

Report for Children and Young People's Scrutiny Panel

Date: 20 July 2021

Title: Haringey Council Youth Offer – Progress Update

Report authorised by: Jackie Difolco: Assistant Director – Early Help, Prevention and SEND

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Ward(s) affected: All

Report for Key/Non-Key Decision: Not applicable

1. Describe the issue under consideration

1.1 This report updates the Panel on the progress of the local authority youth service with a particular focus on engagement with young people.

2. Recommendations

2.1 That members of the Children and Young People's Scrutiny Panel note the contents of the report and directs any comments and observations to the Assistant Director for Early Help, Prevention and SEND.

3. Reasons for decision

3.1 Not applicable

4. Report

4.1 The budget for the Youth Service has a General Fund budget of £1.7m for commissioned provision, premises costs and a Youth Service team. The current team has 25.5 FTE posts as outlined below, of these 9.5 FTE are permanent, with the remaining posts funded through temporary funding sources, namely the Troubled Families grant and reserves until March 2023. It should be noted that continued reliance on temporary funding sources is not sustainable.

- 1 x FTE Manager
- 3 x FTE Senior Youth Practitioners (2 year Fixed Term Contracts)
- 4.5 FTE Youth Workers
- 11 x FTE Youth and Family Support Workers (2 year Fixed Term Contracts)
- 1 x FTE Raising Participation Age Co-ordinator
- 2 x FTE Participation Officers (2 year Fixed Term Contracts)
- 1 x FTE Tracking Officer
- 2 x FTE Business Support Officers

Bruce Grove Youth Space (BGYS)

4.2 The offer from Bruce Grove comprises of a youth work curriculum designed to provide young people aged 11 – 19 (and up to 25 with special educational needs) with opportunities and a safe space to develop their personal, health, social and economic

development. A key aim of the youth service is to empower and represent the diverse communities in Haringey and tackle stigma that young people within the community face.

4.3 In addition to the universal youth club offer, tailored projects delivered from BGYS bringing young people together to support community cohesion and sustainability include:

- a) Red table talk – aims to tackle stigma around mental health in the BAME community.
- b) Gardening – teaches young people to grow organic vegetables and fruits. This project also teaches them entrepreneurship skills, where they plant and take some of their produce to the farmers market to sell.
- c) Music – targeting young people to constructively express themselves, especially young people who are BAME. Working in partnership with Sony Music, young people are provided with an opportunity to take part in an internship. They also have a mentor to support them with achievable goals if they would like to go into the music industry.
- d) Radio station – Internet radio station targeted at young people providing them with opportunities to build their skills around presenting their own material.
- e) Rise Project – A project that engages young Somali boys supporting identity and culture.
- f) Independent Youth Advisory Board – a monthly meeting that takes place each month following critical incidences in Haringey or London.
- g) Sexual health – a sexual health nurse is based at BGYS, young people felt stigmatised to attend clinics. All youth staff are trained to provide contraception advice and aids.
- h) Girls group – specifically aimed at young girls in order to raise awareness around healthy relationships.
- i) Transition groups – supporting young people deemed as vulnerable transitioning to secondary school.
- j) More Than Mentors – peer mentoring to help build resilience in young people
- k) Sanjuro – self-defence workshops, padwork sessions for teenagers, Dance Combat classes for young people with special education needs and disabilities.
- l) Autism group – run by the Haringey Autism team

4.4 Over the period April 2020 – March 2021, 981 young people participated in the youth offer compared with 2,360 the previous year. Young people's attendance to the local Youth Centre in Tottenham has been significantly impacted by the pandemic. The Centre was temporarily closed from the start of the initial lockdown in March 2020 and reopened its doors with restricted provisions in place for targeted and acute work since July 2020, with a further brief lockdown between January – February 2021. In line with guidance from the National Youth Agency, whilst the centre was closed, our 30 most vulnerable members were all assigned a Youth Practitioner to keep them engaged, provide outreach support over the phone or video call, until restrictions permitted otherwise. A virtual offer was developed for all young people which included online cooking sessions, group exercise, discussion groups and games.

4.5 As a result of restricted access, this resulted in subsequent low engagement rates as expected. As restrictions eased, the Youth Team began undertaking targeted disruption sessions in locations of concern within the community, including Bruce Castle Park and Noel Park. By engaging young people in positive activities, this led to an improvement in wellbeing and reduced risk of exploitation.

