





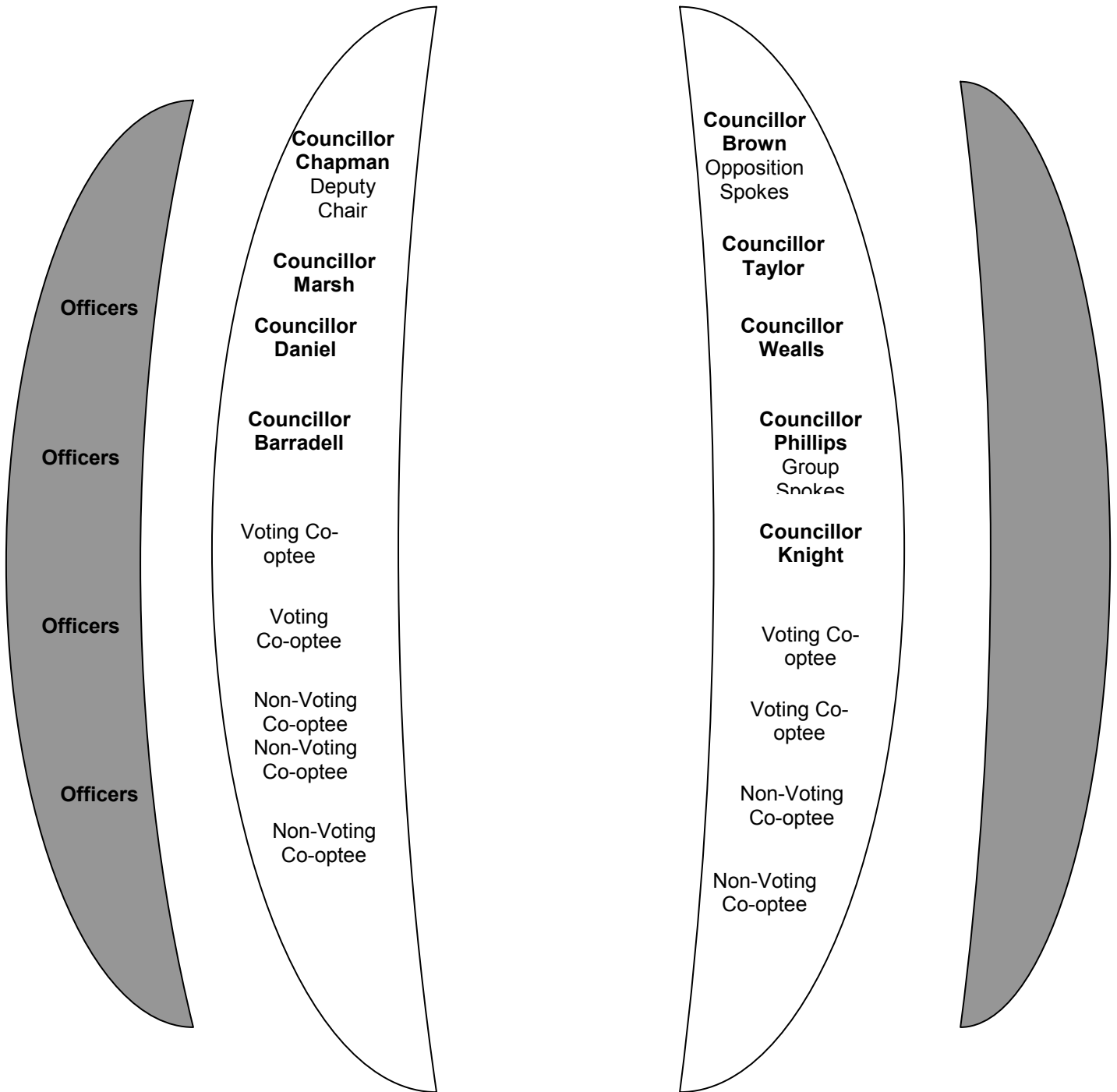
**Brighton & Hove
City Council**

Children, Young People & Skills Committee

Title:	Children, Young People & Skills Committee
Date:	16 November 2015
Time:	4.00pm
Venue	Friends Meeting House, Ship Street, Brighton
Members:	Councillors: Bewick (Chair), Chapman (Deputy Chair), Brown (Opposition Spokesperson), Phillips (Group Spokesperson), Barradell, Daniel, Knight, Marsh, Taylor, Wealls and O'Quinn
	Voting Co-opted Members: Ann Holt, Martin Jones, Amanda Mortensen and Marie Ryan
	Non-Voting Co-opted Members: Ben Glazebrook (Young People's Centre) and Sue Sjuve (Sussex Community NHS Trust) and Youth Council
Contact:	Lisa Johnson Senior Democratic Services Officer 01273 291228 lisa.johnson@brighton-hove.gov.uk
	The Town Hall has facilities for wheelchair users, including lifts and toilets
	An Induction loop operates to enhance sound for anyone wearing a hearing aid or using a transmitter and infra red hearing aids are available for use during the meeting. If you require any further information or assistance, please contact the receptionist on arrival.
	<p>FIRE / EMERGENCY EVACUATION PROCEDURE If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions:</p> <ul style="list-style-type: none"> • You should proceed calmly; do not run and do not use the lifts; • Do not stop to collect personal belongings; • Once you are outside, please do not wait immediately next to the building, but move some distance away and await further instructions; and • Do not re-enter the building until told that it is safe to do so.

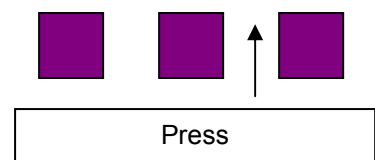
Democratic Services: Children, Young People & Skills Committee

AD of Children's Services	ED of Children's Services	Councillor Bewick Chair	Legal Officer	Democratic Services Officer
---------------------------	---------------------------	-----------------------------------	---------------	-----------------------------



Presenting Officer & Public Speaker	Presenting Officer & Public Speaker
-------------------------------------	-------------------------------------

Public Seating



AGENDA

36 PROCEDURAL BUSINESS

(a) **Declaration of Substitutes:** Where Councillors are unable to attend a meeting, a substitute Member from the same Political Group may attend, speak and vote in their place for that meeting.

(b) **Declarations of Interest:**

- (a) Disclosable pecuniary interests;
- (b) Any other interests required to be registered under the local code;
- (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

(c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted, or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

NOTE: Any item appearing in Part Two of the Agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the public.

A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls.

37 MINUTES

1 - 8

To consider the minutes of the meeting held on 12 October 2015 (copy attached).

38 CHAIR'S COMMUNICATIONS

39 CALL OVER

CHILDREN, YOUNG PEOPLE & SKILLS COMMITTEE

- (a) Items (x – x) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) Those items not reserved will be taken as having been received and the reports' recommendations agreed.

40 PUBLIC INVOLVEMENT

9 - 16

To consider the following matters raised by members of the public:

- (a) **Petitions:** to receive any petitions presented to the full council or at the meeting itself;
- (b) **Written Questions:** to receive any questions submitted by the due date of 12 noon on the 9 November 2015;

(1) Youth Service Trust

- (c) **Deputations:** to receive any deputations submitted by the due date of 12 noon on the 9 November 2015.

41 MEMBER INVOLVEMENT

17 - 18

To consider the following matters raised by Councillors:

- (a) **Petitions:** to receive any petitions submitted to the full Council or at the meeting itself;
- (b) **Written Questions:** to consider any written questions;
- (c) **Letters:** to consider any letters;
 - (i) Road Safety Close to Schools – Councillor Peltzer Dunn
- (j) **Notices of Motion:** to consider any Notices of Motion referred from Council or submitted directly to the Committee.

STRATEGIC PRIORITY 1

Ensure that the most vulnerable and disadvantaged children receive the council's support, consolidating services where possible, and targeting resources at those most in need.

42 YOUTH SERVICES REVIEW

19 - 60

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Chris Parfitt

Tel: 01273 294252

Ward Affected: All Wards

43 CHILDREN'S CENTRE REVIEW

61 - 138

CHILDREN, YOUNG PEOPLE & SKILLS COMMITTEE

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Caroline Parker Tel: 01273 293587
Ward Affected: All Wards

44 SCHOOL ATTENDANCE 139 - 146

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Claire King Tel: 01273 293516
Ward Affected: All Wards

STRATEGIC PRIORITY 2

Take the council on an improvement journey to achieve excellent services for children and young people by 2019, as rated by Ofsted

45 POST 16 REVIEW 147 - 162

Report of the Executive Director of Children's Services (copy to follow)

Contact Officer: Hilary Ferries Tel: 01273 293738
Ward Affected: All Wards

46 MUSIC & ARTS SERVICE 163 - 174

Report of the Executive Director of Children's Services (copy attached)

Contact Officer: Mo Lawless Tel: 01273 295975
Ward Affected: All Wards

47 ITEMS REFERRED FOR COUNCIL

To consider items to be submitted to the 17 December 2015 Council meeting for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition, any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after this deadline, immediately at the conclusion of the Committee meeting

CHILDREN, YOUNG PEOPLE & SKILLS COMMITTEE

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fifth working day before the meeting.

Agendas and minutes are published on the council's website www.brighton-hove.gov.uk. Agendas are available to view five working days prior to the meeting date.

Electronic agendas can also be accessed through our meetings app available through www.moderngov.co.uk

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

If you have any queries regarding this, please contact the Head of Democratic Services or the designated Democratic Services Officer listed on the agenda.

For further details and general enquiries about this meeting contact Lisa Johnson, (01273 291228, email lisa.johnson@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk.

Date of Publication - Friday, 6 November 2015

COUNCIL

CHILDREN, YOUNG PEOPLE & SKILLS COMMITTEE

4.00pm 12 OCTOBER 2015

FRIENDS MEETING HOUSE, SHIP STREET, BRIGHTON

MINUTES

Present

Councillors: Bewick (Chair), Chapman (Deputy Chair), Brown (Opposition Spokesperson), Phillips (Group Spokesperson), Barradell, Daniel, Knight, Marsh, Taylor and Wealls

Voting Co-Optees: Ann Holt, Martin Jones and Amanda Mortensen

Non-Voting Co-Optees: Ben Glazebrook, Janice Needham, Maram Takriti and Amy-Lou Tilley

PART ONE

26 PROCEDURAL BUSINESS

26(a) Declarations of substitutes

- 26.1 Janice Needham declared that she was substituting for Sue Sjuve
Maram Takriti declared that she was substituting for Riziki Millanzi

26(b) Declarations of interest

- 26.2 There were none.

26(c) Exclusion of press and public

- 26.3 In accordance with section 100A of the Local Government Act 1972 ("the Act"), the Committee considered whether the press and public should be excluded from the meeting during an item of business on the grounds that it was likely, in view of the business to be transacted or the nature of proceedings, that if members of the press and public were present during that item, there would be disclosure to them of confidential information (as defined in section 100A(3) of the Act) or exempt information (as defined in section 100(I) of the Act).

- 26.4 **RESOLVED-** That the press and public not be excluded

27 MINUTES

27.1 Councillor Brown referred to paragraph 15.1, and asked if the Chair had written to the schools about apprenticeships. The Chair confirmed he had. The Assistant Director Education and Inclusion said that no formal response had been received, but it had been discussed at a recent meeting of Head Teachers. Councillor Phillips asked whether the undertaking to pay staff a Living Wage would apply to apprentices, and was advised that apprenticeships were separate. The Chair said that a report on apprenticeships would come to the Committee meeting in March 2016.

27.2 Councillor Taylor noted that his comments on Item 23, Development of a New City Employment & Skills Plan (2015-2020) had not been included in the Minutes. It was agreed that the following wording would be included:

Councillor Taylor thanked officers for the report and welcomed the Council's assistance with the development of the City Employment & Skills Plan. Councillor Taylor noted that through the Plan, the Council would explore ways to use its position as a major employer to secure job placements for 18-24 year olds who had been unemployed for longer than 12 months. Councillor Taylor asked whether those placements would be paid jobs, and was advised by the Head of City Regeneration said that it was too early to say as the model had not yet been developed.

27.3 **RESOLVED:** That subject to the above amendment, the Minutes of the meeting held on 20 July 2015 be agreed as a correct record.

28 CHAIR'S COMMUNICATIONS

28.1 The Chair gave the following communications:

Children's Centre Review –

A Review Board chaired by the Director for Children's Services, which included parents and voluntary sector representatives, was considering the future of Children's Centres in the city. As part of the Council budget for 2015/16 temporary funding for children's centres of £670,000 was agreed to maintain the Children's Centre service for this financial year only. Further savings were being considered for 2016/17 and beyond. A briefing would come to the November 2015 Committee with proposals for a public consultation on the future number of designated children's centres and the services they would provide, and a full report would be provided for the March 2016 Committee meeting. Councillor Phillips asked if the report could come to the November 2015 meeting, but was advised by the Executive Director of Children's Services that it couldn't as a formal consultation process had to be undertaken and there would be insufficient time to conclude that before the next Committee meeting. The Chair said that as the Board were still looking at possible areas for savings, any suggestions from Committee members on the best way to mitigate the changes would be welcomed.

New member of staff –

The Chair welcomed Mr Richard Barker to the meeting. Mr Barker had replaced Mr Michael Nix, Head of Education Planning & Contracts who had recently left the council.

29 CALL OVER

29.1 It was agreed that all items be called

30 PUBLIC INVOLVEMENT

30a Petitions

30.1 The Committee considered a petition signed by 168 people regarding School Inset Days. Ms A Heath presented the petition to the Committee.

30.2 The Chair gave the following response:

Local authorities do not have the power to instruct schools when to take their Inset days. In Brighton & Hove we are unusual in that all schools agree to take the first day of term in September, but the autonomy designed to enable them to best meet the needs of their own institutions would mean that we could not direct them. Some schools do disaggregate some of their inset days (where staff attend a series of twilight meetings rather than a whole day). Again, this was a school decision and some schools in the city already do this, usually at the beginning or end of a school term.

Officers would look in to the impact of the scheme in Wales and also look at practice in neighbouring authorities to see what they do and whether it would be possible to look across the region. We will encourage schools to seek the views of parents and consider options.

30.3 The Committee thanked Ms Heath for her petition.

30.4 Councillor Barradell proposed that a report on this matter be brought to a future meeting of the Committee. The proposal was seconded by Councillor Phillips. The Committee voted and agreed the proposal.

30.5 Councillor Phillips said that she was broadly in favour of combining Inset days, but as an ex-teacher she also understood the importance of being able to spread training over a year as it was important for schools to be able to update teachers on changes to legislation, procedures etc. Mr Jones, Councillors Chapman, Daniel and Marsh agreed, and said that whilst they supported the proposal they were concerned that training should be provided throughout the school year, however, one option could be to split the five days and add them to weekends during term time.

30.6 Ms A Holt supported the proposal but said that if the Inset days were combined and all schools in the city held them at the same time, it could lead to holiday prices being as high as during normal holiday periods.

30.7 Ms Takriti suggested that parents/carers be included in any consultation.

30.8 Councillor Wealls asked if the Local Authority was responsible for setting term dates and, if it was, whether could they be moved slightly. The Executive Director of Children's Services said that the Authority did set term dates for community schools, but it had a duty to consult with neighbouring authorities and that it was a statutory process and dates had to be set two years in advance.

30.9 **REOLVED:** That the Petition be noted, and a report be provided for a future meeting of the Committee.

30b Written Questions

30.9 There were none

30c Deputations

30.10 There were none

31 MEMBER INVOLVEMENT

31a Petitions

31.1 There were none.

31b Written Questions

31.2 There were none.

31c Letters

31.3 There were none.

31d Notices of Motion

31.4 There were none.

32 INDEPENDENT REVIEW OF SECONDARY PUPIL NUMBERS FORECASTS

32.1 The Committee considered the report of the Executive Director of Children's Services which informed them of the outcome of an independent review of the pupil number forecasting used by the Council. The report was introduced by the Head of School Organisation and the Head of Capital Strategy.

32.2 Councillor Phillips noted that the officer's predictions were accurate to within 2% and therefore suggested that it wouldn't be necessary to employ an outside consultant again. Councillor Phillips said that she would agree recommendation 2.2, but with regard to

recommendation 2.3 did not think that it would be necessary to include school level forecasts.

- 32.3 Councillor Brown thanked officers for the report and said that the data provided showed that there was a need for another secondary school. Councillor Brown agreed with Councillor Phillips that the Authority knew which schools were popular and so it wouldn't be necessary to include school level forecasts in future methodology. Councillor Barradell agreed that the report indicated a need for an additional secondary school.
- 32.4 Ms Holt referred to Appendix 1 which stated that Kings School was a 'denominational' school, and said that that was incorrect and it was in fact 'non-denominational'. Ms Holt discussed the proposed new secondary Free School in the city, and the fact that the Council had invited the University of Brighton, and not the Diocese, to submit a bid. The Executive Director of Children's Services said that the Council was not involved in the process, and had not invited the University to bid. It would be for the Secretary of State to consider any bids submitted. Councillor Barradell said that the previous administration had agreed that there was a need for another secondary school, and this administration had asked for the data to be reviewed to assess whether that was still the case.
- 32.5 Councillor Barradell said the report was very thorough and showed the need for an additional secondary school. Councillor Barradell noted that the report did not include sixth form numbers.
- 32.6 The Chair informed the Committee that on 24 September 2015 the Department for Education and the Department for Business Innovation & Skills had announced that a Strategic Area Review for the Sussex Coast area would be conducted to look at the provision of all post 16 Education and Training. That review would commence shortly and conclude next year. Councillor Barradell recommended that School Sixth Forms be included in the Sussex Area Review; this was seconded by Councillor Brown and agreed by the Committee.
- 32.7 Councillor Taylor referred to Recommendation 5 in Appendix 1, and asked if the cost of implementing that had been calculated. The Head of School Organisation said that it hadn't. The Chair added that the report in Appendix 1 had been commissioned as there had been some doubt over whether additional secondary school places were needed. The cost of that report was under £5k.
- 32.8 **RESOLVED** - That the Committee agreed:
- (1) That recommendations 1-4 of the review report be agreed and the Cross Party School Organisation Working Party be delegated the task of implementing those recommendation.
 - (2) That the school level forecasts are not included in the methodology

33 PROMOTING EMOTIONAL AND MENTAL HEALTH IN SCHOOLS - A NEW APPROACH

- 33.1 The Committee considered the report of the Executive Director of Children's Services regarding the provision of emotional and mental health support for children, young people and their families. The report was introduced by the Assistant Director (Children's and Adult Services), the Strategic Commissioner Children's Services and Ms A Kelly (Cardinal Newman RC Secondary School).
- 33.2 Councillor Marsh welcomed the report and said that as a Governor at Bevendean Primary School, she was pleased that that school would be involved in the pilot scheme for primary schools.
- 33.3 Councillor Barradell thanked officers for the report, and asked what the cost implications would be of rolling out the initiative across all schools.
- 33.4 Councillor Brown welcomed the report and said she looked forward to seeing the evaluation after the conclusion of the pilot scheme and hoped that, if it was successful, it could be rolled out across all schools.
- 33.5 Councillor Taylor thanked officers for the report and for highlighting the challenges faced by some young people and said that this was a positive step to address the issues facing some people.
- 33.6 Councillor Phillips thanked officers for the report and hoped that it could be expanded for other schools. She was concerned that the possibility of cutting Children's Centres would impact service provision, and lead to knock on effect to young people and their families.
- 33.7 The Executive Director of Children's Services said that funding had been provided by both NHS England through the CCG, and the Council. There was no additional cost to the Authority with current resources being moved.
- 33.8 Ms Tilly thanked officers for the report and said that early intervention was important. She asked how young people were referred to the service. The Assistant Director (Children's and Adult Services) said that some young people were identified by the School/Authority and some referred themselves. In all cases there was an emphasis on early intervention.
- 33.9 Ms Needham said that Sussex Community Trust was also involved, supplying trained nurses to the project and the feedback had been very positive.
- 33.10 Ms Tilly asked if Year 11-13 would be included, and was advised that at the moment they weren't but the scheme had only started very recently and it was an area they would consider.

