAY, 8TH NOVEMBER, 2018, 7.00 - 8.40 pm

PRESENT:

Councillors: Mahir Demir (Chair), Tammy Palmer, Dana Carlin, James Chiriyankandath, Julie Davies and Justin Hinchcliffe

12. FILMING AT MEETINGS

The Chair referred Members present to agenda Item 1 as shown on the agenda in respect of filming at this meeting, and Members noted the information contained therein'.

13. APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllr Dixon and Cllr Moyeed. Cllr Hinchcliffe was attending the meeting as a substitute for Cllr Dixon.

14. ITEMS OF URGENT BUSINESS

None.

15. DECLARATIONS OF INTEREST

None.

16. DEPUTATIONS/PETITIONS/PRESENTATIONS/QUESTIONS

None.

17. MINUTES

In relation to item 7 (Service Overview & Performance Update) of the minutes of the previous meeting, Cllr Davies asked about unusual patterns in the recent SATs results. Eveleen Riordan, Assistant Director for Schools and Learning said that some initial analysis had been done and discussions were ongoing with the Haringey Education Partnership which will be prioritising schools where there are concerns. Asked whether there was a report about the school that had its SATs results annulled,

Eveleen Riordan said that the Harris Federation had commissioned an independent inquiry. The Council would ask the Harris Federation to share their findings. **(ACTION – Eveleen Riordan)**

AGREED: That the minutes of the Children & Young People’s Scrutiny Panel meeting held on 6th September 2018 be approved as an accurate record.

18. CABINET MEMBER QUESTIONS - CHILDREN AND FAMILIES

Cllr Elin Weston, Cabinet Member for Children, Education and Families, responded to questions on the following issues:

- With regards to reported financial difficulties at the Octagon AP Academy, Haringey Council’s current contract with the Octagon is due to end in August 2019 and so a review of how that contract has performed and options for the future is already underway, though this is not due to any specific concerns. This review was expected to be completed rapidly and officers have liaising with the new head of the Octagon, Connery Wiltshire. The Panel recommended that the Cabinet Member for Children, Education and Families should write to the TBAP Multi-Academy Trust expressing concerns about possible disruption to the education of pupils and a willingness of the local authority to explore taking provision of the services back in-house if TBAP is unable to provide adequate services themselves. Cllr Weston agreed to write a letter on this basis and also suggested that she provide the Panel with an update on the contract review in February 2019.
- That no update regarding the Ofsted inspection was available but the report was expected to be published in the first half of December.

AGREED: That Cllr Weston should write to TBAP Multi-Academy Trust on the terms outlined above and provide an update on the contract review to the Panel in February 2019.

19. PRIORITY 1 BUDGET POSITION (QUARTER 1 2018/19)

Paul Durrant, Senior Business Partner, introduced the report on the budget position for Priority 1 of the Corporate Plan for Quarter 1 of 2018/19. On the Revenue Budget there was a projected overspend of just under £4.9m. The largest cause of this was on Safeguarding and Social Care where there was a projected overspend of £3.6m. Of this:

- £2.3m was attributed to Local After Children (LAC) External Placements. Although the overall number of children in care had not risen, the number of high cost placements had gone up. Pressures on the budget to make savings had also been a contributory factor.
- £0.8m was attributed to The Young Adult Service, mainly due to the new duty on local authorities to support care leavers up to the age of 25 rather than 21.

- £0.6m was due to the use of agency staff which are generally more expensive than permanent employees.
- £0.4m was due to costs associated with No Recourse to Public Funds (NRPF) cases.
- There was one area of underspend, forecast to be £0.4m, due to lower than expected numbers of in-house foster carers.

The next most significant cause was on Prevention and Early Intervention where there was a projected overspend of £1.2m. Of this:

- £0.2m was attributed to Children Centres as the service has been unable to achieve the income generation through fees that had been expected.
- £0.6m was attributed to the Special Education Needs Service, mainly due to the statutory duty to provide transport for those over 19 years old.
- £0.3m was attributed to the Family Support service, mainly due to an increase in demand for respite.
- £0.2m was attributed to the Inclusion Service, mainly due to an unachievable savings target.

In response to questions from the Panel, Cllr Weston, Sarah Alexander, Ann Graham and Paul Durrant said:

- While the agency staff rate was higher than was desirable, Haringey was not unique in this respect as it is a national issue and some boroughs have higher rates. A lot of work had been done with Haringey's recruitment partners, Hays, to try and improve recruitment and retention. However, some people are choosing to use agencies as a method of working. Also, some positions are hard to recruit to and are particularly affected by caseload levels. Officers are doing what they can to make Haringey an attractive place to work and to persuade agency staff to become permanent members of staff, including through golden handshakes, but there was more that could be done such as raising the quality of practice.
- On the External Placements budget, there were a total of 40 young people in residential care at present with a range of placements used across the country, sometimes because specialist support is required which is only available in certain areas and sometimes because of safety concerns. However, the Council tries to keep children within the M25 area where possible. The average weekly cost of residential care placements for children was currently estimated to be £3,500.
- In relation to the overall overspend in Children's Services, Haringey is not an outlier as there are similar, if not larger, overspends elsewhere as there are national factors at play. The LGA had predicted a national deficit of £2bn from what Children's Services need and what was being provided by the government and a recent BBC report had indicated that demands on Children's Services had increased by 78% over the past 10 years.
- Asked about the current number of NRPF cases and the precise budget figures on this, further details would be provided to the panel in writing (**ACTION: Sarah Alexander and Paul Durrant**). Cllr Carlin said that she understood that

there was no longer a Home Office member of staff within the NRPF which she welcomed.

- That there is a Memorandum of Understanding (MoU) with other local authorities that Haringey is a signatory to which agrees not to pay agency staff over a certain rate.
- On the application for funding to the Young Londoners Fund no announcement had yet been made.
- The cost of transport (for the Special Educational Needs service) was complex as costs vary according to where placements are and the length of routes that were therefore commissioned. Other factors included the recently expanded age range and that a local transport provider had recently gone bust. Efforts were being made to keep expenditure in this area down but the overall cost had increased.

AGREED: That the report be noted.

20. HARINGEY LOCAL SAFEGUARDING CHILDREN BOARD: THE TRANSITION TO NEW SAFEGUARDING PARTNERSHIP ARRANGEMENTS

Sarah Alexander, Assistant Director for Safeguarding and Social Care, introduced the report on the Haringey Local Safeguarding Children Board (LSCB) which is the multi-agency partnership board that looks at safeguarding at a strategic level. New arrangements for the LSCB were being implemented on the basis of the new Working Together to Safeguard Children 2018 guidance. The new guidance incorporated recommendations from the 2016 Alan Wood Review which had concluded that there were deficiencies in the LSCB system. The new arrangements will involve three statutory safeguarding partners – the CCG, the Borough Commander and the local authority. The statutory partners are required to set out their local arrangements by 29th September 2019 so a lot of transition work was ongoing to achieve this.

In response to questions from the panel, Sarah Alexander and Ann Graham, Director of Children's Services, said that:

- the Council will be an equal partner with the other two statutory partners under the new arrangements, so accountability is moving from the Council alone to a shared responsibility.
- arrangements for the Designated Officer (previously known as the Local Authority Designated Officer or 'LADO') will remain the same and stay within the local authority.
- the new partnership will have to set out their arrangements for auditing.
- the day to day arrangements will not change during the transition period – the main changes are to the strategic approach which are aimed at improving accountability.

AGREED: That the report be noted.

21. JOINT TARGETED AREA INSPECTION (JTAI) ACTION PLAN - UPDATE

Sarah Alexander introduced the report on the December 2017 Joint Targeted Area Inspection (JTAI) the subject of which was the response of statutory safeguarding partners to children aged 7 to 15 who had been neglected. The inspectors provided a non-judgment inspection finding, highlighting areas where improvements could be made. Partners were then required to respond to the findings including through the publication of an action plan. This plan had led to improvements in areas such as the Multi Agency Safeguarding Hub (MASH) and in training for partners.

Asked whether there was data on neglected children by ward, Sarah Alexander confirmed that neglect was a bigger issue in the east of the Borough. Ann Graham said that it may be possible to produce some data but it would most likely illustrate levels of poverty, which is closely related to neglect. **(ACTION POINT: Ann Graham/Sarah Alexander)**

AGREED: That the report be noted.