4.6 Once permitted, face to face outreach work in the community began, eg bike rides, sessions in the park. From July 2020 onwards, term-time open access provision from BGYS was limited to bubbles of 15 people at any one time, including staff/facilitators with targeted work completed with young people who were identified as vulnerable such as young carers and care experienced young people. These risk protocols remained in place over the summer

programme 2020 which resulted in lower numbers of engagement of between 5 – 15 per day compared with the usual 70 -80 young people per day.

4.7 Average attendance rates prior to the pandemic were on average 120 young people per week attending the universal youth offer at BGYS and 250 young people per week of the summer programme. During the pandemic and restrictions, weekly attendance decreased by 70% (35 young people) with a decrease of 44% for the weekly summer programme (140 young people). As restrictions eased further, prior to the Easter holidays 2021, numbers of young people accessing provision increased from 151 (summer programme July-Aug 20) to 342 (Easter programme April 21).

4.8 Prior to the pandemic, the Youth Team already had in place a well-established partnership with a local Mental Health programme, 'Project Futures'. Through Comic Relief funding, a Clinical Psychologist and Assistant Psychologist have been co-located with the Youth Team at Bruce Grove for over a year, supporting young men's mental health, developing accessible provisions to support their emotional wellbeing and reduce the stigma attached to mental illness. During the pandemic, provisions were adapted to meet the needs of young people through 1-1 interventions, wellbeing activities and therapeutic groupwork.

4.9 The impact of this work has been significant, with feedback from young people highlighting their learning about 'fight or flight' for example, that they enjoyed sessions and wanted to return for more. The offer extended to supporting staff through mental health consultations, wellbeing and joint working to deliver direct work to young people. Refer to Appendix A: Interim Outcome Report: Project Futures Jan 2021

Refurbishment of Bruce Grove Youth Space

4.10 Building improvements and maintenance works has been a key area of focus over the last year, with basic improvement works being completed before the initial lockdown in March 2020. A new door system is in place funded by the Metropolitan Police, providing more advanced security, shatterproof glass and better controls to manage emergency situations. The Music Studio has been revamped to freshen up the space, making it more inviting and now includes an internet radio station. The Service is collaborating with Sony Music to launch these new multi-media provisions before the summer.

4.11 Additional funding of £1.4 million has been secured from Future High Streets, LBH Strategy for Tottenham High Road and the Community Infrastructure Levy to invest in a new air conditioning system, a 4G MUGA (multi-use games area), an upgraded CCTV system and refurbishment of the kitchen. CCTV works are due to be completed by 28th May and all other works will be completed before the start of the summer programme.

4.12 Further capital works to be completed include a complete transformation and update to the Centre and the back garden, with 3 clear objectives: (1) promote the health and wellbeing of young people in Haringey; (2) provide accessible open space to the local community; (3) to reduce youth crime in the area. This funding needs to be spent by March 2024. A start date for this works programme is yet to be determined and currently a draft proposal is under consideration.

Young Carers

4.13 Over the course of the covid pandemic, 24 young people who are 'Young Carers' have been directly supported by the Youth Team through the Young Carers Project. There has

been a noticeable increase in referrals from Children Social Care, Schools, and the Locality Teams over the last 12 months. Prior to starting an intervention with the Young Carers, a MACA (multidimensional assessment of caring activities) and PANOC (positive and negative outcomes of caring) screening tools are completed by the referrer to ascertain the level of their caring duties and the support that is required.

- 4.14 When the building was closed, the usually weekly respite sessions moved to online to offer stability within the group, as well as to enhance the groups emotional wellbeing by completing online fitness classes, cooking sessions and gaming. Social Media platforms were also used, such as WhatsApp as a means of keeping in touch during the week and checking in on each other for ongoing support. Groups were created to keep in touch with the Young Carers daily, material was also shared around emotional health, alongside positive affirmations in the groups. The group was very clear that their preference was to have face to face sessions, it was noted that the group benefited from social relationships and interactions, as this gave them time away from their caring duties.
- 4.15 As a response to capturing the groups voice, once the restrictions were eased the group moved back to the Bruce Grove Youth Space for their sessions. To scale up the reach of the Young Carers project, the Youth Team created a partnership with Alexandra Palace, whereby a new group takes place on a weekly basis now in the West of the borough. Feedback from this group was that the families would like to spend more time together, therefore with funding from Alexandra Palace, Hampers were created for the families alongside an online theatre ticket and a £30 Deliveroo voucher for the families to order a takeout of their choice.
- 4.16 As the lockdown continues to ease family days out to theatres or museums will commence. Refer to link: <https://www.alexandrapalace.com/blog/fam-fayre-supporting-young-carers/> Six of these families receive food parcels every Friday through the Bruce Grove Youth Space food hub. In addition, to support the Young Carers to continue to participate in their education, 10 Young Carers facing digital poverty, were provided with Chrome books and dongles.