- 33.11 Ms Takriti suggested that it may be useful to have a website that set out the services and how they could be accessed.
- 33.12 Mr M Jones asked whether those with mental health issues would be identified as being SEND. The Assistant Director (Children's and Adult Services) said that mental health was one category of SEND.
- 33.13 The Chair thanked officers for the report and asked that the Committee receive an update in due course.
- 33.14 **RESOLVED:** That the Committee noted and approved the direction of travel of the Emotional and Mental Health Project.

34 ANNUAL STANDARDS REPORT

- 34.1 The Committee considered the report of the Executive Director of Children's Services which provided an analysis of standards and achievements in the city based on the provisional 2014/15 results at the end of each Key Stage. The report was introduced by the Head of Standards & Achievement Education & Inclusion and the Virtual School Head Teacher.
- 34.2 Councillor Wealls said he was concerned on the gap in attainment for those entitled to the Pupil Premium; in 2007 the gap was 27% and it was now 35%. He said that the Closing the Gap Strategy was not working and the Authority must do all it could to close the gap by challenging schools to do better. The Head of Standards & Achievement Education & Inclusion said that the Closing the Gap Strategy was being reviewed.
- 34.3 Councillor Barradell noted that the results for KS1 were good, but they went down for KS2. The Head of Standards & Achievement Education & Inclusion accepted that that was an issue and said the matter was being looked at.
- 34.4 Councillor Daniel asked if officers had collated information from Ofsted on how the Pupil Premium money was being used and, if so, whether they could advise the Committee. The Assistant Director Education & Inclusion said that a more detailed report would come to the Committee in March 2016 and that information would be included.
- 34.5 Mr M Jones asked why no data was available for SEN KS4 pupils, and was advised that the information had not been provided by the schools when the report was written.
- 34.6 Mr M Jones accepted that Ofsted would provide information on how Pupil Premium was being spent, but said that a school would only be inspected every four years and that School Governors were responsible for deciding how that budget was spent, and so they should be asked to explain how the money was used.
- 34.7 The Chair said that the Authority needed to challenge schools to raise their attainment. Everyone would agree that the gap in pupil attainment needed to be closed. He said that

it would be useful for Chair of Governors and Head Teachers of schools in the city to come to a future meeting of the Committee.

34.8 **RESOLVED:** That the Committee noted the report.

35 ITEMS REFERRED FOR COUNCIL

35.1 Councillor Barradell suggested that the data provided in Item 34 be referred to Council. The Executive Director of Children's Services said that once all the data were available it would be included in a fuller report which would be referred to Council.

The meeting concluded at 6.30pm

Signed

Chair

Dated this

day of

PUBLIC INVOLEMENT WRITTEN QUESTIONS

(i) Youth Service Trust – R Lowe

Will the youth voice vehicle be protected as part of the youth service trust?

PUBLIC INVOLEMENT WRITTEN QUESTIONS

(ii) Learning Support Service – Mr O Sharpe

The logic supporting the Children's Centre cuts is partly that more children will benefit from free nursery placements. More children at nurseries means that proportionately more children will be referred to the Learning Support Service. Given that there are also significant 'savings' being planned for the pre-school element of that service, the resultant caseload per staff will more than double. Consequently parents of pre-school children with learning needs will be well advised to apply earlier for EHCP statutory support. Does the council therefore have any predictions of the net increase in statutory costs from this combination of pre-school 'savings'?

PUBLIC INVOLEMENT WRITTEN QUESTIONS**(iii) Cornerstone Children's Centre – L Erin-Jenkins**

Proposals are due to be published this month to close Cornerstone Children's Centre in Hove and cut the groups in the remaining children's centres across the city, offering just one universal group per week in each centre. Brighton Children's Centres Campaign, consisting of 640 parents and carers across the city, are concerned this will lead to a tremendous strain on the remaining groups, in terms of staff, resources and space. It is very likely that if these proposals go ahead, that some parents and children arriving at these groups will be turned away. Brighton Children's Centres Campaign is also concerned that with the proposals to cut all library groups, apart from those held in Moulsecoomb and Whitehawk libraries, people will be forced to travel further with young children to access the remaining groups. Another consequence will be parents, carers and children being turned away from these groups as well, because they will be even more oversubscribed. Does the Council not think that by cutting these groups by almost half, that the demand will far exceed the supply? And what does the Council plan do about all the children left behind?

DEPUTATIONS FROM MEMBERS OF THE PUBLIC

Deputation received:

(i) Deputation: Literacy Support Service

I would firstly like to thank the Chair and Committee for allowing me to come to make this deputation. My name is Jo Kenny and I am the mother a wonderful 10 year old boy called Oscar who is Dyslexic. I have come to speak today because I am extremely concerned about the changes that are to be made to SEN provision in the city, and specifically the Literacy Support Service (LSS).

The LSS has proven to be a valuable resource for my son. Without this service, dyslexic children, who are otherwise quite able, will get left behind with the current proposals, as they will not be considered to be in “the greatest need”.

Currently around 750 children across the city receive LSS Support, and I want to ensure that this continues so that Brighton and Hove can achieve the goals set out in the Corporate Plan, keeps the promises it made in it’s SEN Partnership Strategy and abides by the Guidance it recommends to it’s own schools.

In the 2014 Guidance for Schools on Dyslexia, Brighton and Hove Council asserted that they were committed to giving all of our children the best possible start to life, so that they could achieve their potential. This guidance was supposed to ensure good practice across the city, through “waves” of increasing support – when you look at what this involves you will realise that this in itself is a full time job – it would be impossible for a class teacher to keep on top of this while teaching 30 other children. Classroom teachers are not literacy / dyslexic specialists. I just don’t understand how a generalist adviser can provide extremely complex specialist advice. The LSS are mentioned heavily in this guidance, and without a clear approach, staffed by specialist teachers who are properly trained, dyslexic children in Brighton and Hove will be left to drown at school.

In year four I was told that my son’s reading and writing was well below expectations for his age. After a year of input from the Literacy Support Service and a lot of hard work from Oscar, he is now achieving the level expected for his chronological age. Narrowing this gap for children like Oscar was part of Brighton and Hove Council’s Corporate Plan and SEN Partnership Strategy, and this is exactly what the Literacy Support Service achieved for my son.

But it’s not all about reading and writing, Oscar’s self esteem has increased immeasurably. Before LSS input Oscar was definitely demonstrating the “learned helplessness” identified by the Rose Report on Dyslexia 2009. Whereas last month, he was able to present an assembly to his entire school, with the help of his LSS teacher, about what it is like to be dyslexic.

Dyslexia is life changing – it is a chronic problem. How can you put a price on Oscar’s ability to read – that is a gift for life – given to him by the LSS. Indeed,

Brighton and Hove Council have recognised the importance of early intervention, as reading is a foundation for learning and illiteracy is associated with massive costs, both for the individual and the public purse. Children who struggle at school end up feeling helpless, hopeless, angry and frustrated. They are disruptive, they play truant, they develop mental health problems, become involved in the criminal justice system and the future cost of this, will be enormous.

Finally, under Part 3 of the Children and Families Act 2014, Brighton and Hove Council have a legal responsibility to identify and assess the SEN needs of the children you are responsible for. I have read a lot of your assurances regarding support for Autistic and Hearing / Sight Impaired Children, but nothing has been mentioned about Dyslexic Children. I can't understand this because Dyslexia is recognised as a disability under the Equalities Act 2010. The needs of these children have to be addressed - The SEND tribunal in London has been set up specifically for parents where their children's educational rights have not been met. By reducing literacy support, you will be discriminating against dyslexic children and the adults they will become, as their ability to manage the effects of their impairment will break down.

One of the assurances given in your 2014 Guidance is that the voices of parents / carers and children with dyslexia will be heard. I hope that is what I have achieved by speaking to you today, and that you can reassure me that Dyslexia will not be the forgotten disability in Brighton and Hove.

Joanna Kenny (lead spokesperson)
Pamela McKellar
Juliette Doyle
Eleanor Touhy
Sarah Bishop
Tom Conroy
Rebecca Conroy
Elaine Izzard
Andrew Izzard

16 November 2015

Brighton & Hove City Council

LETTER

(i) Road Safety Close to Schools - Councillor Peltzer Dunn

I write to advise you and your Committee that a serious road safety problem has arisen outside the entrance to West Hove Junior School where a street trader sites an ice cream van in very close proximity to the school exit. This results in the pavement being blocked and children and adults being forced out into School Road placing them in danger during the very busy time when the children leave school.

Provided the traders van is in a legal parking space no action can be taken as they are not breaking any Council regulations for Street trading within Zone B of the scheme.

Over the past years there has been increasing debate over the unhealthy nature of school childrens eating habits and this is certainly not helped by the proximity of street traders vans such as that above.

In the interests of both road safety and health grounds I would ask you and your committee to request the City Council to amend its Street Trading Policy within Zone B to prohibit such street trading within a minimum of 50 metres of a School entrance/exit.

Subject:	Youth Service Review		
Date of Meeting:	16 November 2015		
Report of:	Executive Director of Children's Services		
Contact Officer:	Name:	Chris Parfitt	Tel: 29-4252
	Email:	chris.parfitt@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 This paper reports on the review of Youth Work services provided and commissioned by the council and makes recommendations to support financial and service plans for 2016/17.
- 1.2 In common with other councils across England, Brighton and Hove City Council has to make savings across all service areas as a result of reductions in Government funding and pressures on services. The Council's budget proposals for 2015/16 included a reduction in council funding for youth work services commissioned by the council. In response to a Notice of Motion at the Policy and Resources Committee, a Youth Work Review Group - chaired by the Director for Children's Services - has been considering alternative options for the provision of youth work services. There is a proposal for a saving of £400,000 as part of the 2016/17 budget proposals. It will not be possible to provide the same level of services across the council with the reduction in funding to the youth service budget.
- 1.3 The Youth Work Review addresses the following priorities agreed by the Children Young People and Skills Committee:
 - Ensure that the most vulnerable and disadvantaged children receive the council's support, consolidating services where possible, and targeting resources at those most in need
 - Eliminate long-term youth unemployment (18-25 years old) and boost apprenticeships in the city by 2019
- 1.4 This report supports plans to move to a cooperative model of service delivery, including exploration of new delivery arrangements to attract alternative sources of revenue, and ways of bringing council services closer to those who need them by forging stronger links with local people.

2. RECOMMENDATIONS:

- 2.1 That the Committee notes the attached Youth Work Review Report of the Youth Work Review Group and principles of service design set out therein.

2.2 That in light of the anticipated budget position described at para 4.2 of this report, and upon the basis of the recommendations in the attached Youth Work Review Report, the Committee authorises the DCS to consult with staff, young people and partners on proposals for:

2.2.1. An alternative delivery model, for example a Youth Trust or Foundation, for the provision of services to vulnerable and disadvantaged children, young people and their families.

2.2.2. The future use of the council's youth centre buildings.

2.2.3 Future arrangements for the delivery and/or external commissioning of the 'flexible continuum' of youth work provision recommended by the Youth Work Review Group including:

- community based open access youth work;
- targeted youth work including provision as part of the Stronger Families Stronger Communities programme;
- central support and strategic planning.

3. **CONTEXT/ BACKGROUND INFORMATION**

3.1 The council published a Joint Commissioning Strategy for Services to Young People in 2012. This led to a contract with the Youth Collective, a consortium of eight local voluntary sector providers, to deliver open access youth work across the city and contracts with three local organisations to provide youth work to young people with protected characteristics.

3.2 These contracts were due to expire in April 2015 and a significant budget saving was proposed to Policy & Resources Committee in February 2015. It was agreed, via a Notice of Motion, that existing contracts should be extended to allow time for a review of the council's arrangements for commissioning and provision of youth work.

3.3 In 2015/16 the Council will spend £1.6m on youth work. The Council's in house provision has been mostly targeted at vulnerable young people. Services commissioned from the Youth Collective and equalities groups have been mainly for open access provision:

In house provision:

- | | |
|--|------------|
| • Targeted Youth Work (including Public Health): | £509,000 |
| • Open Access Youth Work: | £196,000 |
| • Participation and Advocacy: | £270,000 |
| • Management and Administration: | £180,000 |
| • Total: | £1,155,000 |

Commissioned provision:

- | | |
|----------------------|----------|
| • Youth Collective: | £400,000 |
| • Equalities groups: | £ 45,000 |

3.4 Full details of the Youth Work Review Group are set out in the attached report. Chaired by the Director for Children's Services the group has considered

alternative options for the provision of youth work services. The scope of the review included current council funding for:

- The council's in-house youth service including: youth centres and youth support staff; detached and targeted youth work; the participation and youth advocacy teams; and the Duke of Edinburgh awards team
- Youth work commissioned by the council (including Public Health funding) from the Youth Collective, Allsorts, Extra-time and the Black and Minority Ethnic Young People's Project

3.5 The Youth Work Review Group established 3 Task & Finish Groups:

- Model of delivery: researching different models to develop a proposal to respond to local needs within available resources
- Outcomes Framework: to develop principles and an a clear agreed structure against which improvements to young people's lives can be measured in respect of future youth work services provided or commissioned by the Council
- Buildings: to explore the use of council youth centre buildings in the future

3.6 Four young people sat on the Review Group and also co-chaired the Task and Finish Groups. The Review Group also set up a Reference Group for young people currently using youth work services across the city.

3.7 The Youth Service Review Group is recommending a model for youth work supported by evidence based practice, a 'flexible continuum' of joined up services from open access provision for disadvantaged neighbourhoods and communities, to targeted interventions for the most vulnerable young people and opportunities for all young people to have fun in spaces welcoming to them. The model has three parts:

- Community based open access youth work: using a youth work curriculum to promote inclusion and the voice of young people, support engagement with community networks and involvement with preventive services and public health programmes
- Targeted youth work: closely connected to open access provision, using relationships with youth workers to engage vulnerable young people and respond to the issues and challenges they face including, where possible, working with their families and the professionals who know them
- Central support and strategic planning: recognising that the Local Authority will have a coordinating and oversight role as the commissioner or provider of youth work services

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 The Review Group considered the following options:

- Do nothing option: carry on with existing provision. This option is not possible due to the reduction in budget to the council in the next four years
- End all council funding of youth work in 2016/17: This was not considered to be viable because of the significant negative impact of the wellbeing and outcomes for young people in the city

- A redesigned model of delivery: that allows for significant savings whilst building sustainable, resilient provision. This is the preferred option of the Review Group
- 4.2. Because of reductions in Government funding and pressures on services, the council anticipates a significant reduction in the budget for the youth work it funds in the city. There is a proposal for a saving of £400,000 as part of the 2016/17 budget proposals. It will not be possible to provide the same level of services across the council with the reduction in funding to the youth service budget
 - 4.3. All services provided or commissioned by the council must directly address the challenge faced by the council's children's service, especially the level and cost of statutory social work interventions. The consultation document and revised service specification will clarify arrangements for the delivery of targeted interventions in the future. Specifically, inclusion of some targeted youth work provision within the city's Stronger Families Stronger Communities programme (Brighton and Hove's local Troubled Families programme) to provide support to the most vulnerable young people and their families.
 - 4.4 In light of the decisions of this committee, the council will therefore begin formal consultation with council youth work staff and with stakeholders as part of a revised service specification for externally commissioned services.
 - 4.5. The Budget Council on February 25th 2016 will make the final decision about the future funding of youth work from April 2016.
 - 4.6 Council officers will urgently take forward recommendation 2.2. to explore alternative delivery models including:
 - establishing shadow governance arrangements, following on from the Youth Review Group to take forward development of options for Brighton and Hove
 - an application to Cabinet Office for funding from the *Delivering Differently for Young People* programme to provide bespoke technical, legal and consultancy support to develop new delivery arrangements
 - discussions with interested regional and local strategic partners

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The Youth Service Review Group consisted of 4 young people from the Youth Council, Hangleton & Knoll youth manifesto and Allsorts, plus representatives from the Youth Collective and council officers.
- 5.2 The Task & Finish groups consulted with a range of partners and were Co-Chaired by 3 of the young people from the Youth Service Review Group.
- 5.3 The Youth Service Review Group also met with the Reference Group (young people who attended the Brighton Youth Centre) to hear their views on the future of youth work provision.

6. CONCLUSION

- 6.1 The Review Group has led a constructive, co-production process which now sets out a framework on which future commissioning and provision can be planned.

- 6.2 The Review Group has proposed a model for youth work that it believes is easy to access, joined up and reaches the young people we are most concerned about. The group developed the idea of a 'continuum of support' for young people which responds flexibly as a young person's needs emerge or change. The Young People's Reference Group shaped the model, making sure the Review Group understood that life is more complex than a straight line, that young people's lives often go through cycles; there are periods when everything is fine and other times when there are challenges and problems.

7. FINANCIAL & OTHER IMPLICATIONS:

7.1 Financial Implications:

The Youth service review encompassed services with a gross budget of £1.593m. The majority of this is funded by the Council's General Fund, with the exception of £0.099m from the Public Health grant and £0.073m by external income from various sources including the letting of premises. The budget includes £0.971m for staff funding 25.33 FTE posts.

Part of the remit of this review was to identify 25%-35% savings to form part of the children's services budget strategy for 2016/17.

Finance Officer Consulted: David Ellis

Date: 30/10/2015

7.2 Legal Implications:

Any proposals for the future arrangements for the delivery and/or external commissioning of youth work provision described in the report will need to evaluate the impact on service users, give due regard to the obligation to consider the 'protected characteristics' of a number of service users under the Equality Act 2010, and ensure that there is adequate consultation as to the proposed changes.

Lawyer Consulted:

Natasha Watson

Date: 3/11/2015

7.3 Equalities Implications:

An Equalities Impact Assessment will be developed alongside any proposed changes to delivery which will highlight impacts on those young people with protected characteristics. Any impact on staff will be considered as part of a service redesign. Changes are likely to impact on low paid and / or female staff. The EIA will address how these impacts can be addressed through the service redesign proposed.

7.4 Sustainability Implications:

Continuing to provide youth services will build more sustainable communities and boost health and wellbeing amongst young people and their families. Exploring new models of delivery will allow for a more sustainable model longer term.

7.5 Crime & Disorder Implications:

Young people will have reduced support and access to diversionary activities which increases the risk of antisocial behaviour, sexual exploitation, radicalisation and reduces young people's resilience to substance misuse.

7.6 Risk and Opportunity Management Implications:

Risks have been considered in the development of the consultation proposals. The main risks are:

- a reduction in youth centres and youth workers and youth support workers could mean that young people are less able to access help and therefore do not have needs identified at an early stage.
- national changes in welfare provision including reductions in tax credits could mean that more young people and families will need support
- Section 507B of the Education and Inspections Act 2006 requires that every local authority in England must, 'so far as reasonably practicable, secure for qualifying young persons in the authority's area access to:
 - a) sufficient educational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities; and
 - b) sufficient recreational leisure-time activities which are for the improvement of their well-being, and sufficient facilities for such activities'.

7.7 Public Health Implications:

The aim of the proposals is to design a revised service which, within the reduced funding available, will continue to improve outcomes for young people and reduce inequalities between families in greatest need and their peers.

7.8 Corporate / Citywide Implications:

The proposals are part of the Children's Services Early Help Strategy to improve support for young people and families at risk of needing a social work intervention .

SUPPORTING DOCUMENTATION

Appendices:

1. Youth Work 2015 Review of Brighton & Hove arrangements

Youth Work Review 2015 Brighton & Hove

Version 3 Final Committee



Brighton & Hove
City Council

Contents	Page
1. Aim of report.....	3
2. Executive summary.....	3
3. Introduction and background.....	3
4. Youth Review 2015.....	6
5. What we already know about young people in our city.....	9
6. An Outcomes Framework for Youth Work: how will we measure impact?.....	13
7. Principles for Youth Work.....	15
8. New Vision and Model for Youth Work.....	16
9. Conclusions and recommendations.....	18
10. Next steps and key contacts.....	19
11. Appendices.....	20
Appendix 1 - Terms of Reference of the Youth Service Review Group.....	20
Appendix 2 - Summary Information of Task and Finish Groups.....	26
Appendix 3 - Youth Service 2012 to 2015.....	29
Appendix 4 - Brighton & Hove Youth Collective.....	31
Appendix 5 - Case Study 1 – Universal – BMEYPP.....	33
Appendix 6 - Case Study 2 – Universal – Disability.....	33
Appendix 7 - Case Study 3 – Targeted.....	34
Appendix 8 - Case Study 4 – Targeted.....	35
Appendix 9 - Case Study 5 – Open Access.....	36

1. Aim of report

This report sets out proposals for a city-wide partnership vision for the commissioning and provision of open access and targeted Youth Work services across Brighton & Hove.