22. WORK PROGRAMME UPDATE

Dominic O'Brien, Principal Scrutiny Officer, set out the background of the Work Programme for the Panel which had been assembled following the 'Scrutiny Café' stakeholder event in September and included several possible scrutiny review projects and a number of one-off items for the panel meetings in 2018/19 and 2019/20.

After a short discussion the panel proposed to conduct their first scrutiny review on children with special education needs. This would be likely to examine the journey of getting help from the local authority including the assessment, diagnosis and services provided, including looking at blockages in the system and the support available for families going through the process. However, the full details of the terms of reference would be developed in discussions between the Chair and the panel scrutiny officer, in consultation with the other panel members.

The panel also proposed to carry out a scrutiny review on alternative provision.

AGREED: That scrutiny reviews on Special Educational Needs and on alternative provision be added to the panel's Work Programme.

23. NEW ITEMS OF URGENT BUSINESS

None.

24. DATES OF FUTURE MEETINGS

The next meetings of the Children & Young People's scrutiny panel are scheduled to take place on:

- 18th December 2018
- 4th February 2019
- 19th March 2019

CHAIR: Councillor Mahir Demir

Signed by Chair

Date

Report for: Budget Scrutiny Panels

- Housing and Regeneration Scrutiny Panel, 17th December 2018
- Children and Young People Scrutiny Panel, 18th December 2018
- Environment and Community Safety Scrutiny Panel, 18th December 2018
- Overview and Scrutiny Committee, 14th January 2019
- Adults and Health Scrutiny Panel, 17th January 2019

Item number:

Title: Scrutiny of the 2019/20 Draft Budget / 5 Year Medium Term Financial Strategy (2019/20-2023/24)

Report authorised by: Jon Warlow, Director of Finance and Section 151 Officer

Lead Officer: Oladapo Shonola, Lead Officer Budget & MTFS

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** N/A

1. Describe the issue under consideration

- 1.1 To consider and comment on the Council's 2019/20 Draft Budget / 5 year Medium Term Financial Strategy (MTFS) 2019-20 - 2023 proposals relating to the Scrutiny Panels' remit.

2. Recommendations

- 2.1 That the Panels consider, and provide recommendations to Overview and Scrutiny Committee, on the 2019-20 Draft Budget/MTFS 2019/20 to 2023/24 and savings proposals relating to the Scrutiny Panel's remit.

3. Background information

- 3.1 The Council's Overview and Scrutiny Procedure Rules (Constitution, Part 4, Section G) state: "The Overview and Scrutiny Committee shall undertake scrutiny of the Council's budget through a Budget Scrutiny process. The procedure by which this operates is detailed in the Protocol covering the Overview and Scrutiny Committee".
- 3.2 Also laid out in this section is that "the Chair of the Budget Scrutiny Review process will be drawn from among the opposition party Councillors sitting on the Overview and Scrutiny Committee. The Overview and Scrutiny Committee shall not be able to change the appointed Chair unless there is a vote of no confidence as outlined in Article 6.5 of the Constitution".

4. Overview and Scrutiny Protocol

- 4.1 The Overview and Scrutiny Protocol lays out the process of Budget Scrutiny and includes the following points:
- a. The budget shall be scrutinised by each Scrutiny Review Panel, in their respective areas. Their reports shall go to the OSC for approval. The areas of the budget which are not covered by the Scrutiny Review Panels shall be considered by the main OSC.
 - b. A lead OSC member from the largest opposition group shall be responsible for the co-ordination of the Budget Scrutiny process and recommendations made by respective Scrutiny Review Panels relating to the budget.
 - c. Overseen by the lead member referred to in paragraph 4.1.b, each Scrutiny Review Panel shall hold a meeting following the release of the December Cabinet report on the new Draft Budget/MTFS. Each Panel shall consider the proposals in this report, for their respective areas. The Scrutiny Review Panels may request that the Cabinet Member for Finance and/or Senior Officers attend these meetings to answer questions.
 - d. Each Scrutiny Review Panel shall submit their final budget scrutiny report to the OSC meeting in January containing their recommendations/proposal in respect of the budget for ratification by the OSC.
 - e. The recommendations from the Budget Scrutiny process, ratified by the OSC, shall be fed back to Cabinet. As part of the budget setting process, the Cabinet will clearly set out its response to the recommendations/ proposals made by the OSC in relation to the budget.

5. Draft Budget (2019/20) / 5 year MTFS (2019/20 – 2023/24)

- 5.1 The MTFS agreed by Council in February 2018 recognised a budget gap of £11m in 2019/20 that would need to be closed through further budget reductions. The proposed 2019/20 new budget reductions required to help close this gap (i.e. savings, cuts and income generation) of £7m in 2019/20 (rising to £12.8m by 2023/24) are presented for scrutiny.
- 5.2 Even with the budget reduction options set out in Appendix D being approved when the budget is finalised in February, it is presently estimated that the Council will need to have put into effect £6.5m of further budget reductions. This is after the planned utilisation of £10.5m of corporate reserves and balances in 2019/20. The current 2019/20 gap of £6.5m still needs to be addressed before the Final Budget/ MTFS is submitted to Cabinet and Council in February 2019.
- 5.3 The Council continues to have a structural funding gap in 2020/21 estimated at £18.4m - this rises to £26.4m in 2023/24. This gap will be reduced to the extent that further ongoing budget reductions are identified and put into effect in 2019/20.
- 5.4 Scrutiny panel recommendations relating to 2018/19 savings that were previously considered in December 2017/January 2018 which also form part of the 2018/19 budget setting process are attached at Appendix D.

5.5 This meeting is asked to consider the proposals relating to the services within its remit and to make draft recommendations to be referred to the Overview and Scrutiny Committee on 28th January 2019 for discussion, prior to approval and referral to Cabinet for consideration in advance of the Full Council meeting on 25th February 2019. For reference the remit of each Scrutiny Panel is as follows:

- Priority 1/People (Children) – Children and Young People Scrutiny Panel
- Priority 2 / People (Adults) – Adult and Health Scrutiny Panel
- Priority 3 / Place – Environment and Community Safety Scrutiny Panel
- Priority 4 / Economy – Housing and Regeneration Scrutiny Panel
- Priority 5 / Housing – Housing and Regeneration Scrutiny Panel
- Priority X / Your Council– Overview and Scrutiny Committee

5.6 As an aide memoire to assist with the scrutiny of budget proposals, possible key lines of enquiry are attached at Appendix A. This report is specifically concerned with Stage 1 (planning and setting the budget) as a key part of the overall annual financial scrutiny activity.

5.7 Appendix B sets out the summary of the Draft Budget / 5 year MTFS by priority area.

6. Contribution to strategic outcomes

6.1 The Budget Scrutiny process for 2019/20 will contribute to strategic outcomes relating to all Council priorities.

7. Statutory Officers comments

Finance

7.1 There are no financial implications arising directly from this report. Should any of the work undertaken by Overview and Scrutiny generate recommendations with financial implications then these will be highlighted at that time.

Legal

7.2 There are no immediate legal implications arising from this report.

7.3 In accordance with the Council's Constitution (Part 4, Section G), the Overview and Scrutiny Committee should undertake scrutiny of the Council's budget through a Budget Scrutiny process. The procedure by which this operates is detailed in the Protocol, which is outside the Council's constitution, covering the Overview and Scrutiny Committee.

Equality

- 7.4 The draft Borough Plan sets out the Council's overarching commitment to tackling poverty and inequality and to working towards a fairer Borough.
- 7.5 The Council is also bound by the Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
 - Advance equality of opportunity between people who share those protected characteristics and people who do not
 - Foster good relations between people who share those characteristics and people who do not.
- 7.6 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.
- 7.7 The Council has designed the proposals in this report with reference to the aims of the Borough Plan to reduce poverty and inequality. The Council is committed to protecting frontline services wherever we can and the budget proposals have focused as far as possible on delivering efficiencies or increasing income, rather than reduction in services.
- 7.8 As plans are developed further, each area will assess the equality impacts and potential mitigating actions in more detail. Final EQIAs will be published alongside decisions on specific proposals.
- 7.9 Any comments received will be taken into consideration and a further update will be brought to Cabinet on 12th February 2018.