Bruce Grove Food Hub

- 4.17 Due to the significant number of local families facing financial hardship over the course of the pandemic, a food hub was created at BGYS that initially ran every Tuesday and Friday whilst the centre was closed to young people. In partnership with charities Felix Project, Edible London Brooker, Jackie Chan Foundation and Food Share, the Food Hub commenced in March 2020. Further funding was sought from the Mayor of London's funded Kitchen Social initiative and a range of other charity groups including 'Beauty Banks' and others, to support the high demand from families and expanding provision to address concerns about period poverty for young girls and women.
- 4.18 However, once the Youth Club reopened, resources needed to be shifted back to service delivery and the food parcels decreased to Fridays only, with a clear system in place to ensure all identified families continue to be supported. Families in need of additional support have been identified through the Early Help Locality Teams, the multi-agency Early Help Panel, membership of Bruce Grove Youth Space and word of mouth through the local community. Those who are able, are invited to come into the Centre to collect a food parcel,

those who are not able, or for whom the travel would be too difficult, have had food parcels delivered to their homes by Youth Team staff.

4.19 Families are supported for up to 3 weeks, to allow them time to get back on their feet where this has been a short-term crisis, or to allow time for support work to take place to get access to benefits or signposted on for longer term support. As of April 21, there are 32 families who are regularly supported by the BG Food Hub is 32, however the total number of individuals will be in the hundreds. This provision has been greatly appreciated by families and young people over the pandemic. Comments from families to Youth Practitioners included: *“Very Grateful” “Would struggle without it” “Lifeline” “Saves Money” “Ashamed to take at first, but now very grateful for the food” “It supplements my normal shop as I have 5 children”, “A very needed service within the area.*

Targeted Youth Teams

4.20 Two new targeted Youth teams have been created over the pandemic funded from Troubled Families payments by results funding. This funding is temporary and due to end in March 2022. The Prevention Team and Contextual Safeguarding Team were launched in October 2020, fully staffed by April 2021. The Contextual Safeguarding Team support young people where an early onset of exploitative behaviours is identified i.e. child perpetrating or being directly exploited. This team work with children and young people experiencing these risks in an extra-familial context and develop robust preventive, whole family plans to ensure that harm does not escalation. A key focus of the work is identifying the causes and triggers of these behaviours and situations. The work of the team is underpinned by the Victim Offender Location Theme, (VOLT) model which is aligned with the Social Care Exploitation Service practice model. The team also complete Child and Family Well Being Assessments to ensure that risk is well understood to inform the appropriate interventions required. The team look at a variety of factors that lead to engagement in exploitative behaviours or being exploited, such as substance misuse, non-school attendance, exclusions, family breakdown, low self-esteem and peer on peer abuse.

4.21 The second team, the Prevention Team, support young people who are at risk of, or starting to, become involved in the criminal justice system and at risk of school exclusion and/or becoming NEET. The team work with young people who have been given an ‘Out of Court Disposal’ (Triage or Caution) and those who have finished a statutory order but who need further support. This team also undertake a whole family approach to achieve key outcomes such as diversion from becoming a first time entrant into the criminal justice system, reduced risk of school exclusion, reduced risk of NEET and improved family resilience.

4.22 This approach requires close collaborative working with the Youth Justice Service to identify the right young people who would benefit from further targeted work and this is frequently taking place now at the Youth Justice Service Out of Court Disposal Panel and Risk Management Panel.