The report describes a co-production review process during which commissioners, providers and young people together explored future delivery arrangements through a Review Group chaired by the Director of Children's Services. This report contains the findings and recommendations from the Review Group.

2. Executive summary

The Youth Service Review Board is recommending a model for youth work based on evidence based youth work practice. It proposes a 'flexible continuum' of joined up services from open access provision for disadvantaged neighbourhoods and communities, to targeted interventions for the most vulnerable young people and opportunities for all young people to have fun in spaces welcoming to them.

The Review Group recognises the severe financial pressure faced by the council including the likelihood of significant reductions in funding. Preliminary discussions have taken place about innovative thinking including new delivery models to attract and develop alternative revenue streams that could sustain the provision of youth services.

The Youth Review Board recommends that:

1. The council adopts the model of youth work set out in paragraph 8.1 and the outcomes framework and principles set out in paragraphs 6 and 7.
2. Council officers complete a Business Plan based on this report including:
 - Arrangements to explore new delivery models for services for vulnerable and disadvantaged children, young people and their families
 - Confirmation of the budget available for the proposed model of youth work
 - A service specification and commissioning process for open access and targeted youth work
 - Any necessary transitional funding and delivery arrangements between 2015/16 and 2016/17

3. Introduction and background

In 2011 the House of Commons Education Committee published 'Services for Young People' which succinctly describes the context for youth work:

'Local authorities have a duty to provide sufficient educational and recreational leisure-time activities for young people aged 13-19, and those aged 20-25 with learning disabilities. Provision has typically taken the form of open-access services, including a range of leisure, cultural and sporting activities often based around youth centres. Local authorities also provide targeted services for vulnerable young people, such as teenage pregnancy advice, youth justice teams, drug and alcohol misuse services and homelessness support. Whilst some authorities provide services directly, many are contracted out to voluntary, community or private organisations.' (House of Commons June 2011).

In August 2014 the National Youth Agency defined youth work as:

‘Youth work is an educational process that engages with young people in a curriculum built from their lived experience and their personal beliefs and aspirations. This process extends and deepens a young person’s understanding of themselves, their community and the world in which they live and supports them to proactively bring about positive changes. The youth worker builds positive relationships with young people based on mutual respect’, (National Youth Agency Vision for Youth Work in England to 2020 – August 2014)

The Children’s Service Directorate Plan sets out that long term vision for children and young people:

“We want all of our children and young people to have the best possible start in life, so that they grow up happy, healthy and safe with the opportunity to fulfil their own potential.”

The Children, Young People and Skills Committee have agreed the following 4 priorities:

- Ensure that the most vulnerable and disadvantaged children receive the council’s support, consolidating services where possible, and targeting resources at those most in need
- Take the council on an improvement journey to achieve excellent services for children and young people by 2019, as rated by Ofsted
- Provide greater challenge and support to council maintained schools to close the disadvantage and educational attainment gaps, including a focus on STEM subjects (Science, Technology, Engineering and Mathematics)
- Eliminate long-term youth unemployment (18-25 years old) and boost apprenticeships in the city by 2019

In common with other councils across England, Brighton & Hove City Council has to make savings across all service areas as a result of reductions in Government funding and pressures on services.

Nationally children’s services are dealing with a growing number of child protection cases and children at risk of neglect. Reduced funding and rising demand mean councils need to change the way services for children and families are delivered. This includes work to strengthen early help services and “turn around” families just below social work thresholds as part of the Troubled Families initiative (known locally as Stronger Families Stronger Communities). Learning from this programme includes the importance of having one worker who works with the whole family to make sustainable changes.

A Fairness Commission has been set up to make sure that everyone has a share in the city's economic success, and an opportunity to lead healthy and productive lives. It was set up by the council, but is an independent body.

Brighton & Hove City Council plans to move to a co-operative model of service delivery. The City Neighbourhoods programme plans to establish hubs in the heart of communities, bringing appropriate services closer to those who need them by forging stronger links with local people. The neighbourhood hubs will host a variety of services, based on the specific needs and context of the local area; they will be delivered by council staff alongside a range of partners, including third sector organisations, and supported by volunteers. The aim is to save money, improve outcomes and reduce inequality.

The council published a joint commissioning strategy for services for young people in 2012. Based on a comprehensive needs analysis and extensive consultation with partners and young people, the strategy facilitated the development of an informal consortium of eight local voluntary sector providers - the Youth Collective - which successfully bid for a council contract to deliver open access youth work across the city.

In 2015/16 the Council will spend £1.6m on youth work. The Council's in house provision has been mostly targeted at vulnerable young people. Services commissioned from the Youth Collective have been mainly for open access provision.

£'000	Youth work spend
445	Contract/Equalities – Community & Voluntary Sector, youth and equalities groups
180	Administration/Management – Brighton & Hove City Council (BHCC)
410	Targeted Youth Work Interventions - BHCC
270	Participation & Youth Advocacy - BHCC
196	Open Access - BHCC
99	Targeted teenage pregnancy- BHCC (Public Health)
1600	Total

Significant reductions in youth work funding were proposed in February 2015 for the 2015/16 financial year. The council's Policy and Resources Committee subsequently agreed a Notice of Motion to extend existing contracts for a further 6 months to allow time for a review of the council's arrangements for the commissioning and provision of youth work to take place. The review was tasked with redesigning the delivery of youth work in the city focusing on the proportion of spend between targeted work (mostly delivered by Council staff) and open access activities (mostly delivered by the Youth Collective).

The remit of this review is to consider how the council provides and commissions services founded on a Youth Work curriculum. Youth work is integral to the early help interventions and preventive services provided or commissioned by the council and its partners to promote wellbeing, attainment and transition to employment and to avoid more costly social work intervention. The Review Group fully recognises that youth work is an integral part of this provision for young people and their families including: schools and colleges; statutory social work and youth offending services; public health programmes; and Child and Adolescent Mental Health Services.

From the beginning of its work the review has sought to respond to the following statement: 'Young people repeatedly tell us that they don't want to have to negotiate complex systems to access services – they need services that understand what it is like to be young, services which can either give them help directly, or to refer them to a service that can. Among all of this, young people want to have trusted sources of information and impartial advice'.

(Improving Young People's Health and Wellbeing: A framework for Public Health 2014)

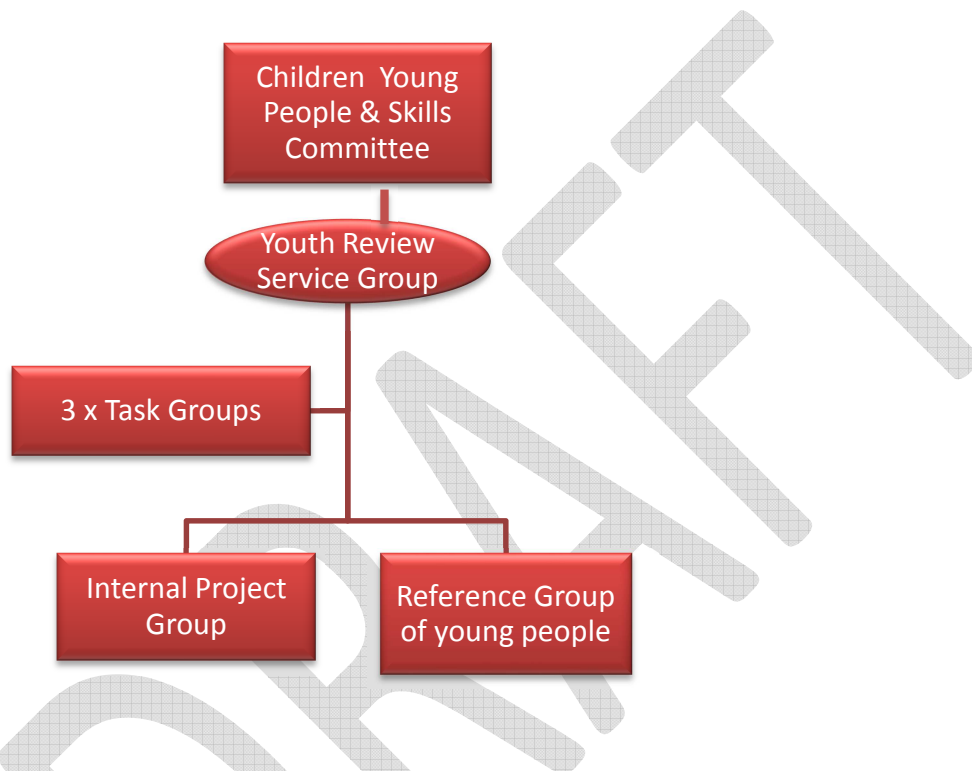
This report describes a model for the commissioning, delivery, support and co-ordination of youth work services to achieve the council's vision and priorities for children, young people and their families as set out above.

4. Youth Review 2015

4.1 Youth Service Review Group

A Review Group was established to manage, coordinate and oversee the review process. Membership has included young people, representatives of Community Works, Allsorts and Council officers.

Appendix 1 sets out the Terms of Reference for the Review Group and Appendix 2 lists membership, including the Task Groups. Governance arrangements for the review are set out in the following diagram:



The Review Group has agreed this report which will be presented to the Children Young People & Skills Committee on the 16 November 2015. The Committee will be asked to accept the report as the findings from the review and to agree the next phase of commissioning and service redesign.

The Review Group's first action was to set out that the purpose of youth work in the city is to:

- enable young people to develop holistically
- work with young people to facilitate their personal, social, educational development and good health
- support young people to develop their voice and influence and contribute to the common good
- help build a place for young people in the life of the city so as to reach their full potential, promoting inclusion and reducing inequality especially for young people with protected characteristics or who live in disadvantaged communities
- make sure young people have fun and enjoyment in spaces welcoming to them, recognising that adolescence is a time for exploration, new experiences and creative opportunities

The Review Group considered three broad options:

Option 1- do nothing – carry on with current spending and provision. This is not a realistic option as the council’s budget is reducing significantly over the next 4 years.

Option 2 – end all council funding of youth work 2016/17. This was not considered to be viable because of the significant negative impact on the wellbeing and outcomes for young people.

Option 3 – a redesigned model that allows for significant savings whilst building sustainable, resilient provision for young people. This is the preferred option of the Review Group.

4.2 How were young people involved in the review?

Young people played a vital role in this review:

- Four members of the Review Group came from the Youth Council, Allsorts and the Hangleton & Knoll Project
- These four members also Co- Chaired the Task & Finish Groups
- Young people currently using youth services were invited to join the Reference Group

The reference group met three times during the review:

- In May when they provided general feedback on the review and their thoughts on youth services
- In July when members of the main Review Group, including the Director of Children’s Services, were invited to hear their challenges and ideas
- In October they considered the outcomes framework and communication

Wednesday Croft from the Youth Council said ***“The Youth Review has been a brilliantly inclusive and absorbing experience - the financial drive for conducting the review was difficult and needed to be handled delicately, as sadly cuts to budget and services generally don't mean improvements. However I think we tried our best to mitigate the damage, and I feel that the ideas we came up with, and our method of practice was as successful as it could have been in the circumstance. It was great to work within the steering group itself, and also the young people's reference group. Both groups were equally rewarding, and it's fantastic to be so immersed in such a large project that will affect so many people, and know that the input I have is genuinely being listened to and my opinion respected. I think it's fantastic how eager the group were to have young people so involved - we each co-chaired a task group, and we were supported amazingly.”***

James Holmes from the Youth Council said ***“Being involved with this report has been a very positive experience and it has given me an insight into how local government works. I understand much better how decisions are made and how they can be influenced. I feel that everyone involved has respected me and I never felt patronised, and everyone was genuinely interested in our opinions. Sometimes I felt I didn't have the expertise and experience to be able to contribute, but most of the time I felt I had a useful role”.***

Sophie Murphy, one of the young participants, said the experience of being on the Review Group and the Co-Chair of the Model of Delivery Task & Finish Group was ***“an interesting, brilliant and positive learning experience working alongside Chris and had been involved in so much and learned a lot about the service”***

Reuben Davidson, Allsorts, young participant- *"inviting young people to take part in the Youth Review empowers them to have their opinions, especially on such a significant topic, heard by the people making recommendations around their services. I felt privileged to represent the growing community of LGBT young people in Brighton and Hove during a time where economic limitations can have a profound impact on our futures."*

4.3 Task & Finish Groups

The Review Group agreed to establish three Task and Finish groups to consider:

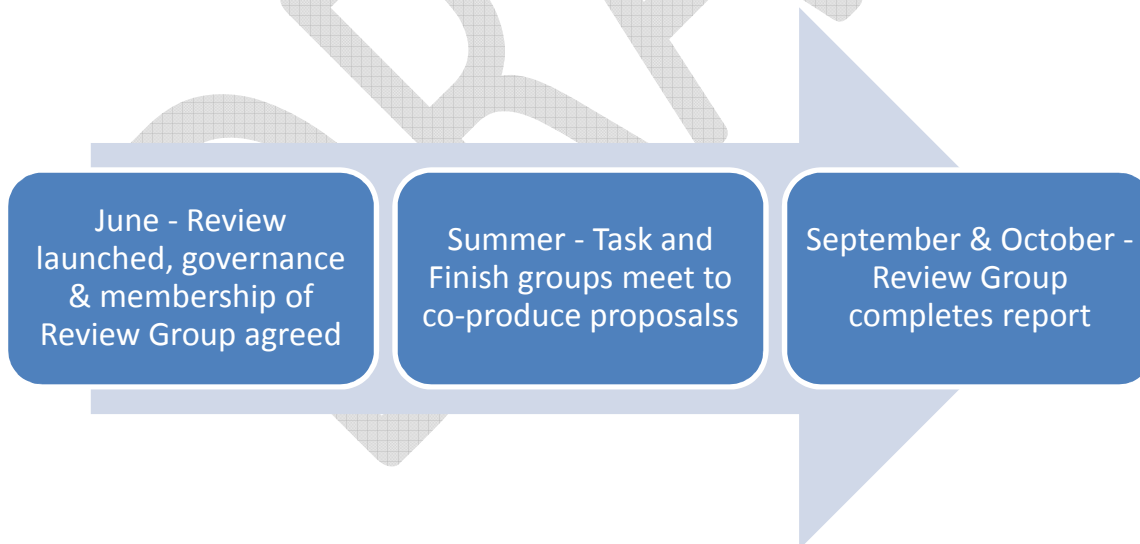
- **Buildings** - the use and feasibility of current youth centres in the future delivery of youth work and the resources required to support their use
- **Model of Delivery** - benchmarking other models of delivery to develop a proposal for Brighton & Hove to address the needs of young people within available resources
- **Outcomes** - the principles and outcomes for all youth work services provided or commissioned by the Council.

The Task & Finish Groups reported their findings to the Review Group as the work progressed.

4.4 Internal Support Project Board

An Internal Support Project Board was established to coordinate support for the review from across the council including finance, human resources, procurement, estates and legal advice.

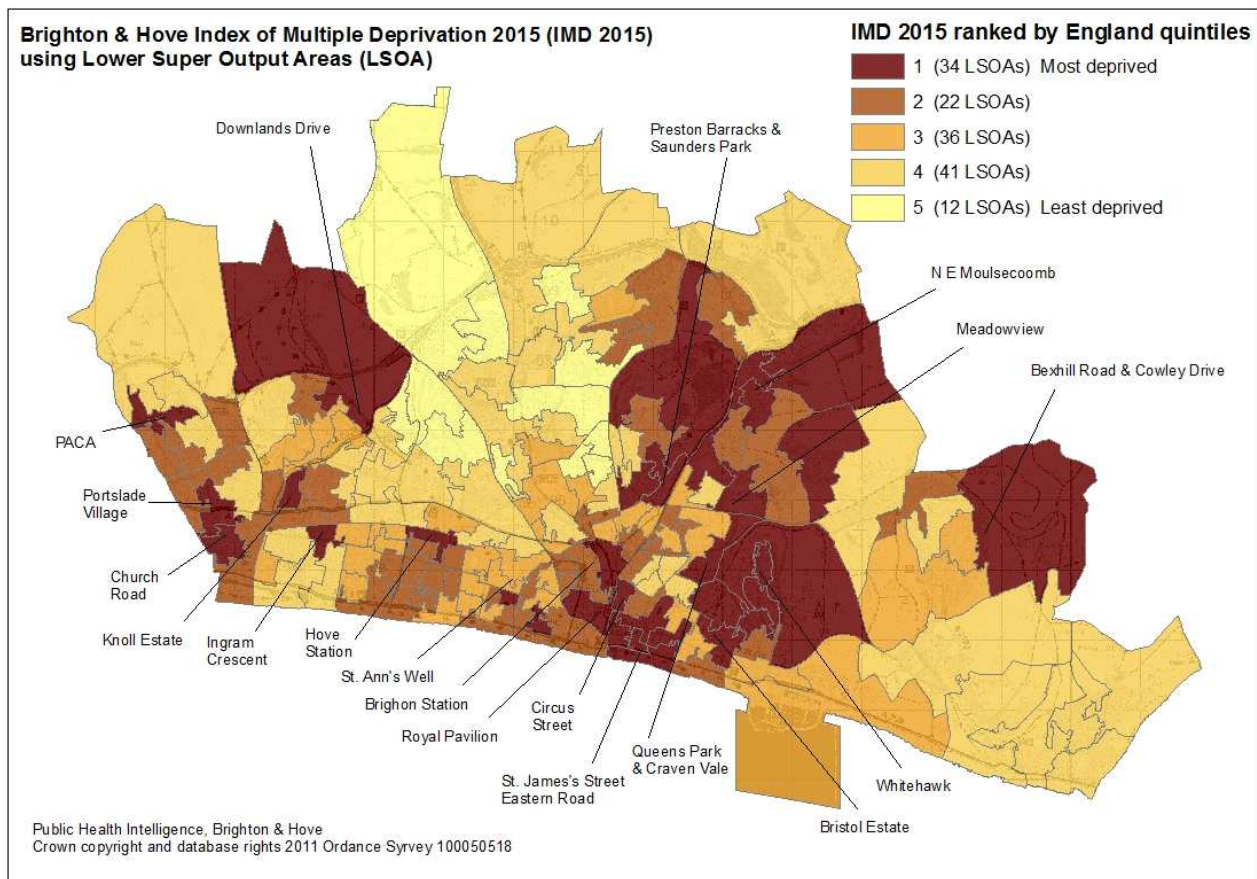
4.5 Timeline of the review



5. What we already know about young people in our city

5.1 Brighton & Hove Index of Multiple Deprivation 2015

The Table below evidences the highest proportion of children aged 0-15 year's old living in income deprivation. This only represents 4 years of young people within the remit of this review; which is 11-19 and up to 25 years. This shows us the pockets of deepest deprivation across the city and therefore helps us to see where the most help/support is needed.



5.2 Young People's Needs Assessment

The Youth Review Group's second action was to put together a young people's needs analysis. Closely linked to the city's Joint Strategic Needs Analysis, the data has underpinned the Group's work and the work of the Task and Finish Groups.

This summary sets out the context and issues which shaped the outcomes, principles and strategy proposed by the Review Group.