8. Use of Appendices

Appendix A – Key lines of enquiry for budget setting

Appendix B – 5 year Draft Budget (2019-20) / Medium Term Financial Strategy
(2019/20 – 2023/24) - Cabinet 11th December 2018

Appendix C – 2018 (Prior Year) Overview & Scrutiny Recommendations

Appendix D – 2019 (New) Budget Proposals

9. Local Government (Access to Information) Act 1985

Background papers: 2019/20 Draft Budget / 5 year MTFS (2019/20 – 2023/24) -
Cabinet 11th December 2018

Financial Scrutiny: Understanding your Role in the Budget Process

This document summarises issues and questions you should consider as part of your review of financial information. You might like to take it with you to your meetings, and use it as an aide-memoir.

Overall, is the MTFS and annual budget:

- A financial representation of the council's policy framework/ priorities?
- Legal (your Section 151 Officer will specifically advise on this)?
- Affordable and prudent?

Stage 1 – planning and setting the budget

Always seek to scrutinise financial information at a strategic level and try to avoid too much detail at this stage. For example, it is better to ask whether the proposed budget is sufficient to fund the level of service planned for the year rather than asking why £x has been cut from a service budget.

Possible questions which Scrutiny members might consider –

- Are the MTFS, capital programme and revenue budget financial representations of what the council is trying to achieve?
- Does the MTFS and annual budget reflect the revenue effects of the proposed capital programme?
- How does the annual budget relate to the MTFS?
- What level of Council Tax is proposed? Is this acceptable in terms of national capping rules and local political acceptability?
- Is there sufficient money in “balances” kept aside for unforeseen needs?
- Are services providing value for money (VFM)? How is VFM measured and how does it relate to service quality and customer satisfaction?
- Have fees and charges been reviewed, both in terms of fee levels and potential demand?
- Does any proposed budget growth reflect the council's priorities?
- Does the budget contain anything that the council no longer needs to do?
- Do service budgets reflect and adequately resource individual service plans?
- Could the Council achieve similar outcomes more efficiently by doing things differently?

Stage 2 – Monitoring the budget

It is the role of “budget holders” to undertake detailed budget monitoring, and the Executive and individual Portfolio Holders will overview such detailed budget monitoring. Budget monitoring should never be carried out in isolation from service performance information. Scrutiny should assure itself that budget monitoring is being carried out, but should avoid duplicating discussions and try to add value to the process. Possible questions which Scrutiny members might consider –

- What does the under/over spend mean in terms of service performance? What are the overall implications of not achieving performance targets?
- What is the forecast under/over spend at the year end?
- What plans have budget managers and/or the Portfolio Holder made to bring spending back on budget? Are these reasonable?
- Does the under/over spend signal a need for a more detailed study into the service area?

Stage 3 – Reviewing the budget

At the end of the financial year you will receive an “outturn report”. Use this to look back and think about what lessons can be learned. Then try to apply these lessons to discussions about future budgets. Possible questions which Scrutiny members might consider –

- Did services achieve what they set out to achieve in terms of both performance and financial targets?
- What were public satisfaction levels and how do these compare with budgets and spending?
- Did the income and expenditure profile match the plan, and, if not, what conclusions can be drawn?
- What are the implications of over or under achievement for the MTFS?
- Have all planned savings been achieved, and is the impact on service performance as expected?
- Have all growth bids achieved the planned increases in service performance?
- If not, did anything unusual occur which would mitigate any conclusions drawn?
- How well did the first two scrutiny stages work, were they useful and how could they be improved?

**HARINGEY GENERAL FUND BUDGET 2019/20 AND MEDIUM TERM FINANCIAL
PLAN 2019/24**

Appendix B

	2018/19 Budget	Movemen t	2019/20 Projecte d	Movemen t	2020/21 Projecte d	Movemen t	2021/22 Projecte d	Movemen t	2022/23 Projecte d	Movemen t	2023/24 Projected
Services	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Priority 1	54,525	4,766	59,291	(401)	58,890	(90)	58,800	0	58,800	0	58,800
Priority 2	91,809	6,319	98,128	(4,584)	93,544	(6)	93,538	39	93,577	(100)	93,477
Priority 3	27,920	(731)	27,189	(1,565)	25,624	(600)	25,024	(70)	24,954	(70)	24,884
Priority 4	4,716	(2,310)	2,406	(15)	2,391	0	2,391	0	2,391	0	2,391
Priority 5	19,833	(1,036)	18,797	(708)	18,089	(573)	17,516	0	17,516	0	17,516
Priority X	38,281	(2,795)	35,487	(2,505)	32,982	(25)	32,957	(6)	32,951	(6)	32,945
Non Service Revenue	13,026	23,521	36,548	(92)	36,456	5,532	41,988	9,416	51,404	8,041	59,445
Further Savings to be identified	0	(6,521)	(6,521)	(11,921)	(18,443)	(1,532)	(19,974)	(4,029)	(24,003)	(2,414)	(26,417)
Contribution from Reserves and Balances		(10,487)	(10,487)	10,487	0	0	0	0	0	0	0
Total Budget Requirement	250,110	10,726	260,836	(11,304)	249,533	2,706	252,239	5,350	257,589	5,451	263,040
Funding											
New Homes Bonus	(2,736)	336	(2,400)	200	(2,200)	0	(2,200)	0	(2,200)	0	(2,200)
Adult Social Care Grant	(718)	718	0	0	0	0	0	0	0	0	0
Revenue Support Grant	(30,202)	8,561	(21,641)	1,626	(20,015)	1,658	(18,357)	0	(18,357)	0	(18,357)
Council Tax	(101,917)	(3,826)	(105,744)	(2,658)	(108,401)	(3,253)	(111,654)	(3,350)	(115,004)	(3,451)	(118,455)
Retained Business Rates by Pool	(20,729)	(3,500)	(24,229)	0	(24,229)	(612)	(24,841)	(500)	(25,341)	(500)	(25,841)
Top up Business Rates	(56,702)	(1,310)	(58,012)	(547)	(58,559)	(1,485)	(60,044)	(1,500)	(61,544)	(1,500)	(63,044)
Total Main Funding	(213,004)	979	(212,025)	(1,379)	(213,404)	(3,691)	(217,095)	(5,350)	(222,446)	(5,451)	(227,897)
Public Health	(20,209)	532	(19,677)	0	(19,677)	0	(19,677)	0	(19,677)	0	(19,677)
Other core grants	(16,897)	(12,237)	(29,134)	12,682	(16,452)	986	(15,466)	0	(15,466)	0	(15,466)
TOTAL FUNDING	(250,110)	(10,726)	(260,836)	11,304	(249,533)	(2,706)	(252,239)	(5,350)	(257,589)	(5,451)	(263,040)

Appendix C – Prior Year Overview & Scrutiny Committee Recommendations

General response to budget consultation process

Ref	MTFS Proposal	Recommendation	Cabinet Response
N/A	In the context of continuing difficult financial circumstances, and in respect of learning from the experience of the MTFS to date OSC agreed scrutiny should be locked in to the process both of monitoring budget and performance and of evaluating strategy, considering risks and setting out mitigation.	Cabinet to examine how the Council can ensure that meaningful consultation is undertaken in response to the budget setting process.	The Council is required to consult with residents and businesses on any new budget proposals.
		Cabinet should regularly monitor progress on achievement of savings, and report regularly on budget, including achievement of savings, projections; risk; and mitigation.	The budget monitoring report is on the Council's forward plan to be considered by Cabinet on a quarterly basis.
		<p>A) Cabinet members and priority leads as appropriate should report to their scrutiny panels, starting in October on: financial performance against budget, risks and mitigation plans, alongside regular reporting on overall priority performance.</p> <p>B) Quarterly briefings prepared for all panel chairs on priority performance, budget, risks and mitigation.</p>	Cabinet Members and officers regularly attend scrutiny panel meetings and will continue to do so.
		Cabinet member for finance should then report to OSC on overall progress against budget, risks and mitigation.	