4.23 Whilst the Youth Justice cohort is a priority group for targeted work, there has been scope for the Prevention Team to scale up in order to have a broader reach and impact through step downs from statutory Social Care. Vulnerable adolescents often have a history with Youth Justice, may not currently be known to the Youth Justice Service, but remain at risk of

further offending. The risk indicators that reduce the chances of achieving these outcomes will be identified at both the point of MASH contact/referral and step down to Early Help. These will include, but not exclusively:

- Early/low level involvement with offending behaviour
- Risk of permanent school exclusion
- Risk of poor participation/exclusion in post-16 provision
- Early onset of family conflict that is impacting on the young person's resilience

Work in Schools

4.24 Since March 2021, the Youth Team have been delivering a 6-week rolling Group Work programme within schools who are high referrers to the targeted youth teams. Topics covered include knife crime / weapons awareness, staying safe online, healthy relationships, sexting and substance misuse.

4.25 In addition, some schools requested support on specific areas as outlined in the table below. These sessions were face to face, with only a few commencing online where schools have requested this. The team facilitate the groups alongside young people, Haringey Community Gold, Social Work in Schools team, Police, Health and the Voluntary Sector to ensure that local solutions are found to support all Young People at risk. This programme is in the process of being evaluated.

Table Three: Targeted Youth Work Programme within Schools

School	Support	Delivery dates
Trinity Primary School	Risk of offending behaviour	Completed 26 th April – 24 th May
Woodside High	Online safety Healthy relationships	Started 10 th May
Commerce Road (PRU)	Online safety	Completed 12 th March – 30 th April
Pulford House (Medical PRU)	Mental health and self-harm	Completed 12 th March – 30 th April
Parkview School	CSE Healthy relationships and sexual health Gangs and Serious Youth Violence	Started 4 th May
Grieg City	Healthy Relationships Sexting Consent	Awaiting start date
Heartlands High	Healthy Relationships Self-harm Mental Health and Wellbeing	Awaiting start date

4.26 It is of note that due to the pandemic; Year 11 students will not be taking exams in the summer term 2021 and therefore their summer holidays will begin much earlier than usual, with some schools releasing their Year 11's as early as after the May half term. The Youth Service worked closely with other departments in the Council to boost availability of participation opportunities and positive activities before the summer holidays begin. This includes the development of customised workshops in partnership with Haringey Learning Partnership, to support young people with career choices in collaboration with Tottenham Hotspur Foundation, music projects, sports, arts & crafts. Furthermore, taster sessions of

holiday activities are taking place in four Special Schools; The Brook, Riverside, The Vale and Blanche Neville to promote the provisions and encourage participation of young people with SEND before the summer programme begins at The Vale, Riverside, The Brook and Blanche Neville special schools.

Parent Seminars

4.27 Through communicating with schools, the Youth Service have delivered a pilot programme of seminars to parents and professionals to raise awareness and support parents with their approach to dealing with the following areas: substance misuse, social media, exploitation, weapons awareness, and parenting support services. Sessions ran from 22nd March until 26th April, all of which were conducted virtually. Participant feedback was captured using an online App which highlighted that all parents who took part, either agreed, or strongly agreed that they have a better awareness of the area covered, they felt supported and understood, they felt more resilient to deal with the concern and that the session helped them understand their child better.

4.28 These sessions will continue to be delivered half termly, in partnership with the Haringey Exploitation Service (Children's Service), Haringey Community Gold, the Social Work in Schools Team and the Police Exploitation Team. These interventions aim to increase professional, family and community resilience by empowering families, developing aspiration, and equipping parents with the skills and knowledge to help them support their children reach their potential.

Year 6 Transitions to Secondary School

4.29 In May 2020, transition workshops with Year 6 children took place with two Primary schools. The workshops consisted of online sessions in 4 groups with up to 15 children per group, and face to face sessions with 2 bubbles of 30 young people. Children are identified for the programme where they had fallen behind academically, had poor school attendance, engaged in risky taking behaviour, become isolated or vulnerable to exploitation.

4.30 Participation in last year's transition groups were significantly lower than in previous years, where the norm has been delivery in 15 primary schools with up to 15 students per group. The pandemic and disruption in schools had an impact on numbers, but ongoing work continued with primary schools to help them identify children who are likely to be vulnerable in transition to secondary school.

4.31 This year, uptake of the offer has improved with 11 local primary schools signing up 15 vulnerable children each, with only 1 school requesting the session to take place virtually. The project has begun on 14th May and will be completed on 9th July, covering the following topics:

- Practical solutions to their worries about secondary school
- Information about systems and procedures at secondary school
- Cyber bullying awareness
- Gang awareness
- Street safety
- CSE and healthy relationships
- Information on a range of local services to support young people, promote social inclusion and engagement in positive activities

Evidencing the impact of youth work practice

4.32 The Youth service collates a range of data predominantly around reach, (numbers of young people access provision at least once) engagement (numbers of young people who access supervision on a regular basis) and soft outcomes evidencing the impact and distance travelled. This is used to evaluate the effectiveness of the offer and inform planning and service delivery.