Young people's local profile

Locally

- Brighton & Hove has an estimated 18,000 young people aged 13-18 years and 1,573 aged 19-25 with special educational needs (SEN)
- Detailed local census information is available at the [City Snapshot of Statistics \(2014\)](#)
- As of May 2015, 674 young people were referred to the Early Help Weekly Allocation

Meeting due to concerns about their emotional wellbeing

- Overall there has been a rise in 5+ A*-C including English and Maths, to be above national and in the top quarter of local authorities in England. The Free School Meals attainment percentage point gap has closed to 36.4 percentage points from 37.1 percentage points as the free school meal group rise in results has been greater than the rise in the non-free school meal results. This attainment gap was wider than the 2013/14 national gap of 27.0, and the 2013/14 statistical neighbour average gap of 33.6
- In July 2015, Brighton & Hove reported that 5.1% of young people were not in education, employment or training (NEET), with 90% of 16 and 17 year olds participating in education and training
- There are currently 572 children aged 11 or over who are Children in Need and 109 who are subject to a Child Protection Plan.

Nationally

- Young people aged 16 and 17 are most at risk of abuse and neglect
- Anxiety disorders are among the most prevalent mental health problems affecting adolescents

Key documents

- [NEET Scorecard – Narrative 2015](#)
- [SAWSS Briefing 2014](#)
- [Youth Service Needs Assessment 2011](#)

Young people – Disability

Locally

- The Disabled Young People's Council say inclusive provision is still lacking locally and nationally
- Significant numbers of referrals for sexual health support and concerns around sexual exploitation for young women with SEN
- Young people with SEN are more likely to report that they have experienced bullying as well as being more likely to bully others

Young people – Ethnicity

Locally

- There are 5,218 Mixed Ethnic background 0-19 year olds in Brighton & Hove, making this the largest ethnic group of young people in the city aside from White UK/British
- Black and Minority Ethnic (BME) young people report their main issues are education, employment, racism and racial discrimination and mental health and well-being
- More BME young people report being bullied than white British young people
- More BME young people are accessing Youth Work provision than last year
- More than expected BME young people are subject to a Child Protection Plan

Young people – Gender

Locally

- Youth work engages more with boys (60%) than with girls (40%)
- Boys are more physically active than girls
- Girls are more likely to experience bullying than boys
- Girls are more likely to smoke and drink alcohol than boys, however, boys are more likely to have tried prescription drugs
- White British boys in receipt of Free School Meals are most likely to underachieve at school

Nationally

- Physical activity declines across adolescence, particularly for young women
- Girls are more likely to self-harm. Mental health and risk of suicide is more prevalent in boys

Young people – Gender Reassignment

Locally

- The Trans Needs Assessment states that 55 young trans people are in contact with local specialist youth provision
- Transgender young people leave school earlier than any other group
- Transgender young people report bullying and harassment at school

Nationally

- Isolation, unemployment, mental health and hate crimes are almost a daily part of the life for many transgender people
- Discrimination and stigma can lead to an increased risk of depression and suicide

Young people –Neighbourhoods and Poverty

Locally

- 22.2% of young people live in families on less than 60% of median national income
- 3,333 young people aged 13-18 years were identified as living in one of the 20% most deprived Lower Super Output Areas in England
- Schools in East Brighton report more bullying than the rest of the city
- Carers in vulnerable communities or families with low income will have reduced options for their children to be involved in positive activities
- The rate of family homelessness is worse than the England average

Nationally

- There are strong links between income inequality and general health among young people
- Young people in the poorest households are three times more likely to have poor mental health than those in wealthier homes

Young people – Sexual Health/Pregnancy

Locally

- Lower percentage of births to teenage girls compared with national average
- Level of need for sexual health support in the city is high and often includes concerns around sexual exploitation. Referrals are mainly for young women – a significant number of which are for SEN young women

Nationally

- Pregnancy rates are falling
- Young people with unplanned pregnancy and teenage parents are at risk of poor educational achievement, poor physical and mental health, social isolation and poverty

Young people – Sexual Orientation

Locally

- 3,200 young people aged 13-24 years are a part of the LGBT community in Brighton & Hove
- LGBT young people are 'very likely' to experience bullying

Nationally

- Lesbian, gay, bi-sexual and transgender (LGBT) young people are more likely to be homeless than their non-LGBT peers

Young people – Risky behaviours

Locally

- Criminal behaviour – In 2011, 200 young people were recorded as being First Time Entrants (FTE) into the Youth Justice System
- Smoking – Smoking increases with age with 4% of students aged 14-16 saying that they smoke regularly (2014). Smoking is more common amongst the following groups of young people – LGBT young people, those who say they are not happy, those who have truanted or been excluded from school and those who have tried alcohol, drugs or had sex
- Sex and relationships – In 2014, the proportion of under 16s who have had sex (18%) is lower than the national figure (28%). Those who are sexually active generally know how to access free contraception (75%), get tested for chlamydia (45%) and are aware of emergency hormone contraception (57%)
- Alcohol and substance misuse – The number of young people reporting trying alcohol has decreased over the last three years (52% in 2014, 62% in 2011). Only 4% of 11-14 year olds have taken non-prescribed drugs – this figure rises to 21% for 14-16 year olds
- Domestic violence – In 2013, 52% of children who were subject to a Child Protection Plan had domestic violence/abuse recorded as a contributory factor for becoming subject to a CPP. The police reported that 29% of domestic violence cases had a victim aged between 16-25

- Radicalisation – Activities designed to engage and support young people at risk of radicalisation has increased over the last two years. The vast majority of young people (94%) thought that schools were the best environment in which to discuss terrorism
- Sexual exploitation – The Brighton & Hove LSCB confirmed child sexual exploitation as a priority area in 2013. In 2014, 6% of Single Assessments identified child sexual exploitation as a factor at the end of the assessment. The WiSE Project in Brighton & Hove worked with 86 young people in 2013-14 who were experiencing sexual exploitation or were at risk of experiencing it

6. An Outcomes Framework for Youth Work: how will we measure impact?

The Review Group established a Task and Finish Group to identify the outcomes we expect youth work to achieve.

An outcomes framework for Youth Work in the city has to be seen in the context of a whole system approach to children's services. A key principle of that approach is that additional needs are identified as early as possible and addressed through effective preventive services and, where necessary, early help interventions that focus on working with children, young people and their families to reduce the need for costly specialist services.

The purpose of an outcomes framework is to empower frontline staff to improve the quality of their services and demonstrate the impact of their work; to enable commissioners and investors to gather evidence and analyse the difference that services make to young people, and to offer a common language to support ongoing discussion and development of approaches to measuring and demonstrating the impact of services on the personal and social development of young people. See link below.

<https://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/Outcomes Framework draft final for publication.pdf>

Rather than import a ready-made outcomes framework, the Task and Finish Group used external sources (especially the Cabinet Office report: 'Outcomes Frameworks: a guide for providers and commissioners of youth services' [December 2014]) to create a set of the short term, medium and long term outcomes we should expect from youth work provision. The proposed outcomes framework will underpin future service specification, service redesign and contract and performance management.

The Review Group recommends that youth services funded by the city council regardless of provider should be working to achieve the following short term outcomes which support the delivery of medium and longer term outcomes.

Short Term Outcomes:

Greater self-awareness, agency and confidence:

- Confidence about their own identity in all its aspects (protected characteristics, socio-economic background, educational and/or vocational abilities, character)
- High self-esteem and sense of self-worth, respect and ability

- Aspirational and motivation to achieve for themselves to be ambitious
- Greater self-awareness and emotional intelligence
- Greater self-agency and resilience
- Strong interpersonal skills
- Advocate positively and constructively for self with peers, family, adults, services
- Participate and respond to conflict, change and challenge appropriately and positively and able to minimise negative impact for themselves and others
- Make and maintain positive relationships (family/carers, peers, partners, other adults) and leave negative ones positively maintaining sense of self and self-esteem
- Better relationship with their family and peers, school community and local community
- An understanding of risk and impact of risky behaviour and able to make informed decisions about risk-taking and opportunities for support to stay safe
- An understanding of the importance of a healthy lifestyle and take action to reduce unhealthy habits and increase healthy one

Greater understanding of community, cohesion and civic society:

- Individuals' rights and responsibilities
- Politics and democratic decision making locally and nationally
- Voluntary action as individual or group of individuals
- Community participation
- Equality
- Diversity and community cohesion and tolerance – respecting diversity and feeling connected to and a member of a community including for example, in respect of Government Policy concerning British Values
- Respect for your community – who you live with, where you live and how you behave
- Sustainability and environmental awareness

Medium Term Outcomes:

Raised and positive aspirations and ambitions:

- Positive outlook towards education and training and possible future opportunities in employment, education or training and to improve school attendance
- Better school attainment including educational attainment and readiness for work/training/further education and life skills
- Proactively reducing or avoiding risky behaviour and unhealthy habits and choosing healthier lifestyle activities/options
- Continual increase in their ability to positively respond and be resilient to change and challenges be these at school, in employment/training/further education, at home in the family, with peers, with partners and move towards independent living
- Continual increase in self-agency and advocacy
- Active and responsible citizens

Long term outcomes:

- Sustainable, fulfilling employment/training/further education with good future prospectus
- Active and responsible citizens
- Independent living skills and knowledge – practical and emotional
- A healthy lifestyle – physical, emotional and mental wellbeing
- Strong positive social network

As well as the outcomes framework proposed by the Task and Finish Group, the Review Group also recommends the following outcomes presented by the Young People Reference Group. The group felt the proposed outcomes were not easily accessible to young people. The outcomes they would like to see included are:

- Being able to have a say in how things are done - if you want to do something you can
- Learning how to make decisions
- Being listened to
- Somewhere for social mixing – breaking down barriers between groups or friends ie. if there's tension between two groups at school it can be worked out in a youth club
- Communication skills
- Informal education
- Being able to take a break from life
- Feeling safe
- Being able to take your time to gain perspective on problems
- More wise
- Able to express your true emotions in a safe way with appropriate support
- Somewhere for social interaction – welcome and comfortable
- Advice that young people need, not that youth workers need to give
- Activities – freedom to explore new experiences and the support to do it safely
- Comfort zone – should be stretched and challenged
- Humanity Humility – showing your experience/honesty
- Professional and Informal
- A place TO BE

7. Principles for Youth Work

As well as creating an outcomes framework, the Task and Finish Group also drafted a set of principles for youth work in Brighton & Hove which have been amended and agreed by the Review Group and the Young People's Reference Group. Therefore it is proposed that all Youth Services funded by the city council should work to the following principles:

- They will work with young people aged 11 – 19 years (up to 25 years for young people with Special Educational Needs or a disability)
- Services are young person centred – young people have the opportunity to be fully involved in their individual care plans
- Engagement is voluntary and empowering for young people
- Young people participate in and drive service review, design and delivery at operational and strategic level
- Robust and up to date safeguarding practices and policies
- Prevention and early intervention to avoid escalation
- Equality and diversity embedded as well as targeted
- Open access youth work in targeted communities including geographical and/or identity: areas of multiple deprivation and young people with the following protected characteristics: BME, disability, LGBT, Gender
- The most vulnerable and disadvantaged children are prioritised, but delivery promotes contact and cohesion across different cohorts of young people
- Young people have a creative role in the city's 'youth services system' which provides a continuum of interactions that deliver short, medium and long term outcomes and relates to

young peoples' experiences, and the 'offer' in other settings, for example, schools, further education, apprenticeships

- Youth work that provides information and guidance, and curriculum based informal educational leisure activities that generate short term outcomes and which relate and complement tailored targeted youth work and young people' offer in schools and further education
- Youth work contributes to closing the disadvantage and educational attainment gap

8. New Vision and Model for Youth Work:

8.1. Model of Delivery

The Review Group set up the Model of Delivery Task and Finish Group to explore different ways in which youth services could be delivered across the city within the context of shrinking budgets and growing demand.

The proposed model does not include any specific budget information and does not discuss in detail at this stage how the new model will be implemented. Those discussions will take place if the model is accepted at committee in November 2015.

Our driving ambition is to deliver youth work that is easy to access, joined up and reaches the young people we are most concerned about. The Review Group discussed the idea of a 'continuum of support' for young people, their younger siblings and their families – from universal and preventive services, through early help to specialist, sometimes statutory services.

The Young People's Reference Group pointed out that life is more complex than a straight line, that their lives often go through cycles; there are periods when everything is fine and other times when there are challenges and problems.

The Review Group is therefore proposing a model which responds flexibly as a young person's need emerges or changes. We have illustrated what we think a 'flexible continuum' of youth work support can offer with case studies (see Appendices 4 to 9).

Youth work provided or commissioned by the council must, and will, build upon the city's assets, the dedicated buildings, the skilled staff and existing networks and relationships in order to maximise opportunities to bring new resources to support young people in the future.

The Review Group is therefore proposing a model that has three parts based on established youth work practice and management accountability:

- Community based open access youth work: using a youth work curriculum to promote inclusion and the voice of young people, support engagement with community networks and involvement with preventive services and public health programmes
- Targeted youth work: closely connected to open access provision, using relationships with youth workers to engage vulnerable young people and respond to the issues and challenges they face including, where possible, working with their families and the professionals who know them
- Central support and strategic planning: recognising that the Local Authority will have a coordinating and oversight role as the commissioner or provider of youth work services

including quality assurance, performance management, ensuring value for money and the strategic development of new delivery models for the city

The Review Group recommends both open access and targeted youth work services should:

- Benefit young people aged 11-19, up to 25 if they have special educational needs, who may be from local communities (such as an estate or neighbourhood), from communities of identity (such as being LGBT) or communities of interest (such as playing sport or involvement in art or theatre work)
- Target geographic communities of high need and communities of identify with particular emphasis on where those two communities intersect
- Be organised around the city's most disadvantaged neighbourhoods, linked to other areas in a cluster arrangement

That the city's open access youth work offer:

- Is at its best when understood as a process of informal education and engagement, providing activities which build relationships and develop peer support to promote equality and inclusion and improve outcomes for young people who may be facing multiple deprivation as a result of poor housing, health issues, low attainment at school or family poverty
- Is delivered through dedicated youth buildings, recognising in the future these are likely only to be buildings currently owned or run by voluntary sector organisations, or street based work or other community venues
- Supports, advocates and amplifies the voice of young people, developing the work of existing initiatives such as the Youth Council, schools' councils, the Children in Care Council and representation at the UK Youth Parliament
- Ensures youth volunteering is part of the youth work offer, building young people's skills and capacity and, critically, supporting transition from school to employment opportunities such as the council's Youth Employability Service, the Duke of Edinburg Award and the Prince's Trust
- Is part of the city's community development and adult learning programme, supporting accredited progression routes for young people and adults willing to volunteer to lead community action to provide activities for young people, and to engage them in locally representative governance structures

That the city's targeted youth work offer:

- Is at the heart of the city's early help and safeguarding pathway: supporting open access youth work to identify vulnerable young people and provide additional support; working closely with some young people and, where possible, with their families; and ensuring timely referral to specialist social work, youth justice or health services when necessary
- Supports the city's Stronger Families Stronger Communities programme working with young people and families facing multiple deprivation
- Uses street based interventions to identify the most vulnerable young people who may not be engaged with other services
- Works in close partnership with schools, health providers and public health programmes to create tailored interventions which engage young people, individually or in groups, in a consent driven process to provide a needs led, time bound package of support to prevent problems from escalating

That the city council has a central support function in respect of open access and targeted youth work that:

- Leads and coordinates a strategic approach to the future funding, commissioning and provision of youth work, prioritising the exploration and development of an alternative delivery model for the city such as a foundation or trust
- Works closely with other council departments, schools, colleges and community and voluntary sector organisations to ensure the provision of youth work is fully connected to the development and delivery of other services for young people
- Establishes a single outcomes framework and a consistent performance, contract management and quality assurance processes for the delivery of in house and externally commissioned services
- Ensures an effective, cross sector workforce development strategy is in place for youth work

At the 'Youth review and beyond' event on the 28th October 2015 young people explored options for how youth services could be run, including models where the young people as beneficiaries are also the majority stakeholder. Young people expressed the importance of the support from youth workers and youth work to their lives and Brighton & Hove.

9. Conclusions and recommendations:

The Youth Service Review Board is recommending a model for youth work based on evidence based youth work practice. It proposes a 'flexible continuum' of joined up services from open access provision for disadvantaged neighbourhoods and communities, to targeted interventions for the most vulnerable young people and opportunities for all young people to have fun in spaces welcoming to them.

The Review Group recognises the severe financial pressure faced by the council including the likelihood of significant reductions in funding. Preliminary discussions have taken place about innovative thinking including new delivery models to attract and develop alternative revenue streams that could sustain the provision of youth services.

The Youth Review Board recommends that:

1. The council adopts the model of youth work set out in paragraph 8.1 and the outcomes framework and principles set out in paragraphs 6 and 7.
2. Council officers complete a Business Plan based on this report including:
 - Arrangements to explore new delivery models for services for vulnerable and disadvantaged children, young people and their families
 - Confirmation of the budget available for the proposed model of youth work
 - A service specification and commissioning process for open access and targeted youth work
 - Any necessary transitional funding and delivery arrangements between 2015/16 and 2016/17

Next steps and key contacts

This report will be presented to the Children, Young People and Skills Committee in November 2015 with recommendations.

Key Contacts:

Council Youth Service
Chris Parfitt – Service Manager Youth
01273 294252
chris.parfitt@brighton-hove.gcsx.gov.uk

Youth Collective
01273 230130
hello@brightonandhoveyouthcollective.org.uk

DRAFT

Appendices

Appendix 1: Terms of Reference of the Youth Service Review Group

Role and Function of the Youth Review Group

The function of the group is to take responsibility for the strategic direction and management of the review.

The key roles and responsibilities are to:

1. Develop a vision and Business Plan for the commissioning and provision of sustainable Youth Work services for Brighton & Hove, making the most effective and efficient use of all our resources.
2. Focus on the council's current provision and commissioning arrangements i.e.

Current BHCC in-house service (including interventions commissioned by the council's Public Health Directorate)
Youth Centres
Mobile & detached work
Targeted Youth Work
Participation
Youth Advocacy
Duke of Edinburgh award
Youth Arts
Outdoor education
Workforce training
Quality assurance
Public Health commissioned Youth Work
Buildings and accommodation

Collective Contract (currently commissioned by BHCC Children and Public Health Directorates)
Brighton Youth Centre
Crew Club
Deans Youth Project
Hangleton & Knoll project
Impact Initiatives – Young People's Centre
Sussex Central YMCA
Tarner Community Project
Trust for Developing Communities
Equalities (currently commissioned by BHCC Children's Directorate)
Allsorts
BMEYPP
Extra time

3. To identify options for short term and long term financial savings (current council spend is £1.6m on youth services. There will be a significant reduction to the overall budget; this will

be included in the wider budget proposals to be considered by the Policy & Resources Committee and Full Council).

4. Take into account any relevant resources, buildings or funding opportunities which partners may wish to take into consideration in light of the review process and their individual or collective strategic planning processes
5. Listen to the voice of young people ensuring that this informs and shapes how the council and its partners invest in youth work and related services
6. To consolidate pathways between community and universal services, and early help and specialist services, providing practical options for early help to meet the needs of vulnerable young people. Outcomes and impacts of interventions will need to be evaluated to ensure they meet identified needs
7. Take responsibility for the Business Plan and achievement of outcomes
8. Ensure the scope aligns with the requirements of the stakeholder groups, including, for example: the Young people Health outcomes; Joint Strategic Needs Assessment; Housing Options and Mental Health Services
9. Address any issue that has major implications for the programme
10. Reconcile differences in opinion and resolve disputes
11. Identify and manage risks through the Risk Register
12. Be committed to, and actively involved in, pursuing the programme or project's outcomes
13. Nominate a proxy to attend a meeting if they unable to attend

Process and Scope of the Review:

Through a process of collaboration and co-production, the Group will review current activity and set out options for the future commissioning and provision of youth work services by the council and its partners, including providers in the community and voluntary sector. This will include:

- Identification and evidence of need: including aspirations and priorities of young people of secondary age
- Baseline analysis: current activity and investment including: council revenue and capital; relevant partner revenue and capital; use of community/related assets; current delivery models and programmes
- Benchmark/gap analysis: using examples of good practice alongside statement of intent, evidence of need and baseline analysis to complete a gaps analysis and identify priorities
- Options appraisal: to take to stakeholders, decision makers and commissioners
- Business planning/implementation: commissioning and/or service redesign

Membership

The Project group shall be comprised of:

Name	Job Title	Organisation	Role
Pinaki Ghoshal	Director of Children's Services	BHCC	Chair
Steve Barton	Assistant Director Children's Services	BHCC	Deputy Chair
Chris Parfitt	Service Manager Youth and Communities	BHCC	Senior Responsible Officer
Emma McDermott	Head of Communities and Equalities	BHCC	Advisory role
Jess Wood	CEO Allsorts	Allsorts	Equalities

			representative from Community Works
Ben Glazebrook	Development Co-ordinator B&HYC	Impact Initiatives	Youth Work representative from Community Works
Jo Martindale	Chief Executive Officer	Hangleton & Knoll Project	Community representative from Community works
Kerry Clarke	Strategic Commissioner – Public Health	BHCC	Public Health Commissioner
Reuben Davidson Wednesday Croft Maram Takriti Sophie Murphy	Young people	Allsorts Youth Council Youth Council Hangleton & Knoll Youth Manifesto	Service users
Sharmini Williams	Project Manager	BHCC	Project support
David Ellis	Principal Accountant	BHCC	Financial advice

The Youth Review group will be attended by Sharmini Williams, Project Manager, who will present the monthly project reports and update the members on current progress and risks. The Youth Review group shall meet 6/8 weekly on the dates shown in the Meeting Schedule.