Appendix C – Prior Year Overview & Scrutiny Committee Recommendations

Priority 1 Children and Young People’s Scrutiny Panel

Ref	MTFS Proposal	Recommendation	Cabinet Response
1.1	Children’s Service – service redesign and workforce	The Panel welcome the strategic approach of making investments in the service to realise future savings.	Noted
		The Panel welcome the pragmatic approach of bringing services in house, such as the Independent Reviewing Officers, allowing greater control on cost.	Noted
		OSC recommend there be meaningful consultation with staff, users and communities to ensure services are delivered effectively, including where savings are required.	<p>The Cabinet agrees that effective engagement with a range of stakeholders enriches and strengthens proposals for the redesign of services, and should include those directly using the services.</p> <p>An example would be the development of the draft Care Leavers’ Strategy which is based on in-depth engagement with young people and will be finalised with the further involvement of a range of stakeholders.</p>

Appendix C – Prior Year Overview & Scrutiny Committee Recommendations

Ref	MTFS Proposal	Recommendation	Cabinet Response
		The Panel welcome the efforts to chart and manage risk and would want to see this continue.	Noted
		That the Cabinet explore methods of bringing services back-in house, where it is financially viable.	When services are commissioned or re-commissioned, all possible approaches to service delivery are considered at that point, with a view to identifying the best quality and value approach that achieves the desired outcomes and improvements for children and young people.
1.2	Early Help and Targeted Response	The Panel welcome efforts to intervene earlier in supporting at-risk children, which may reduce longer term costs.	Noted
		The Panel welcome efforts to model risk and forecast potential costs by identifying potential costs of different children-related activity and estimating likely uptake.	Noted
1.3	New models of care	The Panel note there is a continuing interest in seeking partnership arrangements, and agree that should be on a pragmatic basis.	Noted

Appendix C – Prior Year Overview & Scrutiny Committee Recommendations

Ref	MTFS Proposal	Recommendation	Cabinet Response
		<p>That OSC is concerned about the viability of the new models of care savings and sought assurances from Cabinet about the potential for the savings figure to be realised.</p>	<p>The Council is working with partners in light of the changes to safeguarding responsibilities and in response to the recent Joint Targeted Area Inspection to develop a joined up response to children, young people and families with needs in the borough. The emerging model is being developed in partnership and will be brought to Cabinet in order to start a period of engagement with a range of stakeholders.</p> <p>The primary focus of the model is improved outcomes for children, young people and families by working at an earlier stage across a range of partners.</p>
		<p>That Cabinet explore possibilities for further engagement with shared services and the pooling of resources with neighbouring local authorities.</p>	<p>As noted above, the Council is adopting a multi-agency approach to developing its model of care. As these proposals become more detailed and if appropriate, conversations with neighbouring authorities will be undertaken to determine areas for joint working on a</p>

Appendix C – Prior Year Overview & Scrutiny Committee Recommendations

Ref	MTFS Proposal	Recommendation	Cabinet Response
			<p>bigger footprint.</p> <p>The Council is already working with the other NCL authorities to explore ways of jointly commissioning accommodation based and other specialist services.</p>

Any Other Comments		
Panel's work programme	There should be a scrutiny project by the relevant scrutiny panel into the effect of poverty and austerity on child protection, including the cost implications	N/A
	In the context of service design and delivery, the relevant panel should look at models of co-production in the next administration.	N/A

Summary of priority 1 (People – Children) budget reduction proposals

	2019/20	2020/21	2021/22	2022/23	2023/24	Total
Title	Budget Reduction	Budget Reduction	Budget Reduction	Budget Reduction	Budget Reduction	Budget Reduction
	£'000	£'000	£'000	£'000	£'000	£'000
Reduce the number of agency staff	(196)	(61)	-	-	-	(257)
Reduce operational costs	(347)	(250)	-	-	-	(597)
Reduce the costs of placements	(746)	(90)	(90)	-	-	(926)
Safeguarding and Social Care and Early intervention and preventing demand	(290)	-	-	-	-	(290)
Increase income generation	(23)	-	-	-	-	(23)
People (Children) Totals	(1,602)	(401)	(90)	-	-	(2,093)

Business Planning / MTFs Options 2019/20 – 2023/24

Ref: PC1

Title of Option:	Reduce the number of agency staff		
Priority:	P1	Responsible Officer:	Director of Children's Services
Affected Service(s):	Children in Need of Support and Protection and Children in Care, Quality Assurance, Early Help	Contact / Lead:	

Description of Option:
Total savings for this proposal to reduce agency spend on social work staff are £257,000.
The proposal is to reduce the number of social work agency staff through the following actions:
<p>a) Retaining social work staff is key to reducing spend on agency staff. One way of doing this is to ensure that social workers have a varied learning and development programme that helps them maintain and develop their skills and that this is supported by clearly mapped out career progression opportunities. This proposal therefore includes the creation of 14 senior practitioner roles which will replace ordinary social worker posts and help with the retention of social workers who are looking for more senior roles with additional responsibilities. Full year savings will be £35,000.</p> <p>b) Growing our own social workers through the recruitment of newly qualified social workers is the second proposal. Newly qualified social workers looking for their first post are easier to recruit than more experienced social workers. In Haringey the support for this cohort is well established and headed by experienced staff members skilled in this area of work. Expanding this model will deliver savings, improve consistency of support and relationships for families and allow the organisation to “grow our own” talent. The proposal is to recruit at least ten newly qualified social workers each year and as they become more experienced and can take on a full case load of children we will release at least ten agency workers. Full year savings will be £101,000.</p> <p>c) Launching a digital recruitment strategy that clearly communicates the Haringey offer and is effective in attracting experienced social workers is key to reducing our agency staffing numbers. We also plan to review the Recruitment and Retention offer to ensure it continues to be effective and is targeted at the correct teams. The new offer will provide a more attractive offer to the hardest to recruit services. This could mean reducing the offer to those that are not difficult to recruit to, should evidence support this. Full year savings will be £121,000.</p>

1. Financial benefits summary					
2018/19 Service Budget (£000s)					
Savings	2019/20	2020/21	2021/22	2022/23	2023/24
<i>All savings shown on an incremental basis</i>	£000s	£000s	£000s	£000s	£000s
New net additional savings	196,000	61,000			

Impact / non-financial benefits and disbenefits
What is the likely impact on customers and how will negative impacts be mitigated or managed?
Children will be able to build strong relationships with social workers as instability in a workforce can mean that children have many different social workers.
What is the impact on businesses, members, staff, partners and other stakeholders and how will this be mitigated or managed? How has this been discussed / agreed with other parties affected?
Improved career progression opportunities for staff.
How does this option ensure the Council is able to meet statutory requirements?
Meet statutory duties to ensure children are protected from harm and supported to maximise their life chances. Improves the skill and experience levels in the social care workforce which means statutory requirements should be more effectively met.

Risks and Mitigation			
<i>What are the main risks associated with this option and how could they be mitigated?</i>			
Risk	Impact (H/M/L)	Probability (H/M/L)	Mitigation
Unable to recruit to full cohorts	H	M	Continuous recruitment campaigns with full support from management and recruitment partner
Turnover of staff increases	H	L	Turnover is reducing and key actions are being taken to ensure Haringey is a good place for social workers to develop and practice
Recruitment offer fails to attract experienced workers to key teams	H	M	The Recruitment and Retention offer will be kept under review and there is monthly monitoring of recruitment and retention and action will be taken to address any arising issues.