4.33 However, whilst this is comparable to how many local authority youth services operate, there is a need to develop more robust mechanisms to demonstrate effectiveness of the offer on young people themselves, our wider community and corporate priorities as outlined within Haringey's Borough Plan, Youth at Risk and Early Help Strategies, particularly in relation to:

- Children getting the best start in life and that the Local Authority gives children the foundations to thrive.
- All children are to have a happy childhood and that they feel secure and safe in the community.
- Every Young Person has a pathway to success

4.34 Using the National Youth Agency Quality Assurance framework as a baseline, key performance indicators have been developed to evidence impact robustly as follows:

Table Four: Youth Service Impact Measures

Hard outcome	Soft outcome
Reduce Young People involvement in crime between the hours of 3pm – 6pm	Develop more confident parents
Reduce the abuse and exploitation of children – CCE/CSE, (Criminal and Sexual).	Young People feel more confident/risk aware
Increase individual, family and community resilience by empowering young people and their families, developing aspiration, and equipping young people with the skills and knowledge to help reach their potential.	Young People feel more confident/risk aware Prevention of family breakdown Improved local economy (more skilled and aspirational workforce).
Improve the emotional and mental health of young people.	Young people report feeling better able to deal with their emotions and having developed the skills and knowledge to deal with adverse events in their lives.
Reduce referrals to Early Help and Children's Social Care	Enhanced individual, family, and community resilience
Reduce exclusions and numbers of young people who are NEET	Improve behaviour and attitudes in schools and increase the economic prosperity of the borough
Reduce substance misuse	Keep children in education and improve the physical and mental health of young people.

4.35 From April 2021, evaluation questionnaires are now embedded with the case recording system within Children's Services 'Mosaic' which will produce quantitative reports. Focus groups with young people are being built into the term-time timetable to capture regular qualitative feedback and really embed a culture of co-design of services with young people providing qualitative data. For targeted youth provision (casework and targeted groupwork) a questionnaire has also been designed for parents to ascertain their views of impact and progress. Case studies are also produced to evidence direct impact of interventions with young people's views reflected.

Partnership working with the Police

4.36 To support improved community cohesion and a positive relationship between young people and the police, the Youth Service has actively collaborated on a range of projects as follows:

a) Youth Advisory Board

In September 2020, a Youth Independent Advisory Board is a Youth Participation group that was formed with the Police Partnership and Prevention Team and is chaired by one of our Youth Practitioners. The project provides safe forums for young people and communities in Haringey and Enfield to build better relationships with the police, shape improvements in policing, and for the police to have a greater understanding around community tensions. Young people in this group have also had the opportunity to regularly meet with the Enfield Young Mayor, to generate and reflect change.

b) Community Based Football

The Youth Service, Youth Justice Service, Tottenham Hotspurs and the Met Police came together for a community-based football match which included a team of people from Bruce Grove youth centre to play against a team of police cadets and Met police staff. The project targeted 15–19year olds, enabling them to engage with Police officers in a less adversarial environment. The tournament took place on 29th May achieving three key objectives:

- enhancing community relations with young people, specifically those that are BAME (Black, Asian and Ethnic minority)
- supporting Police Recruitment – BAME and Female officers
- supporting effective outcomes for young people across the local authority
- Pop up stalls at the event offered young people discreet support and guidance on careers, sexual health, staying safe online and in the community and support for adolescent mental health, as well as a stall to promote recruitment to the Metropolitan Police and an inspirational speaker to keep the group motivated and engaged.
- Refer to news article here: [YJBulletin - YJBulletin, Issue 183 \(newsweaver.co.uk\)](https://www.newsweaver.co.uk/news/yjbulletin-183)

c) Stop and Search

In April 2021, the Youth Service invited the Police to meet with a group of young people at Bruce Grove Youth Space, who had been disproportionately affected by Stop and Search. Young people spoke about their lived experiences, how they felt they were treated during the process and the impact this has had on them. The Police interviewed and filmed the young people sharing their experiences, which will be used as part of a training package for new recruits to the Police force.

d) Youth Offer to Operation Alliance in Wood Green Custody Suite

The Youth Team have supported the Serious Organised Crime Unit in the North Area Police, to develop a model of Custody Diversion and Intervention for young people detained in Wood Green custody suite. This is a strategic partnership between the police, Enfield and Haringey Local Authorities and the Voluntary sector. The 2 new Targeted Youth teams are contacted to review children who have been referred to services and offer consultation and advice on Young People who may be in need of intervention.