Chair

The Chair shall be responsible for convening project meetings, although may delegate organisation to the Project Manager or other support staff. If the usual Chair is not available, the Deputy Chair will chair the meeting.

Agenda Items

All Youth Review group agenda items must be forwarded to Sharmini Williams at least five working days prior to the meeting. The Youth Review group Agenda, with attached meeting papers will be distributed at least three working days prior to the meeting.

Minutes & Meeting Papers

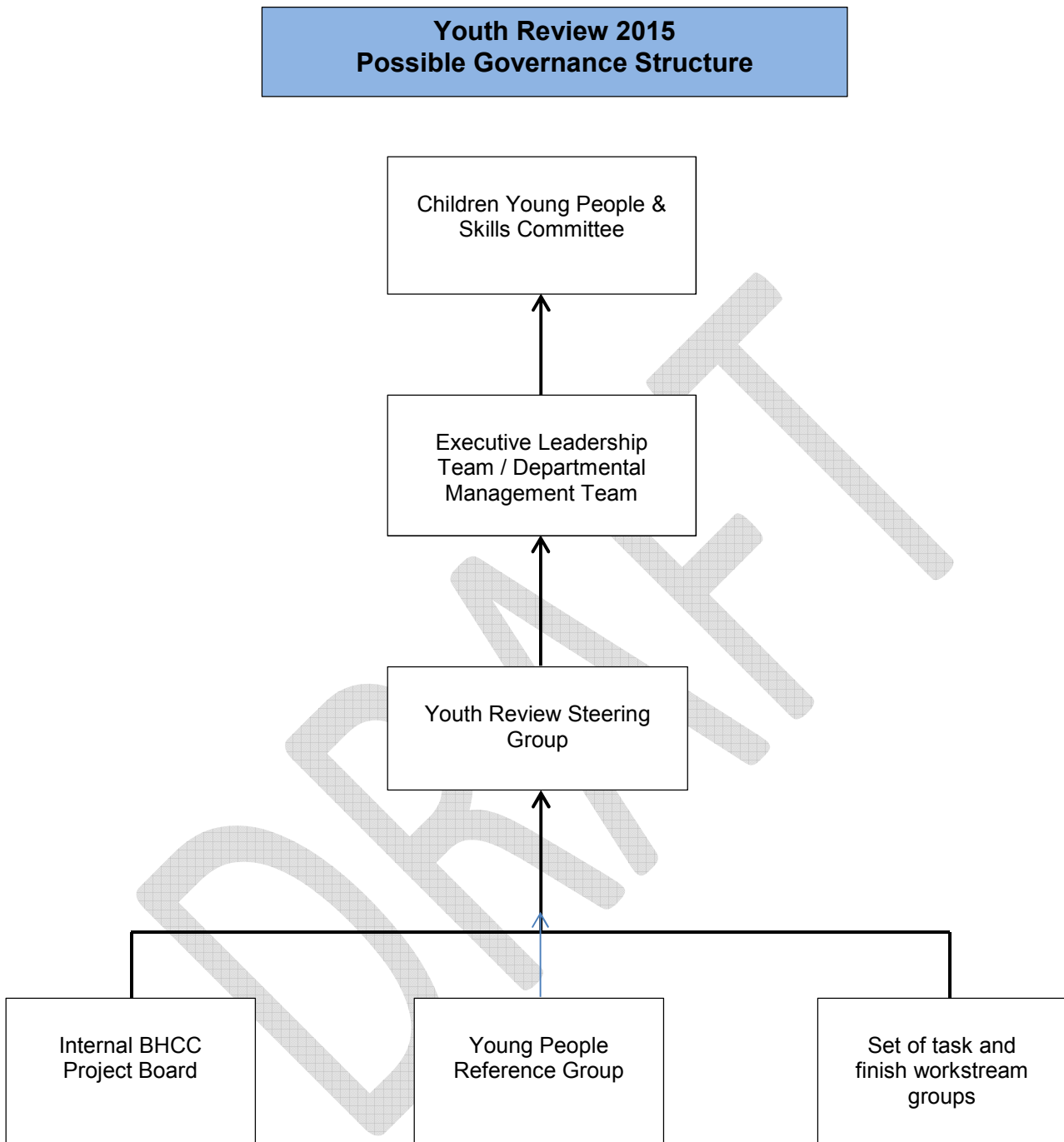
The format of the group minutes shall be as previously circulated. The minutes of each group meeting will be recorded and distributed by Sharmini Williams.

Full copies of the minutes, including attachments, shall be provided to all group members no later than five working days following each meeting.

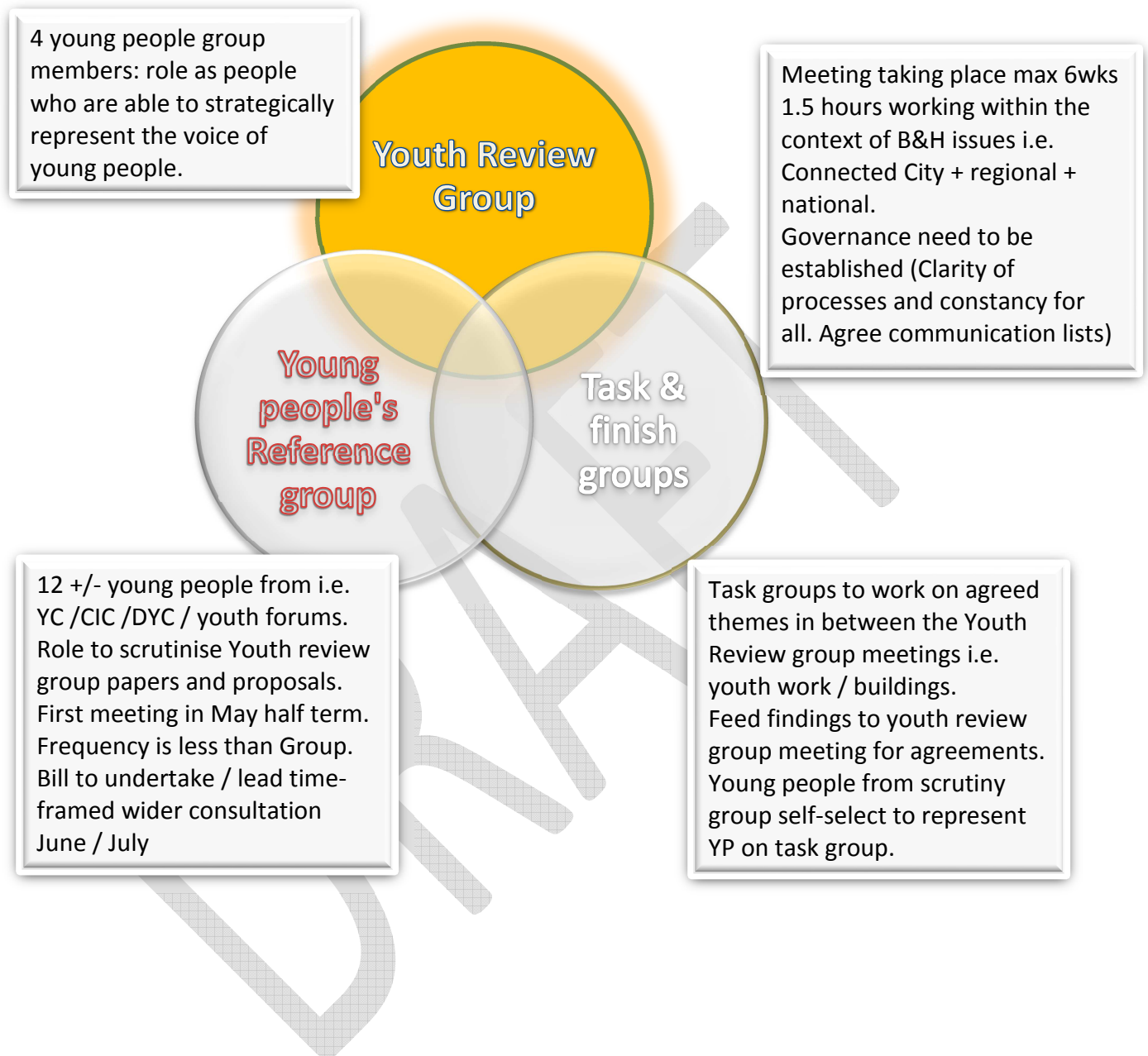
Normal operational management

Please note that there may be occasion when decisions have to be made outside of this programme in order to ensure that business as usual can continue in the Youth Service e.g. filling vacant posts.

Governance arrangements



Young people Involvement



Meeting Schedule

Date of Meeting	Time	Location	Key Meeting Topics
28-4-15	4.30 to 6 p.m.	Committee Room 2, Brighton Town Hall	Agree scope of review, TOR and key task and finish group areas
8-6-15	4.30 to 6 p.m.	2nd Floor Conference Room, Bartholomew House	Finalise TOR and key Task and Finish group areas. Agree timeline.
24-7-15	4.30 to 6 p.m.	Committee Room 1, Brighton Town Hall	Feedback from the Buildings, Delivery of Service and Outcomes Task & Finish groups and benchmarking.
1-9-15	4.30 to 6 p.m.	Committee Room 1, Brighton Town Hall	Agree recommendations from the Task and Finish groups and draft report.
7-10-15	4.30 to 6 p.m.	Committee Room 1, Brighton Town Hall	Agree first draft of the report.
12-10-15	4.30 to 6 p.m.	1 st Floor Conference Room, Bartholomew House	Approve final draft of the report

Appendix 2: Summary Information of Task and Finish Groups

Summary of Task & Finish Group for the Youth Service Review

1. Buildings:

Chairs: Ben Glazebrook and Reuben Davidson

Group outline: To consider the use and feasibility of using buildings in the future delivery of youth work, and by association the resources that may be required to support their use

Summary includes:

1. Acknowledge the assets that we have
2. Consolidate and support the buildings that are viable to secure for future delivery
3. Identify co-location opportunities
4. Start addressing integration of youth services locally managed within community buildings
5. Invest in culture change to bring about well integrated services
6. Clearer understanding about the costs of BHCC premises and budget implications

Group members: Ben Glazebrook and Reuben Davidson (chairing), Linda Saltwell TDC, Vanessa Crawford BMEYPP, Tracie James BHCC YS, Clare King BHCC YS, and contributions from Mike Roe, Darren Snow, Jo Martindale, Adam Muirhead, Emma Jacquest through the B&HYC Quarterly Meeting

Emailed: City Gate, City Coast Trust, Downs Baptist, One Church, Scouts, Guides, Boys Brigade and Air Cadets

Meeting dates: 15 & 20 July 2015

2. Model of Delivery:

Chairs: Chris Parfitt and Sophie Murphy

Groups outline: To scope out models of delivery that attend to the need of young people in Brighton & Hove to the potential resources available

Summary includes:

1. Targeted around the needs of young people
2. Empowering communities to work with young people
3. Engagement of Uniform (eg, Brownies/Scouts) and faith groups
4. Structured city wide youth volunteering and accredited programmes. The need to develop young people as youth workers and partners and links to adults in the community
5. Pooling resources and consolidating impact and outcomes
6. Keep focus on youth work and recognise the difference between youth work and working with young people
7. Need to fund 16-19 work: big gap in funding - Trans up to 25 along with SEN
8. Key to youth work model of delivery is the developmental process and it should be part of a continuum of support provided by the right services at the right time for the young person
9. Duplication identified as a concern and a waste of resources

10. An overview of quality assurance is required
11. Use the Needs Assessment to form the questions to ask young people
12. Be mindful of other city strategic directions (Youth Information and Advice Counselling Service model YIACS / Housing)

Group members: Jess Wood – CEO Allsorts, Kerry Clarke - Strategic Commissioner, Children’s services (BHCC), Adam Muirhead - Youth Worker Co-ordinator Trust for Developing Communities, Kemi Oluyemi - Youth Worker - Youth Services (BHCC), Vanessa Crawford - BMEYPP, Rachel Brett - Sussex Central YMCA, Mike Roe - Brighton Youth Centre, Sue Feighery - Practice Manager, Detached Youth Work Project (BHCC) and Dr. Mark Price - Assistant Head of School, University of Brighton.

Other members contacted: David Wright and Mark Price.

Meeting dates: 7 & 28 July, 3, 17 & 21 August 2015.

3. Outcomes:

Chairs: Emma McDermott - Head of Communities, Equality and Third Sector (BHCC) and James Holmes - Youth Council

Groups Outcomes: The proposal is that all Youth Services funded by the city council, regardless of model or provider, should include the following principles:

- 11 – 19 (up to 25 year olds with SEN)
- Young person centred
- Voluntary and empowering for young people
- Young people participate in and drive service review, design and delivery at operational and strategic level
- Robust and up to date safeguarding practices and policies

Summary includes:

Short term outcomes to include:

1. Greater self-awareness, agency and confidence
2. Greater understanding of community, cohesion and civic society

Medium term outcomes to include:

1. Raised and positive aspirations and ambitions
2. Proactively reducing or avoiding risky behaviour and unhealthy habits and choosing healthier lifestyle activities/options
3. Continual increase in their ability to positively respond and be resilient to change and challenges

Long term outcomes

1. Sustainable, fulfilling employment/training/further education with good future prospectus
2. Active and responsible citizens
3. Independent living skills and knowledge – practical and emotional
4. A healthy lifestyle – physical, emotional and mental wellbeing
5. Strong positive social network

Group members: Debbie Garret – Youth worker (BHCC), Adam Muirhead – Youth worker (Trust for Developing Communities), Joanna Martindale – Community rep (Community Work),

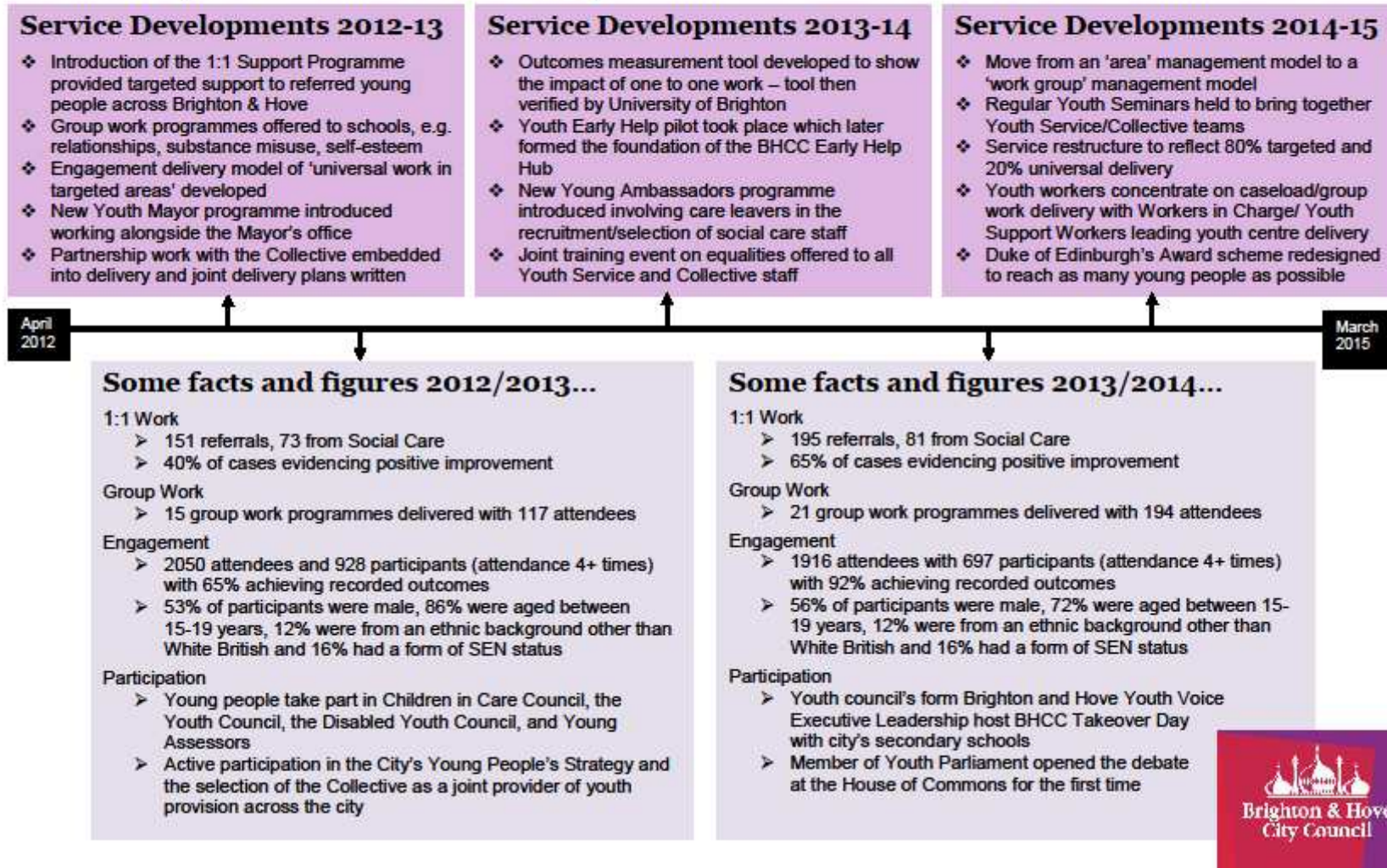
Michelle Pooley - Third Sector Commissioner (BHCC), Kerry Clarke – Young People’s Health Commissioner (PH), Kim Wells – Practice Manager (BHCC)

Meetings: 23 July & 24 August 2015.

DRAFT

Youth Service 2012 to 2015

The following briefing aims to give a summary of the key service developments and achievements from 2012-15



1:1 Work

The Youth Service is part of the [BHCC Early Help Strategy](#) and receives referrals for young people and families from schools, Social Care and other agencies. The Youth Service provides targeted support for young people with low to vulnerable to complex needs. The youth workers work in partnership with the young person and/or family to produce an Early Help Assessment Plan to identify needs and appropriate early interventions. Progress is assessed by a distance travelled measure. Referrals also go to the Young Person's Health & Relationship Adviser and the Young Women's Health Worker who sit within the Youth Service.

****The Youth Service ran a pilot in 2014/15 to offer 1:1 support to young people in year 7 and 8****

**474 young people received 1:1 support
63% evidenced positive improvement**

Group Work

The Youth Service offers schools a comprehensive group work offer to meet the needs of young people, who have been identified as being at risk of not reaching their full potential, and are at risk of becoming NEET. The programmes cover issues such as relationships, sexual health and anger management.

**15 group work programmes run
150 young people attended**

Participation

The Participation Team enable young people to have a voice to influence local and national decision making. Current projects include: the Children in Care Council, Takeover Day, Young Assessors, the Disabled Youth Council, Young Ambassadors, the Youth Mayor, Youth Council and UKYP representation on Council and other Board Meetings.

**825 attendees
100% have gained a recorded learning outcome**

Engagement

Activities for young people are provide at four youth centres in targeted areas of Brighton & Hove.