Business Planning / MTFs Options 2019/20 – 2023/24

Ref: PC2

Title of Option:	Reduce operational costs		
Priority:	People	Responsible Officer:	Director of Children's Services
Affected Service(s):	Children in Need of Support and Protection and Children in Care, Quality Assurance, Early Help	Contact / Lead:	

Description of Option:
<p>This proposal sets out a number of proposed actions to reduce operational costs by £654K. These include</p> <p>a) Review our approach to managing less complex children in need cases and those families needing immigration advice and support. This approach will involve de-designating vacant social worker posts where support to families can be delivered by family support workers in teams where child protection issues are not the main reason for support. Any assessments and visits will continue to be delivered by social workers as statutorily required. Full year savings will be £26,000.</p> <p>b) Reduce staffing costs where work has now been incorporated into central teams and a post is vacant. Full year savings will be £43,000.</p> <p>c) Reduce management costs where the posts are no longer needed as they have been vacant for some time and the operational management has changed. Full year savings will be £30,000.</p> <p>d) Reduce the costs of more complex cases in social care teams through the redesign and development of the early help teams. Full year savings will be £250,000.</p> <p>e) Reduce the costs of running the Children's Centres through reducing the management costs. Full year savings will be £248,000.</p> <p>f) Introduce a new more flexible model of delivering support to gypsy and traveller children and families. This will include working closely with other services across the council and ensuring family support workers have specialist skills and can commission flexible advisory support when it is needed. Full year savings will be £57,000.</p>

1. Financial benefits summary					
2018/19 Service Budget (£000s)					
Savings	2019/20	2020/21	2021/22	2022/23	2023/24
<i>All savings shown on an incremental basis</i>	£000s	£000s	£000s	£000s	£000s
New net additional savings	347,000	250,000			

Impact / non-financial benefits and disbenefits
What is the likely impact on customers and how will negative impacts be mitigated or managed?
Children and families will continue to receive the right help at the right time. Proposals above reflect best practice in other local authorities where safeguarding issues are dealt with through the MASH and in Safeguarding and Support teams. The proposals are low risk, and the impact to families is likely to be positive. For most families ongoing social care support is seldom required as families are able to care for their children appropriately. If there are issues of significant harm, child protection there is a pathway to stepping cases back up for a social work intervention.
What is the impact on businesses, members, staff, partners and other stakeholders and how will this be mitigated or managed? How has this been discussed / agreed with other parties affected?
As significant number of the above proposals relate to already vacant posts there will be minimal impact on staff. Where staff are affected by changes they will be consulted on the proposed changes.
How does this option ensure the Council is able to meet statutory requirements?
These options have no impact on the council meeting statutory duties to ensure children are protected from harm and supported to maximise their life chances. Social Workers must continue to complete an initial assessment of the family and their needs in accordance with s17 of the children's act 1989 and this will be done in the assessment service.

Risks and Mitigation			
<i>What are the main risks associated with this option and how could they be mitigated?</i>			
Risk	Impact (H/M/L)	Probability (H/M/L)	Mitigation
Capacity across the services could be reduced as vacant posts are deleted	M	L	Capacity will be monitored through performance measures and case loads and action will be taken if issues emerge
Commissioned services do not adequately meet the needs of communities	H	L	Contract management will ensure performance is closely monitored and feedback and complaints will inform this

Business Planning / MTFs Options 2019/20 – 2023/24

Ref: PC3

Title of Option:	Reduce the cost of placements		
Priority:	People	Responsible Officer:	Director of Children's Services
Affected Service(s):	Safeguarding and support, Looked after children, Young Adults Service, Special Education Needs and Disabilities	Contact / Lead:	

Description of Option:
<p>Total savings for this proposal to reduce the costs of placements is £926,000.</p> <p>The proposals include:</p> <ol style="list-style-type: none"> a) Increasing the recruitment and retention of in-house foster carers and reducing the use of independent foster carers. Savings for this proposal total £270,000 over a number of years. b) Commission respite care following the agreed closure of Haslemere. Full year savings will be £145,000. c) Enhance the brokerage teams to improve negotiation of packages and management of direct payments. Full year savings will be £75,000. d) Timely adaptation of properties for children with disabilities. Full year savings will be £175,000. e) Ensure that children with Special Education Needs and Disabilities placed in out-of-borough schools are receiving independent travel training to encourage independence where appropriate. Full year savings will be £125,000. f) Commission a range of supported housing services for young care leavers. Full year savings will be £136,000.

1. Financial benefits summary					
2018/19 Service Budget (£000s)					
Savings	2019/20	2020/21	2021/22	2022/23	2023/24
<i>All savings shown on an incremental basis</i>	£000s	£000s	£000s	£000s	£000s
New net additional savings	746,000	90,000	90,000		

Impact / non-financial benefits and disbenefits
What is the likely impact on customers and how will negative impacts be mitigated or managed?
A wider range of placements will be in place to ensure that children receive the right support at the right time.
What is the impact on businesses, members, staff, partners and other stakeholders and how will this be mitigated or managed? How has this been discussed / agreed with other parties affected?
Local providers will have opportunities to develop services to provide placements for young people.
How does this option ensure the Council is able to meet statutory requirements?
The council has a duty to ensure there are sufficient placements for children who need to be cared for and these proposals support this requirement.

Risks and Mitigation			
<i>What are the main risks associated with this option and how could they be mitigated?</i>			
Risk	Impact (H/M/L)	Probability (H/M/L)	Mitigation
Unable to recruit sufficient foster carers and the loss of in-house carers due to retirement is greater than our ability to recruit	H	M	A strong recruitment campaign is in place and performance and numbers of carers are monitored monthly to address any issues that arise quickly
The care market is not developed enough and cannot respond to specifications to deliver placements	H	M	Work is in train to work with and support providers to develop their range of services

Business Planning / MTFs Options 2019/20 – 2023/24

Ref: PC4

Title of Option:	Safeguarding and Social Care and Early intervention preventing demand		
Priority:	People	Responsible Officer:	Director of Children's Services
Affected Service(s):	Children in Need of Support and Protection and Children in Care, Looked After Children, Early Help	Contact / Lead:	

Description of Option:
<p>Total savings for this proposal are £290,000.</p> <p>Haringey has 71 children per 10,000 (2017/18) who are looked after compared to 65.7 for statistical neighbours and 58 for inner London. This proposal aims to provide a programme of support for children at risk of entering into care and prevent young adolescents at risk from a range of issues such as crime, gangs and violence, sexual exploitation, exclusion and unemployment from achieving poor outcomes. These actions include:</p> <p>d) Developing an effective edge of care service which means children and families will be safely supported to avoid entering care. This will include reviewing our family reunification approach where children in care and those are admitted into care under a section 20 arrangement and are then supported to safely return home. Full year savings will be £150,000.</p> <p>e) Developing a vulnerable adolescents service which will identify vulnerable young adolescents and ensure they receive the right help at the right time to prevent poor outcomes for them and ensure they do not need more expensive social care services. Full year savings will be £140,000.</p>

1. Financial benefits summary					
2018/19 Service Budget (£000s)					
Savings	2019/20	2020/21	2021/22	2022/23	2023/24
<i>All savings shown on an incremental basis</i>	£000s	£000s	£000s	£000s	£000s
New net additional savings	290,000	0			

Impact / non-financial benefits and disbenefits
<p>What is the likely impact on customers and how will negative impacts be mitigated or managed?</p> <p>The range, nature and causes of adolescent risk differ than those faced by younger children and there is increasing recognition that the system developed to protect children from harm is not well placed to meet the needs of adolescents. Young people who enter care at an older age tend to experience a number of placement moves; have poorer outcomes relating to education; are more likely to struggle when leaving care and are disproportionately more likely to go missing and be vulnerable to exploitation.</p> <p>The poor outcomes for young people who enter care and the need to reduce pressures on the placements budget provides a clear rationale for investing in the right interventions and approaches to prevent young people from entering care, whenever it is safe to do so.</p>
<p>What is the impact on businesses, members, staff, partners and other stakeholders and how will this be mitigated or managed? How has this been discussed / agreed with other parties affected?</p> <p>These models are evidencing varying levels of savings to the Council as well as more widely to the health and police.</p>
<p>How does this option ensure the Council is able to meet statutory requirements?</p> <p>The Council will continue to meet its statutory duties to protect children and young people from harm. The new approach will support young people where there is high degree of family conflict, experience of early trauma such as historic/current domestic abuse, parental substance misuse, parental mental health issues and young people have multiple vulnerabilities such as being excluded, at risk of offending, criminal and sexual exploitation, going missing and NEET.</p>

Risks and Mitigation			
<i>What are the main risks associated with this option and how could they be mitigated?</i>			
Risk	Impact (H/M/L)	Probability (H/M/L)	Mitigation
Suitability of referrals to the services	M	M	Close working across various teams will be required to ensure that the right young people are referred to the service and that thresholds for the service are clear and clearly implemented
Adolescents or parents refuse to engage in the offer	H	M	Ensure staff have the skills to work effectively with parents and adolescents
Failure to meet the minimum threshold	M	M	These savings are based on a modest number of young people meeting the thresholds for service and work will begin in advance of the service launching to identify those that are suitable

Business Planning / MTF5 Options 2019/20 – 2023/24

Ref: PC5

Title of Option:	Increase income generation		
Priority:	People	Responsible Officer:	Director of Children's Services
Affected Service(s):	Early Help	Contact / Lead:	

Description of Option:
Total savings for this proposal are £23,000.
This proposal is to increase income and contributions to services through: <ul style="list-style-type: none"> a) Providing Educational Psychology Services to schools b) Providing Advisory Teacher Services and training to schools

1. Financial benefits summary					
2018/19 Service Budget (£000s)					
Savings	2019/20	2020/21	2021/22	2022/23	2023/24
<i>All savings shown on an incremental basis</i>	£000s	£000s	£000s	£000s	£000s
New net additional savings	23	0			

Impact / non-financial benefits and disbenefits
What is the likely impact on customers and how will negative impacts be mitigated or managed?
Schools will be able to request and buy additional support for children when they need it.
What is the impact on businesses, members, staff, partners and other stakeholders and how will this be mitigated or managed? How has this been discussed / agreed with other parties affected?
How does this option ensure the Council is able to meet statutory requirements?
Educational Psychology staff will continue to deliver statutory services to children.