4.37 In addition to this, both teams provide intelligence back to the custody outreach teams providing data that is risk aware and linked to areas of existing and emerging concerns. This enables better engagement with Young People through knowing their context but will also improve risk reduction. To date, the teams have developed close working relationships through team training events and joined up working, they regularly discuss young people of concern to support with signposting and engagement with services at the right time.

Wood Green Youth Space

4.38 Work to progress the manifesto commitment to have a physical youth hub model in Wood Green is underway with a planned opening in 2022. The Wood Green Youth Space (WGYS) (former Brighthouse store) will be an interim space operating for 5 years, whilst a more permanent youth hub is being scoped and delivered in Wood Green. It will be an opportunity to prototype a larger permanent hub in the local area. The temporary targeted youth teams are leading the delivery of provision in the West of the borough, options are being explored to secure longer term funding beyond March 2022.

4.39 The WGYH and will replicate the offer provided from Bruce Grove with a specific focus in addressing rising youth unemployment and inequality of economic opportunity, in particular, for the most vulnerable and at-risk young people and young adults in the locality. The model will support the economic recovery of Haringey longer-term, more broadly, it will have a wider community impact, supporting the ongoing physical and spatial regeneration of Wood Green.

Co-design/co-production with young people

4.40 The Wood Green Youth Hub will offer both universal and targeted services for all young people aged 11-19yrs regardless of what their needs are or where they live, including cross-borders. Learning from the Bruce Grove Youth Space model, a robust risk management policy, clear behaviour policy and efficient execution of behaviour management strategies works well to manage group dynamics. Members of WGYH will need to undertake a sign-up process where expectations of their behaviour are discussed with them, consent is gained to engage with their parents and any professionals working with them, so that necessary information can be shared, and safeguards put in place. The building design is inclusive of CCTV coverage and internal areas that cannot be monitored will not be accessible.

4.41 The views wishes and opinions of Haringey's young people and residents are central to the development of the interim youth hub. Early engagement at the initial stages of architectural design and production are underway with a Youth Focus Group of 10 young people, between the ages of 13 and 19, now established. The initial co-design activities with the appointed Architects have been very successful in designing a building that will meet the needs of young people and enable them to feel safe. The workshops have helped the group to grow in confidence, and they have now renamed themselves 'Wood Green Young Voices'

The group are now engaged in a series of workshops with the appointed Architects since 19th April and sessions are designed to further enrich their experience of the co-design process, whilst ensuring that they continue to develop a clear understanding of their role in the enhancement of the youth offer and programme in Wood Green.

4.42 A second group of stakeholders consisting of adult professionals and local youth leads has also been established to co-design the work with this group. Local parents and professionals are also being engaged through Haringey's online Citizen's Panel surveys and questionnaires via Lead Professionals working with vulnerable groups in the community. Results have been fed into discussions with the Design Team as part of a continuous commitment to ensure the views and wishes of Haringey's young people and residents remain central to the design and delivery of the Wood Green Youth Hub.

4.43 A robust communications plan is in place which has outlined a series of approaches to provide updates to young people, the local community, partners and elected members. A range of methods will be employed such as newsletters, social media, press releases and community events.

NEET Performance (Not in employment, education and/or training)

4.44 Haringey's performance for young people of school leaving age as of April 21 is improving with 1.9% (107) who are not in employment, education and training and 5.1% (284) where their current situation is unknown. For those young people where it is 'unknown' this is usually as a result of incomplete or insufficient data returns from schools, and challenges with accessing information from out of borough post-16 provisions. In Haringey, we know that approximately half of our 16-18 year old population access provisions out of borough, due to suitability of local offers. The London and national average is 1.7% for NEET and 3% for Unknowns.

4.45 There is now a post 16 lead from the Haringey Education Partnership with a post 16 information booklet published and widely circulated in September 2020. This booklet was a pre-cursor to a virtual careers fair which took place in February 2020. The event led by the Youth Service included key providers for post-16 options in Further Education, Higher Education and Apprenticeships. The events took place over three days from 2-4th February 2021 and was well attended by local employers. In total, over 1000 people were captured at event registration and 47 education and employment providers. Refer to Appendix B: Post 16 Options Guide.