The Mobile Information Bus meets young people in their space in different areas across the city.

731 participants (young people who have attended 4+ times)

74% have gained a recorded learning outcome

Accreditation

Duke of Edinburgh's Award

353 Duke of Edinburgh's awards achieved

73 young people currently attending the two open award centres that the Youth Service runs

Youth Arts Award

20 young people have passed their Youth Arts Award, including 12 young people with a statement of learning disabilities

Brighton & Hove Youth Award

198 Brighton & Hove Youth Awards achieved

Key Documents

[Youth Service Delivery Model](#) // [Youth Service Overview PPT](#)
[Youth Service Structure PPT](#) // [Youth Service Quality Assurance](#)
[Youth Service Curriculum Framework](#)



The Youth Employability Service, Play Service and Youth Advocacy Project also sit within the BHCC Youth Team.



Brighton and Hove Youth Collective

'Year 3' Report, October 2015

Throughout the year we have provided youth clubs, street outreach work, specific group work sessions, sports activities, arts opportunities, the B.Fest youth arts festival, the Big Lottery Fund's Chances 4 Change programme on young people's mental health, support to vulnerable and at risk young people, school lunchtime health drop ins in the city's secondary schools, support for young people to have their voice heard through participation work, holiday programmes, intergenerational events and co-ordinated training for volunteers across the city.

Service developments.

- Co-ordinated delivery of the Big Lottery Fund's Chances 4 Change – providing interventions for young people in schools through Right Here, Life Coaching to address individuals' issues and training for staff around mental health, suicide and self-harm
- Development of the Youth Collective web-site, building on the single brand and point of information
- Established School Health Drop Ins in 6 secondary schools providing a range of health support and better links into youth provision
- Continued development of the B.fest youth arts festival including a live music showcase at The Level and 57 arts events across the city
- Supported the White Ribbon Campaign addressing violence against women with workshops for young people for the first time
- Development of health Mentor roles to bring about greater consistency of delivery across Youth Collective projects
- Delivered alternative education provision for the Pupil Referral Unit
- Engaged with Social Media Think Tank event to address emerging concerns around the use of social media, mental health and self-harm
- Facilitated young people's participation in the Youth Review through the Young People's Reference Group
- Co-ordinated training for volunteers across the Youth Collective
- Development of the Wild Park Youth festival
- Facilitating voluntary contribution - our work is assisted by an amazing team of volunteers contributing around 300 hours per week, totalling 15,000 hours per year, the equivalent of over £142,500 of service delivery annually.

Activity and Performance

The reporting year for the Youth Collective has been aligned with the standard BHCC financial year reporting period and Interplan submissions – the following figures are for the reporting year April 14 - March 15 and the period April 15 – Oct 15 of the current reporting year.

Apr 14 – Mar 15

The Youth Collective were in contact with 2842 young people, of which 1512 were participants (attending 4 or more times, as per the youth curriculum). In total young people attended our provision 21,800 times during the year.

80% of the young people who are ‘participants’ achieved outcomes through their involvement – such as greater skills in art and design, improved emotional well-being, volunteering activity and making a contribution to their local community. We exceeded the targets for the year on recorded outcomes for Community Contribution and Increased skill in Arts and Culture and Sport by 17%, 3% and 20% respectively and were on target for the number of young people involved in volunteering at 10%

40% of young people using the service were female, 60% were male.

The majority of ethnic groups (as per the 2011 census) were represented in the young people who accessed our services, the total representation of BAME groups was 11.4%

Ethnicity Breakdown/Comparison April 2014 - March 2015		
Ethnic Groups From 2011 census briefing (taken from bhconnected.org.uk)	Brighton and Hove 2011 census briefing	Youth Collective 2014- 15
White English/welsh/Scottish/NI/British	80.5%	87.7%
White Irish	1.4%	0.75%
White Gypsy or Irish traveller	0.1%	-
Other white	7.1%	1.69%
Mixed/Multiple ethnic group	3.8%	5.36%
Asian/Asian British	4.1%	1.41%
Black/African/Caribbean/Black British	1.5%	1.6%
Arab	0.8%	-
Any other ethnic group	0.7%	0.56%
Total BME	19.5%	11.4%
		no info 0.9%

Apr 14 – Oct 15

So far, in this reporting year, 1328 young people have been in contact with the service, 881 were participants (attending 4 or more times, as per the youth curriculum), this is 119% of our target for this point of the year. 80% of the young people who are ‘participants’ achieved outcomes through their involvement and we are exceeding our targets for Community Contribution, Arts and Culture, Sports Activity, Volunteering and Accreditation.

Service improvement recommendations

Over the coming six months we will look to improve the numbers of young people involved in designing and planning activities as we were 1% below our target for participation in the last full reporting year and we will look to address the numbers of young people gaining accreditation as this figure was 3% below target.

Appendix 5 – Case Study 1 - Universal - BMEYPP

R is a 19 year old young woman who attends the BMEYPP regularly. She has been a member for over a year. R moved to the UK 4 years ago with her family. Moving to the UK she faced separation from her father and her close friends. At home R is responsible for taking care of her siblings as well as major house chores. She must balance this with her studies, future planning and part time job, which she finds stressful. This was enhanced by her mother giving birth last year, resulting in more chores for her to keep up with. She also faces high educational expectations from her mother who insists she should become a doctor.

The relationship between R and her mother has worsened since the mother found out she was sexually active and dating a young man who is from different culture. This resulted in R being beaten by her mother and locked in for several weeks which led to R self-harming. R feels that she cannot be honest with her mother about her relationship and it is unsafe for her to be out in public with her boyfriend as any member of the community can see them and inform her mother, as has happened in the past. At one point the young woman ended her relationship with her boyfriend out of 'guilt towards her mother for disobeying her', but they are now together. The mother has threatened R to send her back to Africa and marry her off. R is not allowed to attend social gatherings or be with friends because her mother fears the negative effect of western friends may have on her. R used to take part in dance lessons and performances with her college, however her mother forced her to stop, because she wants R to be at home.

In attending the BMEYPP Drop Ins, R has received support in many ways. During sessions she takes an active volunteering role, she enjoys cooking as well as meeting new young people and taking the time to relax away from her home situation. She also has access to healthy meals which are vital for R, particularly after developing negative eating habits. R has stated that attending BMEYPP 'is a necessary escape'. R is currently involved in planning BMEYPP events and will receive a certificate for her volunteering at the volunteers' celebration event. She receives continuous encouragement and praise from staff.

R receives support and advice on many issues. In the past she has received support on sexual health. She has had one-to-one support about education, university application as well as employment and help building a CV. She has also received advice on staying healthy, dealing with stress and maintaining overall healthy wellbeing.

R told the BMEYPP that her family were going to Africa for the summer, and we had shared concerns regarding forced marriage. Before she left, we researched support that she could access whilst in Africa and gave her advice to protect herself, if at any time she felt unsafe.

Appendix 6 – Case Study 2- Universal – Disability

J is 17 years old – he has severe learning disabilities, autism, sensory processing difficulties and physical disabilities, he has no verbal communication and limited understanding of alternative communication methods. His favourite thing is to be out and about.

J started attending Extratime's youth club in September this year. Since J left school in 2014 he has had very limited opportunities to socialise with his peers as he cannot attend after-school club now that he is at college. Although he has been able to go out with PAs and his parents he has only mixed with other young people at college.

At the club J has taken part in art and cooking activities, trips out in the local community, group games and chill-out time.

His parents were concerned that the club would be too tiring for J but in fact he is enjoying the sessions and has adapted well with the change in his routine. Extratime's staff were well briefed on J's needs, his likes and dislikes, and have been able to support him to take part in the activities on offer.

J's mum says, "I was keen for J to try the club as I have been concerned that he was getting isolated and not spending enough time with other young people, but I thought it might be too busy for him as he often seems tired in the evening. But we have found that he loves it – it is a great addition to his life and I really hope that it can continue after these pilot sessions."

Appendix 7 – Case Study 3 - Targeted

Terry is a young man aged 15, living with both parents, plus older & younger sisters aged 18 and 3.

Terry was referred by school to take part in Reflect (substance misuse programme in school). It became apparent he needed further support during pre- and post- course 1:1 meetings. Terry attendance at school was very sporadic; Terry was at risk of getting involved in ASB and had substance misuse issues. He responded better in a 1:1 situation than in a group, so he was happy to engage with the referral. Using interventions such as

- Reflect group work programme
- Weekly 1:1 meetings providing a space to reflect on issues & progress
- Substance misuse interventions e.g. harm minimisation triangle
- Food/mood tracking
- C card issued (access to sexual health information and condoms)
- Sex Relationship education and substance misuse screenings completed

The youth worker was able to help Terry to:

- Cut down alcohol/substance use
- Establish more regular eating and sleep routines
- Develop different friendship networks
- Spend more time with family

It was helpful that a positive relationship was already established through the group work engagement. By the post - Reflect 1:1 meeting Terry, was able to see the need for change and the benefits of a continued 1:1 engagement with the service.

- Terry is now reporting that he is happier at school
- Has reduced substance use (though not stopped altogether)
- Has realised how his substance use affected his relationships with family and his communication skills, and is now getting on much better with parents
- Has begun spending time with a more positive peer group in his local area; not involved in ASB
- Has started boxing classes
- *Where Are You Now* evaluation score increased from 20 to 32 points

Appendix 8 - Case Study 4 - Targeted

Jenny was a 16 young woman who was referred for support from Abbey (youth worker) with family issues, including physical and emotional abuse within the family. When Abbey first met Jenny she was being assessed by a social worker, but this support ended with no further action.

Jenny had issues with anxiety, low moods, poor socialisation skills with peers, daily cannabis use (and other substances) and some risky behaviour. She was generally lonely but found it difficult to reach out to people.

Jenny was at school and had to travel from Brighton every day and she was also holding down a part time job in a café in Brighton to ensure she had money for school

- Jenny had weekly meetings with Abbey in cafes in town after school and explored moods and anxiety, drug use and managing time
- They looked at change and motivation for making change in areas that Jenny was able to, and reflected on positive personal qualities
- Jenny was referred to a Journey of a Lifetime Project and although she wasn't successful, this enabled her to think about a potential life outside Brighton and what that might give her. She also considered options
- Abbey gave her a diary to write down a daily to do list and for appointments. Abbey linked Jenny to a young women's group so she could meet other young women and was referred to RUOK? for support around her cannabis use, engaging for a few sessions
- Abbey and Jenny set SMART goals when it was GCSE exam time and completed worksheets Abbey set and followed up information given
- Abbey kept in regular contact with Jenny to check in how she was doing with revision as Jenny said it helped to know that someone was interested in how she was getting on and wanted someone to keep her motivated
- Abbey gave Jenny time to explore other options such as apprenticeships when she was questioning her options and signposted her to services that could support

After Jenny realised she had passed her GCSE exams she decided to do A levels. Jenny keeps in touch to say that it is going well and she is enjoying it. She has friends and works hard. She now intends to go to university.

Jenny has significantly reduced her cannabis use and now presents as happy and confident about her future.

Jenny has not rebuilt her relationship with her family although there is contact and she does continue to have a relationship with her sister.

Jenny said that she had really valued the support Abbey had given her and had enjoyed the sessions she had.

Appendix 9 – Case Study 5 - Open Access

Kate is a 15 years old female of white British heritage. Kate had been a participant of the young women's group since it first started 3 years ago. Kate appeared to be very quiet and withdrawn, often crying throughout sessions. Kate seemed to find it difficult to express what was going on with her emotionally, and when asked she would whisper so quietly that it was impossible to understand what she was trying to say.

It wasn't until the beginning of the young women's art project that Kate really began to express what was upsetting her. Through her drawing and painting Kate found her voice. Her work was expressing her issues at home. Kate's mum suffers from depression, her dad and brother are autistic and she feels responsible for taking care of her younger siblings. Kate felt that nobody at school understood her difficulties, and explained that she was getting bullied at school. Kate said "I think people bullied me because I was always crying and walking out of class." This resulted in her feeling isolated and alone.

By the end of the project Kate's progress was shown in her ability to take part in group discussions. She had gained her bronze arts award. Kate carried this new found confidence through to the next young women's fashion and body image project singing, comparing and modelling outfits she had made to an audience of 50 local residents and other young women from groups city wide. Kate is passionate about mental health issues, and was articulate in expressing them to the young women's group.

Kate has now become an assistant youth worker. She attends meetings to help plan and evaluate the project. Kate has recently remarked: "Being part of the young women's project has helped me find my voice. It's helped me find see all the things I'm good at."

Subject:	Children's Centre Review		
Date of Meeting:	16 November 2015		
Report of:	Executive Director for Children's Services		
Contact Officer:	Name:	Caroline Parker	Tel: 29-3587
	Email:	Caroline.parker@brighton-hove.gcsx.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 This paper reports on the review of the children's centre service and makes recommendations on proposals for consultation to achieve budget savings.
- 1.2 In common with other councils across England Brighton & Hove city council has to make savings across all services as a result of reductions in government funding and pressures on services. The council's budget proposals for 2015/16 included a reduction in funding for children's centres. A consultation was carried out in the winter of 2014/15 on proposed changes to the children's centres. There was strong disagreement with the proposals. The Budget Council agreed temporary funding of £670,000 to maintain services for 2015/16 only. In addition there is a proposal for a further saving of £176,000 as part of the 2016/17 budget proposals. It will not be possible to provide the same level of services with the reduction in funding to the children's centre budget.
- 1.3 A Children's Centre Review Board chaired by the Director for Children's Services has been considering options for changes to the children's centre service. The Board has taken account of the consultation which took place last winter.
- 1.4 There is a statutory requirement to consult on significant changes to children's centres.

2. RECOMMENDATIONS:

- 2.1 That the committee notes the report from the Children's Centre Review Board.
- 2.2 That the committee agree to a consultation on future options for the delivery of children's centres to report to the January 2016 committee.
- 2.3 That the committee agree to consultation on proposals for:
 - 2.3.1 Seven designated children's centres with outreach to delivery points across the city;
 - 2.3.2 A revised core offer of services which will include:

- § Open access baby groups in venues across the city;
- § One open access drop-in group in venues across the city with priority for families with identified needs and children under two;
- § Offering more parenting talks and discussion groups to reach more parents at an earlier stage and fewer longer parenting courses;
- § Promoting volunteering and community/parent run groups;
- § Evidence-based interventions delivered in groups and home visits for families most in need;
- § Improved support for families with young children facing multiple disadvantage as part of the city's Stronger Families Stronger Communities Programme;
- § More focus on support for training and employment.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The first children centres opened in the city in 2004. The core purpose of children's centres, as set out in the government's Sure Start Children's Centre Statutory Guidance, is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:
- child development and school readiness;
 - parenting aspirations and parenting skills; and
 - child and family health and life chances.

A children's centre is defined in legislation as a place or group of places which make available integrated universal and targeted early childhood services either by providing the services at the centre itself or by providing advice and assistance to parents, carers and prospective parents in accessing services provided elsewhere.

- 3.2 In Brighton & Hove there is an integrated, citywide children's centre service which includes health visiting. Midwives are based in larger centres. Health visitors and midwives are funded from NHS budget and are not included in the proposals for budget reductions. There are currently 12 designated children's centres in Brighton & Hove serving a population of 14,745 children under five. Services are also provided from linked sites and in family homes.
- 3.3 The first phase of children's centres included nurseries which provide free early education places for two, three and four year olds funded by government as well as childcare paid for by parents. The nurseries are being reviewed separately.
- 3.4 There has been a major shift in government policy on early years since the creation of children's centres with the introduction of free early education places for low income two year olds. In Brighton & Hove around 30 per cent of two years olds qualify for free places and the take up of more than 84% is one of the

highest in England. Funding for early education places for two year olds is ring-fenced in the Dedicated Schools Grant and is worth £2.5 million in 2015/16.

4 ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 The Children's Centre Review Board has considered a range of factors including national and local developments, information about the existing service, a joint needs assessment completed with Public Health and the outcome of both last year's consultation and initial consultation meetings held this year to identify options for a consultation on the future of children's centres.

4.2 The Board considered options for the future number of children's centres including reducing the number of main sites to four based in the most disadvantaged areas of the city. The data shows that Roundabout (Whitehawk), Moulsecomb, Tarner and Hangleton have the highest needs and poorest outcomes in the city. However there are families with identified needs living in other areas. The proposal for seven is designed to ensure that children's centres will continue to meet the needs of families with children under five across the city. The seven designated children centre's will offer outreach to delivery points across the city and visits to the homes of families most in need.

4.3 The proposals are to continue using the following seven children's centres as main sites and designated children's centres:

- Roundabout (Whitehawk)
- Moulsecomb
- Tarner
- Hollingdean,
- Hangleton Park
- Conway Court (in partnership with Sussex Community NHS Trust)
- Portslade (but with reduced opening hours)

4.4 The proposals are to merge the following children's centres and to continue to use them as delivery points for services. These buildings will only open for children's centre services when a service is running.

- The Deans (Rudyard Kipling primary school) – merge with Roundabout
- West Hove (West Hove infant school) – merge with Conway Court
- Hollingbury and Patcham (Carden primary school) – merge with Hollingdean
- City View (in partnership with Sussex Community NHS Trust) – merge with Tarner and / or Moulsecomb

As part of the changes there will be a review of the existing City View catchment area to consider how it should be divided between Tarner and Moulsecomb.

4.5 The proposal is that Cornerstone community centre will no longer be a children's centre and the catchment area will merge with Tarner. The community centre provides a range of services including a baby group and hosts a pre-school that offers free early education places.

- 4.6 A possible partnership with the library service is being explored for Hollingbury and Patcham.
- 4.7 In addition the proposal is to explore developing a citywide on-line children's centre providing access to information and advice via the council website and through social media for families with young children in Brighton & Hove. This would build on information already available from the Family Information Service, children's centre Facebook pages and national websites.
- 4.8 The options proposed aim to balance providing universal services with ensuring that council resources focus on improving the lives of our most vulnerable and disadvantaged children. This will include continuing to provide evidenced-based groups and home-based interventions for those families who need most help wherever they live in the city. This will include improved support for families facing multiple disadvantage as part of the city's Stronger Families Stronger Communities Programme. There will be less children's centre funding for supported childcare places following the increase in free early education for eligible two year olds
- 4.9 Options considered last year included stopping open access on-going groups and changing to time-limited courses. A key message from the consultation was that parents value on-going groups. The proposals this year include continuing to offer ten open access baby groups in the same venues. The proposals also include continuing to offer one stay and play type group in the main children's centres and most delivery venues. There will be a reduction from 20 to 11 stay and play groups and from 4 to 2 stories and play groups in libraries. The proposal is that where there is a high demand for places priority will be given to families with identified needs or with children under two. There is also a proposal to increase the number of Triple P parenting talks and discussion groups so that more parents can access advice.
- 4.10 Children's centres already support parents to volunteer and will continue to promote volunteering and options for community or parent-run groups to increase the number of groups available. There is also a proposal for a change of focus from parental involvement to giving more support to parents to access training and learning so that they can gain work with a living wage.
- 4.11 Children's centres will contribute to the City Neighbourhoods programme which plans to establish hubs in the heart of communities, bringing appropriate services closer to those who need them by forging stronger links with local people. The neighbourhood hubs will host a variety of services, based on the needs of the local area; they will be delivered by council staff alongside a range of partners, including voluntary organisations, and be supported by volunteers.

5 COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The Children's Centre Review Report was developed in consultation with a Board including parents, voluntary sector representatives and officers from the council's children's services and public health directorates and Sussex Community NHS Trust. The review has been discussed with a wider parents' reference group, children's centre staff and the children's centre advisory groups who were asked to give their views about children's centres and the services

they would like to receive in the future. A summary of the responses is included in the board report. The report also includes a summary of the responses to the consultation from last winter.