Risks and Mitigation			
<i>What are the main risks associated with this option and how could they be mitigated?</i>			
Risk	Impact (H/M/L)	Probability (H/M/L)	Mitigation
Inability to recruit sufficient Education Psychology staff	H	M	Working with recruitment partner to ensure proactive recruitment to vacant roles

Report for: Children and Young People's Scrutiny Panel – 18 December 2018

Title: Work Programme Development 2018-19

Report authorised by: Ayshe Simsek, Democratic Services and Scrutiny Manager

Lead Officer: Robert Mack, Principal Scrutiny Support Officer
Tel: 020 8489 2921, e-mail: rob.mack@haringey.gov.uk

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** N/A

1. Describe the issue under consideration

1.1 This report reports on the development of the Panel's work plan for 2018/20.

2. Recommendations

2.1 That the Panel considers its work programme, attached at **Appendix A**, and considers whether any amendments are required.

2.2 That the Overview and Scrutiny Committee be asked to endorse any amendments at its next meeting.

3. Reasons for decision

3.1 The work programme for Overview and Scrutiny was finalised by the Overview and Scrutiny Committee at its meeting on 19 November 2018. Arrangements for implementing the work programme have progressed and the latest plans for the Children and Young People's Scrutiny Panel are outlined in **Appendix A**.

4. Alternative options considered

4.1 The Panel could choose not to review its work programme but this could diminish knowledge of the work of Overview and Scrutiny and would fail to keep the full membership updated on any changes to the work programme.

5. Background information

5.1 At its meeting on 4 June, the Overview and Scrutiny Committee agreed a process to develop a two-year work plan for the Committee and its panels. This included measures to ensure that the views of residents and stakeholders are taken into account in developing, including the setting up of a "Scrutiny Café" event. The Committee meeting on 23 July further developed this approach, which also included an on-line scrutiny survey.

- 5.2 The survey went live on 20 August and ran until 14 September. 191 responses were received. Suggestions within this for potential areas to be looked at in detail were combined with those from the Committee and its panels and discussed at the Scrutiny Café. This took place on 13 September and attracted over 50 people, including a large number of people from voluntary sector and community organisations. A summary of the issues raised within the Scrutiny Survey and the feedback from the Scrutiny Café for each of the areas covered by the Committee and its panels was considered by the Overview and Scrutiny Committee at its meeting on 2 October.
- 5.3 Following this, the Chair and each of the scrutiny panel Chairs met with relevant officers to discuss further those matters relating to the respective areas covered by the Committee and their panels and how these could be addressed within work plans, including;
- Which issues would be best suited to dealt with by an in-depth scrutiny review;
 - Which issues might be better suited to “one-off” item at a regular meeting. In addition, there are also routine items such as performance data, budget scrutiny and Cabinet Member Questions which may also provide a means of addressing issues;
 - What other work may be taking place within the Council on issues raised so that any overview and scrutiny involvement complements rather than conflicts with this;
 - Whether issues may have already been looked at recently by overview and scrutiny recently and, if so, whether to re-visit them.
- 5.4 An updated copy of the work plan for the Children and Young People’s Scrutiny Panel is attached as Appendix “A”.
- 5.5 In the light of the discussions in respect of the areas covered by the Panel, the Chair has also now drafted a response to all of the issues raised in the Survey and feedback from the Scrutiny Café that were relevant to it, which is attached as Appendix “B”. This has been done so that it is possible to show how all the matters raised during the work planning process have been addressed.
- 5.6 The Panel has agreed that the first review that it will be undertaking will be on the issue of Special Educational Needs and Disability provision. A draft scope and terms of reference for the review is attached as Appendix “C”. Dates for evidence sessions for the review will be arranged shortly.
- 5.7 The work plan for the Panel will be monitored and reviewed regularly, with each meeting receiving an update on progress.

Forward Plan

- 5.8 Since the implementation of the Local Government Act and the introduction of the Council’s Forward Plan, scrutiny members have found the Plan to be a useful tool in planning the overview and scrutiny work programme. The

Forward Plan is updated each month but sets out key decisions for a 3-month period.

- 5.9 To ensure the information provided to the Panel is up to date, a copy of the most recent Forward Plan can be viewed via the link below:

<http://www.minutes.haringey.gov.uk/mgListPlans.aspx?RP=110&RD=0&J=1>

- 5.10 The Panel may want to consider the Forward Plan and discuss whether any of these items require further investigation or monitoring via scrutiny.

6. Contribution to strategic outcomes

- 6.1 The contribution of scrutiny to the corporate priorities will be considered routinely as part of the Panel's work.

7. Statutory Officers comments

Finance and Procurement

- 7.1 There are no financial implications arising from the recommendations set out in this report. Should any of the work undertaken by Overview and Scrutiny generate recommendations with financial implications these will be highlighted at that time.

Legal

- 7.2 There are no immediate legal implications arising from the report.
- 7.3 In accordance with the Council's Constitution, the approval of the future scrutiny work programme falls within the remit of the OSC.
- 7.4 Under Section 21 (6) of the Local Government Act 2000, an OSC has the power to appoint one or more sub-committees to discharge any of its functions. In accordance with the Constitution, the appointment of Scrutiny Panels (to assist the scrutiny function) falls within the remit of the OSC.
- 7.5 Scrutiny Panels are non-decision making bodies and the work programme and any subsequent reports and recommendations that each scrutiny panel produces must be approved by the Overview and Scrutiny Committee. Such reports can then be referred to Cabinet or Council under agreed protocols.

Equality

- 7.6 The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:
- Tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the

characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;

- Advance equality of opportunity between people who share those protected characteristics and people who do not;
- Foster good relations between people who share those characteristics and people who do not.

7.7 The Panel should ensure that it addresses these duties by considering them within its work plan, as well as individual pieces of work. This should include considering and clearly stating;

- How policy issues impact on different groups within the community, particularly those that share the nine protected characteristics;
- Whether the impact on particular groups is fair and proportionate;
- Whether there is equality of access to services and fair representation of all groups within Haringey;
- Whether any positive opportunities to advance equality of opportunity and/or good relations between people, are being realised.

7.8 The Panel should ensure equalities comments are based on evidence. Wherever possible this should include demographic and service level data and evidence of residents/service users views gathered through consultation.

8. Use of Appendices

Appendix A – Children and Young People’s Scrutiny Panel; Work Plan for 2018/20

Appendix B – Children and Young; Response to issues raised in Scrutiny working planning process

Appendix C – Draft scope and terms of reference for review on Special Educational Needs and Disability

9. Local Government (Access to Information) Act 1985

N/A

Appendix A

Children and Young People’s Scrutiny Panel

Work Plan 2018 - 20

<p>1. Scrutiny review projects; These are dealt with through a combination of specific evidence gathering meetings that will be arranged as and when required and other activities, such as visits. Should there not be sufficient capacity to cover all of these issues through in-depth pieces of work, they could instead be addressed through a “one-off” item at a scheduled meeting of the Panel. These issues will be subject to further development and scoping. It is proposed that the Committee consider issues that are “cross cutting” in nature for review by itself i.e. ones that cover the terms of reference of more than one of the panels.</p>		
Project	Comments	Priority
Special Educational Needs	<ul style="list-style-type: none"> • SEND children are growing in numbers. They can often find difficulty in accessing services due to stretched Council budgets or lack of clarity on how parents can access services; • Families can find it a struggle to obtain a formal diagnosis for their children, which is often a prerequisite in getting extra support at school and/or at home; • Some groups of SEND children have an increased risk of exclusion from school and there can also be poor outcomes in the classroom, which can have a detrimental impact on families struggling to cope; • Early intervention, including diagnosis, is key in order to put relevant support measures in place so that children with SEND can have fulfilling lives with good educational outcomes. <p>The review will examine and review the role and the effectiveness of the current service children with Social, Emotional and Mental Health (SEMH) issues and autism receive. It will aim to establish;</p> <ul style="list-style-type: none"> • Looking in particular at their interaction with the Council and schools, what are the experiences of 	1.