4.46 Throughout the year, schools receive performance reports which has contributed to the reduction of our unknown cohort. The launch of a NEETs targeted social media page is yet to be finalised. Progress is being made to revise all currently used Early Help platforms and this should be completed by the end of June.

4.47 A NEET Operational Group initiated in May 2020 now meets monthly, chaired by the HoS for Early Help and has been successful in building a much stronger collaboration between key stakeholders. Representatives on the group include Haringey Education Partnership, Haringey Community Gold, Schools & Learning, Employment & Skills, SEND, Youth Justice, Young Adults Service, and the Virtual School.

4.48 Work is being carried out with the partnership to think about the impact of the pandemic on Youth unemployment and how to minimise this. Key challenges the high proportion of young people aged 16 – 24 claiming universal credit (3,877). The vast proportion of out of work 16 to 24-year olds reside in the East of the borough. This age group in particular are more likely to work in industries where you cannot work from home i.e. hospitality / services sector

4.49 Work underway to address this includes engaging with large employer and relevant Council departments to collaborate on an offer through the government Kickstarter scheme and Green Investment package. Designing a plan for Haringey specific jobs has been put forward by colleagues in ‘Haringey Works’.

Young People post 16 NEET

4.50 We have a dedicated team to track young people’s destinations post-16 and support them into employment, training and further education, in line with the raised participation age as per the Education and Skills Act 2018. This team works with schools, colleges, training providers, employers, and other partners such as Youth Workers, Social Workers and Family Support Workers to engage young people and their parents or carers to promote the benefits of Education and Employment.

4.51 The team have worked closely with partners across the partnership, driven and supported by a proactive NEET Operations Group, to bring the number of ‘unknowns’ down from 15% in November 2019 to 5.3% currently. We are keen to ensure our performance is in line with London averages, and that there is more work to do with schools in particular to successfully track school leavers. An annual work plan is currently being developed to offer a series of events, seminars, drop-in days, to offer direct support to young people at risk of becoming NEET, support staff learning to better understand data requirements to improve the quality and timeliness of returns, and to ensure that our post-16 cohort have a full and robust offer in place that meets their needs.

Table Five: Post 16 Destination Performance as at April 21

	NEET	UNKNOWN	IN LEARNING
ENGLAND	3.0%	2.0%	93.1%
LONDON	1.8%	1.5%	96.0%
HARINGEY	1.9%	5.1%	92.8%
HACKNEY	2.2%	1.4%	95.8%
WALTHAM FOREST	1.0%	1.9%	96.5%
SOUTHWARK	2.3%	1.1%	96%
LAMBETH	2.1%	2.6%	94.6%

4.52 Through significant investment, partnership, ownership and drawing on the right expertise, the Youth Offer is developing into a vibrant, robust, and diverse one, which is becoming more accessible and visible across the borough. There is more work to be done to ensure that the offer is widely known and accessible to all young people. A key priority for this year is to robustly evidence impact of the offer in improving positive outcomes for young people and its contribution towards strategic and corporate objectives.

5. Contribution to strategic outcomes

5.1 The objectives of the youth service are aligned with the priorities within Haringey's Youth at Risk Strategy and Early Help Strategy and the 'Borough Plan – Priority 2 (People) ' specifically:

- Happy childhood: all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities.
- Every young person, whatever their background, has a pathway to success for the future.
- Strong communities where people look out for and care for one another.

6. Statutory Officers comments

Finance and Procurement

6.1 There are no financial implications arising from this report.

Legal

6.2 There are no legal implications arising from the recommendations of this report.

Equalities

6.3 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.

6.4 The three parts of the duty apply 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.

6.5 In order to ensure that the Council satisfies the duty, it will be necessary to assess the equalities implications of individual pieces of work to progress the Council's youth service on a case-by-case basis, including undertaking an Equality Impact Assessment where necessary.

6.6 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.
- 6.7 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.

Fatima Basama Policy & Equalities Officer

7. Use of Appendices

Appendix A – Interim Outcome Report: Project Futures Jan 2021

Appendix B – Post 16 Options Guide 2020

8. Local Government (Access to Information) Act 1985

N/A