- 5.2 If the committee agrees there will be a consultation on the proposals outlined in this report. This will include a paper and on-line questionnaire on the council's consultation portal. The consultation will be promoted through children's centres and social media including the children's centre Facebook pages. Face to face meetings will be held with families with identified needs. There will also be a management of change consultation with council staff affected by the proposals.
- 5.3 The proposal is that the consultation will start on 17 November with the deadline of 20 December. The responses to the consultation will be reported to the January committee meeting. A late report will be needed to give sufficient time to analyse responses.
- 5.4 The Budget Council on 25 February will make the final decision about the future funding of children's centres in 2016/17.

6. CONCLUSION

- 6 The proposals aims to ensure that resources are targeted at the children and parents in greatest need within a robust, quality and evidenced based universal and targeted service offer.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The council general fund budget for children's centres for 2015/16 is £2.39 million of which nearly 80% is allocated to staffing. This includes one-off funding of £670,000 agreed in the 2015/16 Budget. A further saving of £176,000 is proposed in 2016/17, giving an overall saving of £846,000 (35% of the current budget). This will be achieved through the proposal to reduce the number of designated children's centres, reductions in staffing costs, supported childcare, running costs and third party payments. Proposals will be subject to formal consultation and review prior to implementation.

Finance Officer Consulted: Steve Williams Date: 21/10/15

Legal Implications:

- 7.2 Local authorities are under a duty to secure sufficient provision of children's centres to meet local need, so far as is reasonably practicable (section 5A Childcare Act 2006).

Section 5D of the Act provides that LAs must ensure that there is consultation before either (i) making a significant change to the range and nature of services provided through a children's centre and/or how they are delivered, or (ii) closing a centre or reducing services to such an extent that it no longer meets the statutory definition of a children's centre.

Statutory guidance has been issued by the Department for Education - " Sure Start children's centres statutory guidance" (April 2013) – to which local authorities must have regard to when carrying out duties relating to these centres. The guidance provides further direction as to the manner of any consultation process, requiring in particular that LAs should consult 'everyone who could be affected by the proposed changes' and that an explanation should be included as to how the LA will continue to meet the needs of families with children under five as part of any reorganisation of services. LAs are also advised that particular attention should be given to ensuring disadvantaged families and minority groups participate in any consultations. Members must have due regard to the Equalities Impact Assessment in reaching any decision.

Lawyer Consulted: Natasha Watson

Date: 02/11/2015

Equalities Implications:

- 7.3 An initial budget Equalities Impact Assessment has been completed and is attached. A full EIA will be completed as part of the consultation process. It is likely that the greatest impact of the proposals will be on women and pre-school children. The EIA will address how these impacts can be addressed through the service redesign proposed.

Sustainability Implications:

- 7.4 Continuing to provide outreach services across the city will maintain travel costs. Children's centres contribute to sustainable communities and promoting good health and wellbeing.

SUPPORTING DOCUMENTATION

Appendices:

1. Children's Centre Review Report
2. Children's Centre Review Supporting Information
3. Budget Equalities Impact Assessment

Documents in Members' Rooms

1. Results of the 2014/15 Children's Centre Consultation

Background Documents

1. Government's Sure Start Children's Centre Statutory Guidance (<https://www.gov.uk/sure-start-childrens-centres-local-authorities-duties>)

Crime & Disorder Implications:

- 1.1 Not relevant.

Risk and Opportunity Management Implications:

- 1.2 Risks have been considered in the development of the consultation proposals. The main risks are:
- a reduction in children's centres and universal services could mean that parents are less able to access help and therefore do not have needs identified at an early stage;
 - a reduction in universal services and focus on targeted services could mean that children's centres become stigmatised and so parents who need them most no longer choose to use them.
 - national changes in welfare provision including reductions in tax credits could mean that more families will need support
 - ensuring that the service redesign still meets the statutory functions and does not lead to requires improvement or inadequate inspection judgements by Ofsted
 - capital clawback from the Department of Education if funded premises are not used for early years purposes. There is a risk that the DfE will seek to claw back capital funding from children's centres that are no longer used for early years purposes.

Public Health Implications:

- 1.3 The aim of the proposals is to design a revised service which, within the reduced funding available, will continue to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers.

Corporate/Citywide Implications:

- 1.4 The proposals support the council's priority of "A good life - Ensuring a city for all ages, inclusive of everyone and protecting the most vulnerable." The proposals are part of the Children's Services Early Help Strategy to improve support for families at risk of needing a social work intervention. Both health visitors and midwives work from children's centres. Health visiting is commissioned by Public Health within the council and provided by Sussex Community NHS Trust. Following the end of the Section 75 Agreement with Sussex Community NHS Trust (SCT) there will a clearer distinction between the roles of council and SCT staff in the future. There will be discussions with the midwifery service about the implications of changes to children's centres for midwives clinics.

Children's Centre Review 2015 Brighton & Hove

Final:



**Brighton & Hove
City Council**

Table of Contents

1. Introduction	3
2. Summary of factors influencing the review	4
3. Consultation	6
4. Proposals for changes	6
Appendices to the report.....	13
I. Information Considered by the Review Board.....	13
i. Importance of the Early Years.....	13
ii. Statutory Guidance and Ofsted.....	13
iii. Council Vision and Priorities.....	14
iv. Early Help Outcomes Framework	16
v. Current Children’s Centres and Services.....	17
vi. Children’s Centre Advisory Groups	20
vii. Integrated Service with Health Visiting.....	20
viii. Proposed Changes to Children’s Centre Services	21
ix. Children’s Centre Nurseries	23
x. Council Funding for Children’s Centres.....	25
xi. Summary of the Children’s Centre Needs Analysis 2015.....	26
xii. Consultation	28
Summary of what staff told us.....	31
Initial Consultation in Autumn 2015	31
xiii. Children’s Centre Review Board.....	33
xiv. Objectives of the Review.....	33

1. Introduction

- 1.1 This report sets out proposals and options for a revised children's centre service across Brighton & Hove to take account of reductions in funding. The report will be submitted to the Children, Young People and Skills Committee as the basis for a public consultation on the future children's centre service in Brighton & Hove.
- 1.2 The report was completed following discussions with parents, voluntary sector representatives and officers from the council and Sussex Community NHS Trust who considered existing and future children's centre arrangements through a review board chaired by the Director of Children's Services. Appendix xiii on page 33 sets out the terms of reference for the review board.
- 1.3 In Brighton & Hove there is a citywide children's centre service integrated with health visiting. Midwives are based in the larger centres. All centres provide baby and stay and play groups for children and parents, healthy child clinics, parenting groups, volunteering opportunities and information about training or getting back to work. Some of the activities are drop-in sessions and available to all local families and others by appointment or referral. Children's centres also provide home visiting for families who need additional support. There are currently 12 statutory children's centres in Brighton & Hove serving a population of 14,745 children under five years old. Services are also provided from a number of linked sites.
- 1.4 When the first children's centres were developed they had to include 8am to 6pm childcare to support parents to work. Nurseries are located in four of our children's centres. All of the nurseries provide free early education places for two, three and four year olds funded by government as well as childcare paid for by parents. Council funding to subsidise the nurseries was reduced by £200,000 in 2015/16 and further savings will be agreed as part of the council budget for 2016/17.
- 1.5 The council's budget proposals for 2015/16 included a reduction in funding for children's centres. Following a public consultation the Budget Council agreed temporary funding of £670,000 to maintain services for 2015/16 only. There is a proposal for a further saving of £176,000 as part of the 2016/17 budget proposals. If agreed the total reduction will be £846,000 (35%) from the budget of £2,390,000.

2. Summary of factors influencing the review

- 2.1. In common with other councils across England Brighton & Hove city council has to make savings across all service areas as result of reductions in government funding and pressures on services.
- 2.2. It will not be possible to provide the same level of services through children's centres with the reduction in funding to children's centre budget. Nearly 80% of the budget is spent on staffing and so significant reductions in staff will be needed to achieve the savings.
- 2.3. The Labour administration's priority to ensure that the most vulnerable and disadvantaged children receive the council's support, consolidating services where possible, and targeting resources at those most in need.
- 2.4. The children's centres statutory guidance includes the requirement to reduce inequalities between families in greatest need and their peers. The government has announced plans to launch an open consultation this autumn about children's centres which will aim to make sure that they have the best impact on children's lives and maximise support to families. This will include working with Ofsted to reform inspections.
- 2.5. A public consultation on changes to children's centres in Brighton & Hove took place during the winter of 2014/15. Proposals included reducing the number of universal groups and merging children's centres. There was strong disagreement with the proposals. Key themes included: children's centres provide vital services and should not change, savings now will lead to greater costs and poorer outcomes in the future, universal services are key to reducing stigma and community cohesion and should be kept. There was agreement that families who have most needs should get priority. A summary of the findings of the consultation is on page 28.
- 2.6. Issues identified as having the greatest impact on the health and wellbeing of children and young people in the city include: child poverty, education, youth unemployment, housing, alcohol and substance misuse, healthy weight and good nutrition, domestic and sexual violence, emotional health and wellbeing, smoking, as well as the wellbeing of children and young people with disabilities and complex needs. (Joint Strategic Needs Assessment 2015).
- 2.7. National research evidence has shown that focussing on early years gives the best chance of transforming a child's life: "Giving every child the best start in life is reducing health inequalities across life... What happens during these early years (starting in the womb) has lifelong effects on many aspects of health and wellbeing." (Marmott 2010)

- 2.8. A needs analysis identified significant inequalities in outcomes across the city. Children living in Moulsecoomb, Roundabout, Tarner and Hangleton areas have some of the highest needs, and poorest outcomes in the city. However there are also pockets of deprivation across the city.
- 2.9. Nearly 20% of children in the city live in poverty and welfare reforms are having a further detrimental impact on families.
- 2.10. Nationally children's services are dealing with a growing number of child protection cases and children at risk of neglect. The council needs to strengthen early help services to "turn around" families just below social work thresholds.
- 2.11. There has also been a change in the council's relationship with Sussex Community NHS Trust. The Section 75 secondment agreement ended in March 2015 and temporary arrangements for the council continuing to manage the health visiting service will end in March 2016. Responsibility for commissioning health visiting transferred to the council's public health department in October 2015. Health visitors see and assess all children as part of the Healthy Child Programme during five mandated health and development assessments. Health visitors will continue to be based in and work from children's centres but there will be a clearer distinction between the roles of council and SCT staff in the future.
- 2.12. There has been a major shift in government policy on early years since the creation of children's centres with the introduction of free early education places for two year olds living in low income families. Eligible children include those in families on Income Support or Working Tax Credit with an income of less than £16,190 a year. Children are also eligible if they have an Education, Health and Care Plan or get Disability Living Allowance, adopted children and children looked after by the local authority. In Brighton & Hove around 30% of two year olds qualify for free places and the take up of more than 84% is one of the highest in England. Funding for early education places for two year olds is ring-fenced in the Dedicated Schools Grant and is worth £2.5 million in 2015/16.
- 2.13. The Special Education Need and Disabilities (SEND) Code of Practice (2014) covers the 0 to 25 age range. Health visitors support the early identification of young children who may have SEND, through the Healthy Child Programme. From September 2015 this includes an integrated review that covers the development areas in the Healthy Child Programme two year review and the Early Years Foundation Stage two year progress check for children attending early years provision. Children and young people with more complex needs have a co-ordinated assessment and an Education, Health and Care plan.
- 2.14. The council plans to move to a co-operative model of service delivery. The City Neighbourhoods programme plans to establish hubs in the heart of communities, bringing appropriate services closer to those who need them by forging stronger links with local people. The neighbourhood hubs will host a variety of services, based on the needs of the local area; they will be delivered by council staff alongside a range of partners, including voluntary organisations, and supported by volunteers. The aim is to save money, improve outcomes and reduce inequality. Children's centres will form part of this programme.

3. Consultation

3.1. Further consultation took place in the summer and autumn of 2015 to help identify options for future services. Face to face discussions were held with parents, staff and other stakeholders via the parents' reference group, staff meetings and children's centre advisory groups.

3.2. The key messages those we consulted wanted to get across were:

Children's centres are an early help service. Cutting provision will have negative consequences for child outcomes and for future budgets as problems are left to escalate.

In the context of wage freezes, rising living costs and cuts to benefits, tax credits and other support services, children's centre services will be needed more, not less.

Universal services like stay and play are key to reducing stigma, building social cohesion, reducing isolation and for attracting families into children's centres in the first place. Families have described these services as a 'lifeline'.

Reducing the number of universal drop-in services risks needs not being identified and met early on.

These groups are important for socialising children and preparing them for school and nursery. They offer a more structured learning environment and challenge children in ways that other community-led groups do not.

3.3. A more detailed summary of the consultation findings is on page 28.

4. Proposals for changes

Proposals for Children's Centres and Delivery Points

There is a considerable variation in the size of different children's centres across the city and the services that are delivered from them. The largest children's centres are stand-alone buildings based in the most disadvantaged areas of the city and deliver the most services. Other children's centres are much smaller, are generally small extensions to schools, and deliver fewer services.

Main Sites

Proposals are to continue using the following seven children's centres as main sites and designated children's centres:

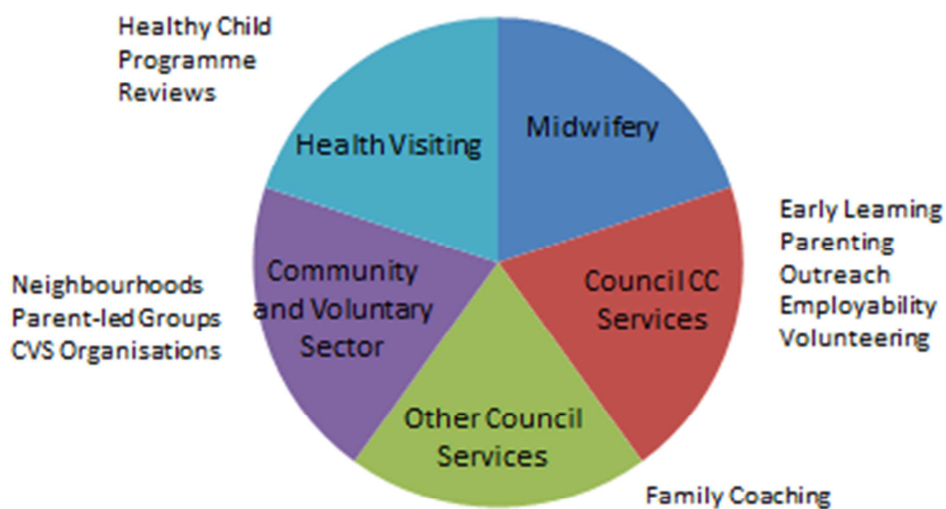
- Roundabout (Whitehawk)
- Moulsecoomb
- Turner
- Hollingdean,
- Hangleton Park
- Conway Court
- Portslade (but with reduced opening hours)

This is because data shows that families have highest needs and poorest outcomes in these areas and also to ensure that there is a spread of main sites across the city. The main sites will offer a range of children's centre services and will be open from 9am to 5pm. North Portslade is a smaller centre and the proposal is to reduce the opening hours here.

The proposal is to develop these children's centres as part of neighbourhood hubs and explore whether they can host a variety of services, based on the needs of the local area. These services will be delivered by the council alongside a range of partners, including voluntary sector organisations, and supported by volunteers.

Future model for children's centres:

Children's Centre Services



Delivery Points

The proposals are to merge the following children's centres and to continue to use them as delivery points for services:

- The Deans (Rudyard Kipling primary school) – merge with Roundabout
- West Hove (West Hove infant school) – merge with Conway Court
- Hollingbury and Patcham (Carden primary school) – merge with Hollingdean
- City View – merge with Turner /Moulsecoomb

As part of these changes there will be a review of the City View catchment area to consider how it should be divided between the Turner and Moulsecoomb catchment areas.

The proposal is that Cornerstone community centre will no longer be a children's centre. The community centre provides services including a baby group and hosts a pre-school that offers free early education places.

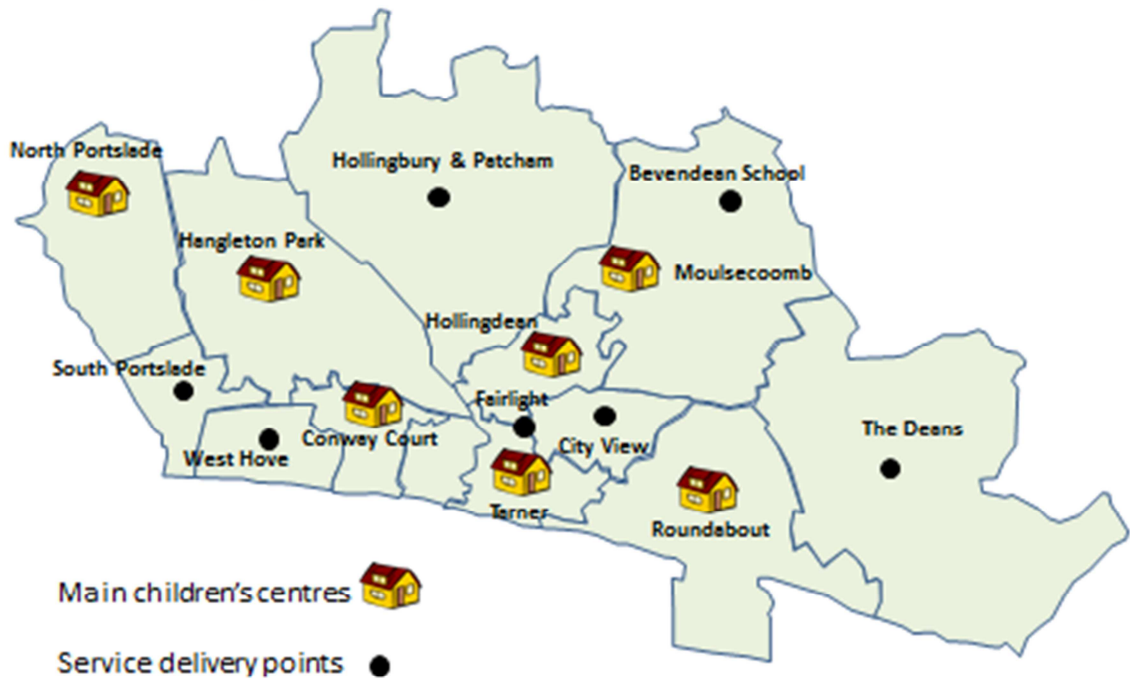
To minimise costs in running the buildings, service delivery points will only open for children's centre services when there is a service running. Services will vary from site to site and will be based on local need. A possible partnership with the library service is being explored for Hollingbury and Patcham.

The following venues will continue to be used as linked sites.

- South Portslade Library
- Bevendean primary school
- Fairlight primary school

In addition the proposal is to explore developing a citywide on-line children's centre providing access to information and advice via the council website and through social media for families with young children in Brighton & Hove. This would build on information already available from our Family Information Service, children's centre Facebook pages and national websites.

Proposed Children's Centres



Children's Centre Services

Proposed citywide offer for children under five and their families across the city:

Universal - available to all

- Midwifery clinics
- Healthy Child Programme delivered by health visitors including development reviews and clinics
- Baby groups
- Stay and play group (one for each area) with priority for children under two
- Positive parenting talks and discussion groups
- Advice on training/employment/volunteering
- Access to free early education for three and four year olds

Targeted services - aimed at particular groups or families with identified needs

- Access to free early education for eligible two year olds
- Parenting courses
- Postnatal depression groups
- Bilingual families' groups

- Dads' groups
- Chatterbox (communication)
- Now We Are Two (supporting children's early learning)
- Home-based interventions (for example covering developmental delay, parenting)
- Food banks (Tarnar, Moulsecoomb, Roundabout)

Baby groups

Last year there was a proposal to change baby groups to short courses. Parents said that these open access groups were vital, particularly for those parents who lack experience or who are socially isolated. The proposal is to continue to run on-going baby groups as this is a key transition time for new parents. There will not be any short courses in addition to the on-going groups. Health visitors and other professional will attend the groups to give advice and information to new parents and carers.

Proposed changes to stay and play drop-in groups

There are around 20 stay and play-type groups a week across the city including Toddler and You and Jump for Joy in some areas.

Because of reductions in funding there will not be enough staff to run this number of groups in the future.