	<p>parents with SEMH and autistic children in trying to access support for their children?</p> <ul style="list-style-type: none"> • What are the waiting times for parents requesting an assessment, obtaining a diagnosis and receiving the extra support required? • What are the outcomes of children with SEMH and autism in relation to their diagnoses? • As local authorities move away from statements to Education Health and Care (EHC) plans, what are the challenges parents face in obtaining EHC plans? How many children currently have a statement or EHC plan and how many apply for it? What are the rejection rates of children trying to obtain an EHC plan and what are the reasons? 	
Alternative Provision	<p>The review will look at Alternative Provision (AP) services provided to students who no longer attend mainstream education for reasons such as exclusion, behavioural issues, school refusal, short/long term illnesses as well as any other reasons. The main areas of focus will be:</p> <ul style="list-style-type: none"> • What are the reasons why children in Haringey enter AP? • Once entering alternative provision, what are their outcomes and attainment levels when compared to mainstream schools? • How many children going through the AP route later enter the youth justice system? • How many children enter alternative provision as a result of SEND needs and how many have a statement or a EHCP plan? • The demographics of children entering AP including ethnicity, gender, areas of the borough where children in AP are drawn from and levels of children receiving free school meals prior to entering AP; • What are the challenges schools and local authorities face and what can we do better to meet the needs of children so as to avoid AP altogether? • Are the outcomes from AP providers uniform within Haringey? • How cost effective is AP. 	

2. **“One-off” Items;** These will be dealt with at scheduled meetings of the Panel. The following are suggestions for when particular items

may be scheduled.

Date	Potential Items
6 September 2018	<ul style="list-style-type: none">• Terms of Reference• Service Overview and Performance Update• Cabinet Member Questions; Children and Families and Communities (to cover areas within the Panel’s terms of reference that are within their portfolios).• Work Planning; To agree items for the work plan for the Panel for this year.
8 November 2018	<ul style="list-style-type: none">• Cabinet Member Questions – Children and Families.• New Safeguarding Arrangements.• Financial Monitoring; To receive an update on the financial performance relating to Corporate Plan Priority 1.• Joint Targeted Area Action Plan – Update.
18 December 2018	<ul style="list-style-type: none">• Budget Scrutiny• Cabinet Member Questions – Communities

<p>4 February 2019</p>	<ul style="list-style-type: none"> • Educational Attainment Performance; To report on educational attainment and performance for different groups, including children with SENDs. Data on performance broken down into different groups, including children with SENDs, as well as ethnicity, age, household income etc. To include reference to any under achieving groups. • School Exclusions; To consider an overview of current action to address school exclusions and, in particular, the outcome of the detailed analysis of fixed term exclusions. • Chair of LSCB & Annual Report. • Joint Targeted Area Action Plan – Update • Review on Support to Children from Refugee Families (N.B. including NRPF): Update on Implementation of Recommendations
<p>7 March 2019</p>	<ul style="list-style-type: none"> • Cabinet Member Questions – Children and Families • Apprenticeship Levy • Review on Child Friendly Haringey: Update on Implementation of Recommendations • Services to Schools • Joint Targeted Area Action Plan – Update
<p>2019 - 2020</p>	

Meeting 1	<ul style="list-style-type: none"> • Terms of Reference • Work Planning; To agree items for the work plan for the Panel for year. • Cabinet Member Questions – Communities • Youth Services • Review on Restorative Justice: Update on Implementation of Recommendations
Meeting 2	<ul style="list-style-type: none"> • Cabinet Member Questions – Children and Families • Chair of LSCB & Annual Report/New Safeguarding Arrangements • Mental health services for teenagers and young people (CAMHS) • Financial Monitoring; To receive an update on the financial performance relating to Corporate Plan Priority 1.
Budget Meeting	Budget scrutiny
Meeting 3	<ul style="list-style-type: none"> • Cabinet Member Questions – Communities • Educational Attainment Performance; To report on educational attainment and performance for different groups, including children with SENDs. Data on performance broken down into different groups, including children with SENDs, as well as ethnicity, age, household income etc. To include reference to any under achieving groups.

Meeting 4	<ul style="list-style-type: none">• Cabinet Member Questions – Children and Families• Play and leisure• Unregistered schools• Home schooling and safeguarding

Appendix B

Children and Young People’s Scrutiny Panel - Work Planning 2018-20

Issues Suggested in Scrutiny Survey or at Scrutiny Café

No.	Suggestion	Comments and Feedback from Survey and Cafe	Response
1	Special Educational Needs and Disability (SEND)	<ul style="list-style-type: none"> • SEND children are growing in numbers. They can often find difficulty in accessing services due to stretched council budgets or lack of clarity on how parents can access services; • Families often find it a struggle to obtain a formal diagnosis for their children with SEND needs which is often a prerequisite in getting extra support at schools and/or at home; • The risk for children with SEND needs being undiagnosed can be an increased risk of exclusion, poor outcomes in the classroom and a detrimental effect this has on families struggling to cope; • Early intervention, including diagnosis, is key in order to put in relevant support measures in place so that children with SEND needs can have fulfilling lives with good educational outcomes; <p>The review will examine and review the role and the effectiveness of the current service children with SEND needs receive. It will aim to establish;</p> <ul style="list-style-type: none"> • Looking in particular at their interaction with the Council and schools, what are the experiences of parents with SEND children in trying to access support for their children? • What are the waiting times for parents requesting an assessment, obtaining a diagnosis and receiving the extra support required? • What are the outcomes of children with SEND in relation to their diagnoses? 	Review by Panel

No.	Suggestion	Comments and Feedback from Survey and Cafe	Response
		<ul style="list-style-type: none"> As local authorities move away from statements to EHC plans, what are the challenges parents face in obtaining EHC plans? How many children currently have a statement or EHCP and how many apply for it? What are the rejection rates of children trying to obtain an EHCP and what are the reasons? 	
2.	Alternative Provision	<p>The review will look at Alternative Provision (AP) services provided to students who no longer attend mainstream education for reasons such as exclusion, behavioural issues, school refusal, short/long term illnesses as well as any other reasons. The main areas of focus will be:</p> <ul style="list-style-type: none"> What are the reasons why children in Haringey enter AP? Once entering alternative provision, what are their outcomes and attainment levels when compared to mainstream schools? How many children going through the AP route later enter the youth justice system? How many children enter alternative provision as a result of SEND needs and how many have a statement or an EHCP plan? The demographics of children entering AP including ethnicity, gender, areas of the borough where children in AP are drawn from and levels of children receiving free school meals prior to entering AP; What are the challenges schools and local authorities face and what can we do better to meet the needs of children so as to avoid AP altogether? Are the outcomes from AP providers uniform within Haringey? How cost effective is AP. 	Review by Panel
3	Youth crime	<ul style="list-style-type: none"> Alternatives to ‘youth crime’ need to be provided by investing in activities, training and safe spaces for young people; 	The Environment and Community Safety Scrutiny Panel will be considering issues relating

No.	Suggestion	Comments and Feedback from Survey and Cafe	Response
		<ul style="list-style-type: none"> • The effectiveness of engagement with young people on the dangers of knives needs to be explored so that the best options could be determined; • Parents and other key adults should be trained so that they are able to detect potential signs that young people were becoming involved in crime; • A public health approach to violent crime, as has been used successfully in Glasgow, should be considered in Haringey; • The Gangs Matrix can lead to the labelling of children and young people at a young age. It can also impact on families; • Reducing the criminalisation of children. The Council should be using the various levers available to it, to support young people themselves and to prevent their criminalisation; • Disproportionate attitudes and responses of Police towards young people in the west compared to the east of the borough; • The link between youth crime and the provision of youth services, play areas and parks; • The need for young people to have safe spaces to go to. 	<p>to the Gangs Matrix and the criminalisation of children at its meeting on 7 February 2019. The development of diversionary activities, such as those undertaken by youth services, will be addressed through Cabinet Member Questions by the Panel of the Cabinet Member for Communities.</p>
4	Youth services	<ul style="list-style-type: none"> • A broader range of opportunities needs to be made available for children and young people that covers all ranges. Opportunities should take account of issues relating to the post codes as some young people find it difficult to move across the borough due to “post code” issues; • Research should be done to determine whether cuts to youth services have impacted on crime and the wider community; • Resources should be mobilised to tackle loneliness, especially young people so they do not resort to gangs; • Exposure magazines has been badly affected by reductions in funding and consideration needs to be given on how it could be sustained. 	<p>Cabinet Member Questions – Communities/one off item to Panel</p>

No.	Suggestion	Comments and Feedback from Survey and Cafe	Response
5.	Mental health services for teenagers and young people (CAMHS) <i>(Also suggested by Panel)</i>	<ul style="list-style-type: none"> • There is considerable pressure on mental health services, particularly from schools; • Children with mental health needs can wait up to 2 years to get an appointment at CAMHS; • Mental health related support for parents of children with special needs; • Exploring the mental health elements concerning pupil exclusions from schools. 	One-off item
6.	Infrastructure	<ul style="list-style-type: none"> • There is a lack of proper infrastructure for the development of services for children and young people. There are a lot of funding sources that could be utilised but the lack of infrastructure inhibits voluntary sector organisations from taking full advantage of them. 	Cabinet Member Question – Children and Young People
7.	Play and leisure	<ul style="list-style-type: none"> • There is unequal access to play and leisure across the borough and particular difficulties are experienced by children with disabilities. 	One-off item to Panel
8.	Services to Schools <i>(Also suggested by Panel)</i>	<ul style="list-style-type: none"> • Haringey Education Partnership (HEP) is an independent organisation and was now responsible for school improvement within the borough. Few people know about this and there is a lack of available information. 	One-off item to Panel.

No.	Suggestion	Comments and Feedback from Survey and Cafe	Response
9.	Supporting young people <i>(Also suggested by Panel)</i>	<ul style="list-style-type: none"> There needs to be more effective sign posting so that young people are better able to identify suitable opportunities. 	Cabinet Member Question – Children and Young People
10.	Supporting Parents	<ul style="list-style-type: none"> Parents need to be empowered so that they are able to support children effectively 	Cabinet Member Question – Children and Young People
11.	Transition to Adult Services	<ul style="list-style-type: none"> It is possible for some young people to miss out on services when they transition to Adult Services. Some disengage from support and services. 	Joint meeting with Adults and Health Panel
12.	Health Inequalities	<ul style="list-style-type: none"> There are different health outcomes for young people. In particular, there are considerable differences in levels of obesity. 	Cabinet Member Question – Children and Young People
13.	No Recourse to Public Funds (NRPF)	<ul style="list-style-type: none"> The implementation of recommendations from recent reviews that had taken place on support to families with no recourse to public funds needed to be monitored, especially those regarding subsistence levels. 	Briefing note from Cab Member/Update on implementation of previous review recommendations on support to children from refugee families
14.	Celebrating young people	<ul style="list-style-type: none"> A lot of publicity about young people in the borough is negative. With the exception of exam results, little that is positive is said. 	To be included in Overview and Scrutiny Committee work on consultation and engagement.

No.	Suggestion	Comments and Feedback from Survey and Cafe	Response
15.	Setting in Schools	<ul style="list-style-type: none"> Setting within secondary schools can be used in a discriminatory way 	Cabinet Member Question – Children and Young People
16.	Children’s Centres	<ul style="list-style-type: none"> These are high quality services but there is limited understanding of their role amongst the community within Haringey. They are a well-kept secret and need to be marketed more effectively. 	Cabinet Member Question – Children and Young People
17.	Young carers		Cabinet Member Question – Children and Young People
18.	ESOL for primary schools		Cabinet Member Question – Children and Young People
19.	Unregistered Schools	Suggestion from Cabinet Member for Children and Families	One-off item to Panel
20.	Home schooling and safeguarding	Suggestion from Cabinet Member for Children and Families	One-off item to Panel

Appendix C

Children and Young People's Scrutiny Panel

Review on Special Educational Needs and Disability (SEND) (2018/19); Scope and Terms of Reference

Review Topic	Review / Project Title
Rationale	<ul style="list-style-type: none">• SEND children are growing in numbers. They can often find difficulty in accessing services due to stretched Council budgets or lack of clarity on how parents can access services;• Families can find it a struggle to obtain a formal diagnosis for their children, which is often a prerequisite in getting extra support at school and/or at home;• Some groups of SEND children have an increased risk of exclusion from school and there can also be poor outcomes in the classroom, which can have a detrimental impact on families struggling to cope;• Early intervention, including diagnosis, is key in order to put relevant support measures in place so that children with SEND can have fulfilling lives with good educational outcomes. <p>The review will examine and review the role and the effectiveness of the current service children with Social, Emotional and Mental Health (SEMH) issues and autism receive. It will aim to establish;</p> <ul style="list-style-type: none">• Looking in particular at their interaction with the Council and schools, what are the experiences of parents with SEMH and autistic children in trying to access support for their children?• What are the waiting times for parents requesting an assessment, obtaining a diagnosis and receiving the extra support required?• What are the outcomes of children with SEMH and autism in relation to their diagnoses?• As local authorities move away from statements to Education Health and Care (EHC) plans, what are the challenges parents face in obtaining EHC plans? How many children currently have a statement or EHC plan and how many apply for it? What are the rejection rates of children trying to obtain an EHC plan and what are the reasons?

Scrutiny Membership	<p>Councillors Mahir Demir (Chair) Josh Dixon, Tammy Palmer, Dana Carlin, James Chiriyankandath, Julie Davies and Khaled Moyeed</p> <p>Co-optees/Non Voting Members: Yvonne Denny (Church representative)</p>
Terms of Reference (Purpose of the Review/ Objectives)	<p>To consider and make recommendations to the Council’s Cabinet on the effectiveness of the care pathway for SEMH and autistic children, where blockages occur and how outcomes might be improved.</p>
Links to the Corporate Plan	<p>Priority 1 - Enable every child and young person to have the best start in life, with high quality education</p>
Evidence Sources	<p>These will include:</p> <ul style="list-style-type: none"> • Relevant performance data for SEMH and autistic children; • Guidance, research and policy documents; • Interviews with key officers, partners and community organisations; and • Information and data from other local authorities.
Witnesses	<ul style="list-style-type: none"> • Vikki Monk-Meyer; Head of Integrated SEND • Gill Gibson; Assistant Director for Early Help and Prevention • Haringey Involve

	<ul style="list-style-type: none"> • SEND Pact • The Transition Reference Group • Haringey Clinical Commissioning Group • Barnet Enfield and Haringey Mental Health Trust • Schools (primary and secondary) • Other local authorities
Methodology/Approach	<p>A variety of methods will be used to gather evidence from the witnesses above, including:</p> <ul style="list-style-type: none"> • Desk top research; • Evidence gathering sessions with witnesses; and • Visits
Equalities Implications	<p>The review will consider to what extent current arrangements are supporting the needs of children and young people with a special educational need.</p>
Timescale	<p>The Panel will aim to complete its evidence gathering by the end of this Municipal Year.</p>
Reporting arrangements	<p>The Director of Children’s Services will co-ordinate a response to the recommendations.</p>
Publicity	<p>The review will be publicised through the scrutiny website and scrutiny newsletter providing details of the scope and</p>

	how local people and community groups may be involved. The outcomes of the review will be similarly published once complete.
Constraints / Barriers / Risks	<p>Risks:</p> <p>Not being able to get key evidence providers to attend on the agreed date of evidence gathering.</p> <p>Not being able obtain evidence from key informants e.g. local authorities</p>
Officer Support	<p>Lead Officer; Robert Mack, Scrutiny Policy Officer, 0208 489 2921 rob.mack@haringey.gov.uk</p> <p>Service Contact; Gill Gibson, Assistant Director of Children's Services (Early Help and Prevention)</p>