Last year the proposal was to stop running on-going stay and play groups and to run time limited groups for children under two instead. Parents disagreed with this proposal and said that these drop-in groups are important for building friendships, reducing isolation, finding out about other services families need and for preparing children for nursery and school.

This proposal is to continue to offer **one** free, drop in stay and play session per week in the following eleven areas.

- Hollingbury and Patcham
- Hollingdean
- Tarnar
- Moulsecoomb
- Bevendean
- Roundabout (in Whitehawk)
- Hangelton Park
- Conway Court
- The Deans
- North Portslade
- and City View

The proposal is not to provide a weekly stay and play drop in session at Meadowview where numbers are low.

Where there is high demand for a group priority will be given to families with needs identified by health visitors and children under two years old. This is because two year olds from families on the lowest incomes are entitled to free early education.

The proposal is to continue to support parents to volunteer and to encourage parents or community groups to use the space in children's centres to run other groups if there is a local demand.

Proposed changes to stories and play library groups

The Children's Centre budget has funded some Stories and Play sessions in libraries. Last year the proposal was to stop funding these groups but parents said that they valued them. The proposal this year is to continue to fund groups in the Moulsecoomb and Whitehawk libraries but to no longer fund other sessions in Coldean or Woodingdean. Data shows that the numbers of children doing well when they start school is lowest in Moulsecoomb and Whitehawk.

Proposed changes to parenting support

The proposal is to reduce the number of Triple P parenting courses and offer more help early on in Triple P weekly discussion groups and talks on parenting topics that will be open to all parents. Children's centres will continue to provide one to one parenting advice and Triple P tip sheets. The proposal is also to offer more online parenting support in the form of parenting advice and web-based courses.

Targeted support for families who need more help

Children's Centres will continue to run a range of groups targeted at families who need additional support. These include Bilingual Families Groups, Feeling Good Feeling Safe Groups, Chatterbox communications groups and Now we are two which supports parents with their child's early learning.

There will be an overall reduction in home visits and one to one contacts. Home visits and one to one contacts by council staff have been provided to a range of families with different levels of needs on issues including parenting, sleep, baby massage, and home learning. The proposal is to continue to encourage attendance at children's centres and only offer home visiting to those parents who need it most.

The proposal is also to improve support for families with young children facing multiple disadvantage as part of the city's Stronger Families Stronger Communities Programme. This programme includes Family Coaches who work with families and households on issues such as:

- School and education
- Offending and anti-social behaviour
- Housing
- Supporting adults and young adults into work and learning
- Advice about money
- Parenting skills
- Domestic violence and abuse,
- Alcohol and substance misuse
- Mental & physical health needs

Changes to children's centre advisory groups and support for volunteering, employment and training

There are 10 advisory groups which meet once a term to advise and help staff who run children's centres. The group makes sure that the centre knows parents' views and helps to challenge and improve the performance of the centre.

The proposal is to focus more on helping parents to volunteer and to access training and work with a living wage. We recognise that nearly 20% of children in the city live in poverty and that the range of benefit reductions are having an impact on our parents and will continue to do so with ongoing changes to tax credits.

This means there will be less time to support the advisory groups. The proposal is to reduce the number of advisory groups and consult them on ways to ensure that parents have a say in how children's centres are run. The proposal is to support five advisory groups in the future:

- Turner /City View,
- Hollingdean/Hollingbury and Patcham,
- Moulsecoomb,
- Roundabout/The Deans,
- and Hangleton/Portslade/ Conway Court.

Appendices to the report

I. Information Considered by the Review Board

i. Importance of the Early Years

There have been a number of studies that have shown that focussing on the early years gives the best chance of transforming a child's life:

- “Giving every child the best start in life is reducing health inequalities across life... What happens during these early years (starting in the womb) has lifelong effects on many aspects of health and wellbeing.” (Marmott 2010)
- “The early years is a time of dramatic growth and development: a child’s brain doubles in size in the first year and by age three it will have reached 80% of its adult volume. At age two or three, the brain has up to twice as many synapses than in adulthood. Because the early years are a time when children are learning rapidly, how well they are taught, whether that is at home or outside of the home, is very important.” (Ofsted 2015)

ii. Statutory Guidance and Ofsted

The core purpose of children’s centres, as set out in the government’s Sure Start Children’s Centre Statutory Guidance (<https://www.gov.uk/sure-start-childrens-centres-local-authorities-duties>), is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:

- child development and school readiness;
- parenting aspirations and parenting skills; and
- child and family health and life chances.

Local authorities have a statutory duty to:

- Improve the well-being of young children in the following areas:
 - physical and mental health and emotional well-being
 - protection from harm and neglect;
 - education, training and recreation:
 - the contribution made by them to society; and
 - social and economic well-being.
- Reduce inequalities between young children in those areas; and

- Make arrangements to secure that early childhood services in their area are provided in an integrated manner which is calculated to:
 - facilitate access to those services; and
 - maximise the benefit of those services to parents, prospective parents and young children.

A Sure Start children's centre is defined in legislation as a place or a group of places which make available integrated universal and targeted early childhood services including:

- Early education and childcare
- Social services
- Health services
- Training and employment
- Information and advice

Children's centres must provide some activities for young children on site.

The guidance states that children's centres are as much about making appropriate and integrated services available, as about providing premises in particular geographical areas.

The government has announced that it plans to launch an open consultation this autumn about children's centres which will aim to make sure that children's centres have the best impact on children's lives and maximise support to families. This will include working with Ofsted to reform inspections.

The government has announced plans to increase free early education for three and four year olds with working parents from 15 to 30 hours a week.

iii. Council Vision and Priorities

The city's vision is for Brighton & Hove to be the connected city. Creative, dynamic, inclusive and caring. A fantastic place to live, work and visit. (Corporate Plan)

The service priority for children is that children and young people should have the best possible start in life, growing up happy, healthy and safe with the opportunity to reach their potential. (Corporate Plan 2015)

The Children, Young People and Skills Committee has agreed the following four priorities:

- Ensure that the most vulnerable and disadvantaged children receive the council's support, consolidating services where possible, and targeting resources at those most in need
- Take the council on an improvement journey to achieve excellent services for children and young people by 2019, as rated by Ofsted

- Provide greater challenge and support to council maintained schools to close the disadvantage and educational attainment gaps, including a focus on STEM subjects (Science, Technology, Engineering and Mathematics)
- Eliminate long-term youth unemployment (18-24 years old) and boost apprenticeships in the city by 2019

iv. Early Help Outcomes Framework

This early help outcomes framework indicates the expectations that we have for all children, young people and families living in Brighton & Hove. Performance indicators for each early help service sit behind the outcomes.

Children and young people are ready for and thrive in school and leave able to participate in the social and economic life of the city

- Develop secure attachments
- Healthy and well
- Safe and protected from harm
- Stimulating home learning environment
- Attending nursery or school
- Reaching academic potential
- Resilient & able to make effective transitions
- Increased skills and qualifications
- Improved readiness for work

Parents have the support, skills and resilience needed to bring up their children

- Responsive positive parenting
- Good physical & mental health
- Free from domestic abuse
- Free from substance misuse
- Good levels of literacy & numeracy
- Good aspirations for selves and children

Communities have inclusive, active networks which support & involve children, young people and families

- Improved use of community assets
- Improved support networks
- Improved home & living conditions
- Parents and young people are law abiding and responsible in their community.

v. Current Children's Centres and Services

In Brighton & Hove there is citywide children's centre service with council children's services staff and health visitors working together.

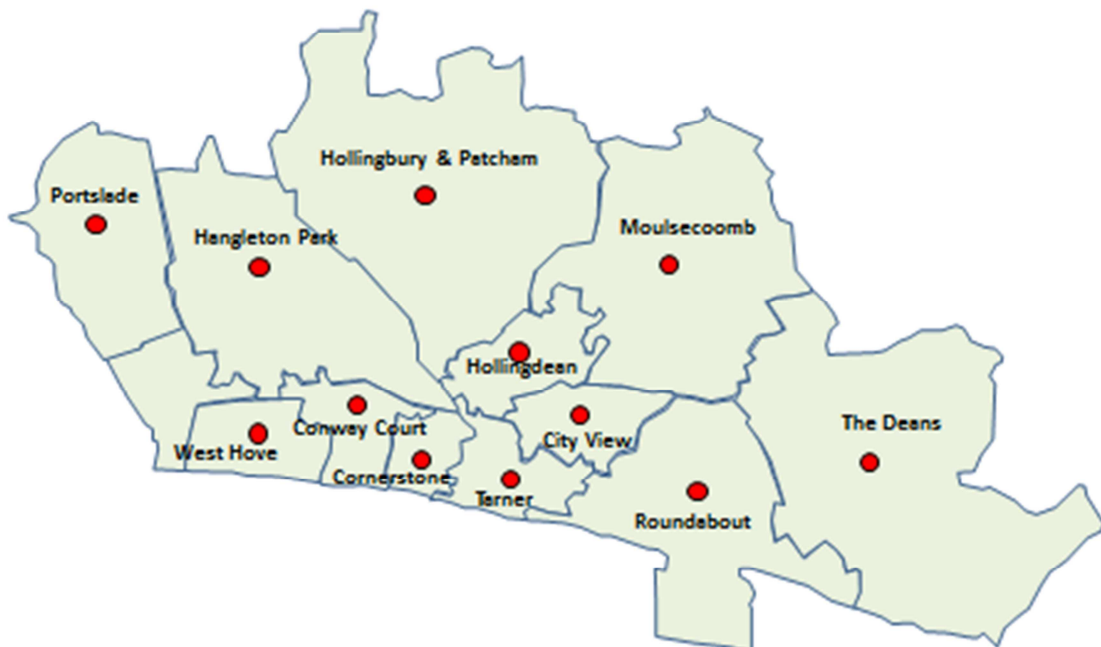
There are 12 statutory children's centres serving a population of 14,745 children under five years old. Each statutory children's centre covers a defined catchment area with an average of 1,217 children under five.

Services are also provided from a number of linked sites and in family homes. All the children's centres were inspected by Ofsted in 2011/12 and judged as good or outstanding.

Most services are provided by the integrated children's centre teams with some additional services commissioned from the voluntary sector. The larger children's centres also include nurseries.

Health visitors are employed by Sussex Community NHS Trust (SCT) and are commissioned (from October 2015) by public health in the council. Midwives are based in the larger centres and are employed by Brighton and Sussex Hospitals Trust and commissioned by the Clinical Commissioning Group (CCG).

Children's Centre Catchment Areas



Designated Children's Centres	Description
Moulsecoomb Children's Centre	Designated - main hub. High need area. Large building including council staff, health visiting, midwifery and Jump Start nursery
Roundabout Children's Centre	Designated - main hub. High need area. Large building including council staff, health visiting, midwifery, Family Nurse Partnership with the Roundabout nursery next door. Outreach to the Deans
Hangleton Gateway Centre	Designated - main hub. High need area. Large building including council staff, health visiting, midwifery. Next to the community centre.
Hollingdean Children's Centre	Designated - main hub. Mixed needs in the catchment area. Large building including café, council staff, midwives and health visiting services, Cherry Tree nursery. Piloting community use at weekends. Health visitors and some council staff based in Shenfield Way
Tarner Children's Centre	Designated - main hub. Large building including council staff, health visiting, midwives, Family Information Service, café. Link to Friends Centre upstairs and Tarnerland nursery school (separate building).
North Portslade Children's Centre	Smaller building with Acorn nursery in the upper part of building. Most of the staff team based in a GP surgery but deliver services from the children's centre. Midwives. Services also delivered from South Portslade Library
Conway Court Children's Centre (Sussex Community NHS Trust)	Sussex Community Trust building which also includes other adult health services, midwifery, health visiting and council staff. Low need but very large catchment area and higher than average BME population.
West Hove Children's Centre (in West Hove infant school (Portland Road))	Extension to West Hove infant school (Portland Road). No staff based there. Used for small groups
Hollingbury & Patcham Children's Centre	Part of Carden primary school with a separate entrance. Includes health visiting team.
Cornerstone Community Centre	Community centre with rooms rented for healthy child clinics only. Community centre now running baby groups themselves.
City View Children's Centre Sussex Community Trust	Sussex Community Trust building. Includes a health visiting team and service delivery for the Early Parenting Assessment Programme. Services also delivered from

	Fairlight primary school (see below).
The Deans Children's Centre (in Rudyard Kipling primary school)	Extension to the school. Outreach from Roundabout children's centre.
Linked sites	
Preston Park Children's Centre (Fiveways Playgroup)	Voluntary early years provider which runs groups. Health visiting outreach. Community use.
Fairlight Children's Centre (in Fairlight primary School)	Room in the school and outreach from City View
South Portslade (in South Portslade Library)	Rooms in the library. No staff. Midwifery and healthy child clinic
Bevendean Children's Centre (in Bevendean primary school)	Room in the school. Outreach from Moulsecoomb

Summary of Services

Universal (available to all)

- Midwifery clinics
- Healthy child clinics
- Health visitor reviews
- Baby groups
- Stay and play, Jump for Joy, library groups
- Toy libraries
- Book Start (free books)
- Advice on training/employment/volunteering
- Access to free early education for three and four year olds

Universal Plus / Partnership Plus (aimed at particular groups or families with identified needs)

- Access to free early education for eligible two year olds
- Bilingual families' groups
- Dads' groups
- Positive parenting programme groups (Triple P)
- Feeling Good Feeling Safe groups
- Postnatal depression group

- Crèches for children to allow parents to attend groups
- Chatterbox (communication)
- Now We Are Two (new group supporting the Early Years Foundation Stage)
- Home-based interventions (usually block of visits for six weeks covering neglect, developmental delay, parenting,
- Food banks (Tarnar, Moulsecoomb, Roundabout)
- Supported childcare places for children under three with child protection and early help plans

The average number of groups run each week across the city is:

- Healthy child clinics– 22 (*led by health visitors*)
- Universal groups– 37 (including baby groups and stay and play type groups)
- Targeted groups– 23

Total number of groups and clinics per week (average) = 82

Council staff also provide home-based interventions for families, some of whom are reluctant to attend children's centres.

Children's centres host and provide administrative support for midwifery clinics.

vi. Children's Centre Advisory Groups

There are 10 children's centre advisory groups with members including parents, children's centre staff, voluntary organisations, schools and other local services. The advisory groups advise and help the staff who run children's centres. The groups makes sure that the centre knows parents' views and helps to challenge and improve the performance of the centre.

vii. Integrated Service with Health Visiting

Children's centres are part of an integrated, citywide service led by health visitors. Health visitors register parents at the new birth visit. They see and assess all children as part of the Healthy Child Programme during five mandated health and development assessments. The assessments form the basis preventative and early intervention services to meet need. They include:

- Antenatal health promotion visit
- New baby review
- Six to eight weeks assessment
- One year assessment
- Two to two-and-a-half year review – integrated with nursery progress check

Children’s centres use the nationally defined health visiting levels of service which also match the Brighton & Hove threshold document:

- Community – understanding community needs and local resources to meet them
- Universal (level 1) – health child programme reviews, information about parenting and immunisation, universal groups, early education
- Universal plus (early help – low level 2) – targeted packages of care to meet identified needs eg. maternal mental health, breast-feeding, nutrition, parenting support.
- Universal partnership plus (high level 2 up including targeted early help, child protection, , looked after children) – contributing or leading packages of care for those identified as having complex needs or being at risk including troubled families and child protection.

Health visitors act as lead professionals for families and supervise council children’s centre staff (such as early years visitors) to ensure that there is no duplication of assessment or support for families. A key strength has been complete information sharing between council staff and health visiting. Lack of information sharing has been identified by Ofsted as a major weakness in other areas.

viii. Proposed Changes to Children’s Centre Services

Proposed Changes to Stay & Play

	STAY AND PLAY (<i>including Crawlers & Todlers and Jump for Joy</i>)		
	Current Services	Future Services	Proposed Changes
Hollingbury & Patcham	1	1	No change
Hollingdean	1	1	No change
Preston Park			No change
Tarner	2	1	-1
Cornerstone			No change
Moulsecoomb	3	1	-1
Bevendean	2	1	-1
Coldean			No change
Roundabout	2	1	-1
Hangelton Park	1	1	No change
Conway Court	2	1	-1

West Hove			No change
Woodingdean	2	1	-1
Rottingdean			No change
Saltdean			No change
North Portslade	3	1	-2
South Portslade			No change
City View	1	1	No change
Fairlight			No change
TOTAL	20	11	-9

Proposed Changes to Stories & Play

	STORIES AND PLAY (Libraries)		
	Current Services	Future Services	Proposed Changes
Moulsecoomb	1	1	No change
Coldean	1		-1
Roundabout	1	1	No change
Woodingdean	0.5		-0.5
Rottingdean	0.5		-0.5
TOTAL	4	2	-2

Proposed Changes to Baby Groups

	BABY GROUPS		
	Current Services	Future Services	Proposed Changes
Hollingbury & Patcham	1	1	No change
Hollingdean	1	1	No change
Preston Park			No change
Turner	1	1	No change
Cornerstone			No change
Moulsecoomb	1	1	No change
Bevendean			No change
Coldean			No change
Roundabout	1	1	No change
Hangelton Park	1	1	No change
Conway Court	2	1	-1
West Hove			No change
Woodingdean			No change
Rottingdean	1	1	No change
Saltdean			No change
North Portslade	1	1	No change
South Portslade			No change
City View			No change
Fairlight	2	1	-1
TOTAL	12	10	-2

ix. Children's Centre Nurseries

Phase one children's centres had to include childcare provision open from 8 am to 6 pm to support parents to work. The children's centres with nurseries are:

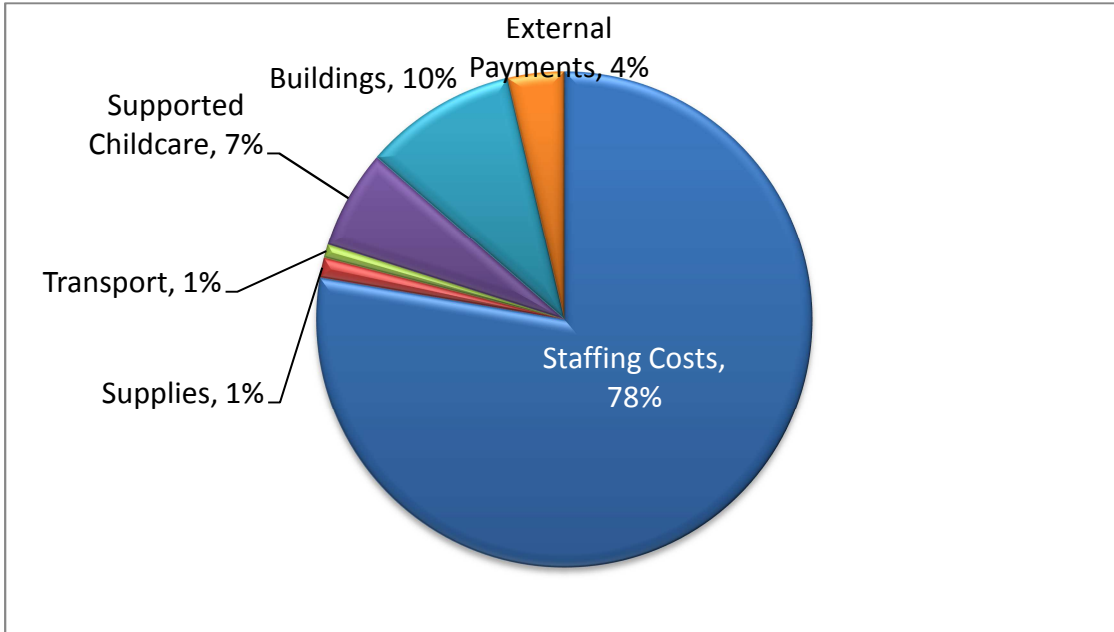
- Roundabout (Whitehawk): Roundabout Nursery and Sun Valley Nursery
- Moulsecoomb: Jump Start
- Hollingdean: Cherry Tree,
- North Portslade: Acorn,
- Turner – in partnership with Turnerland Nursery School

All the nurseries provide free early education places for two, three and four year olds funded by government and childcare which parents pay for.

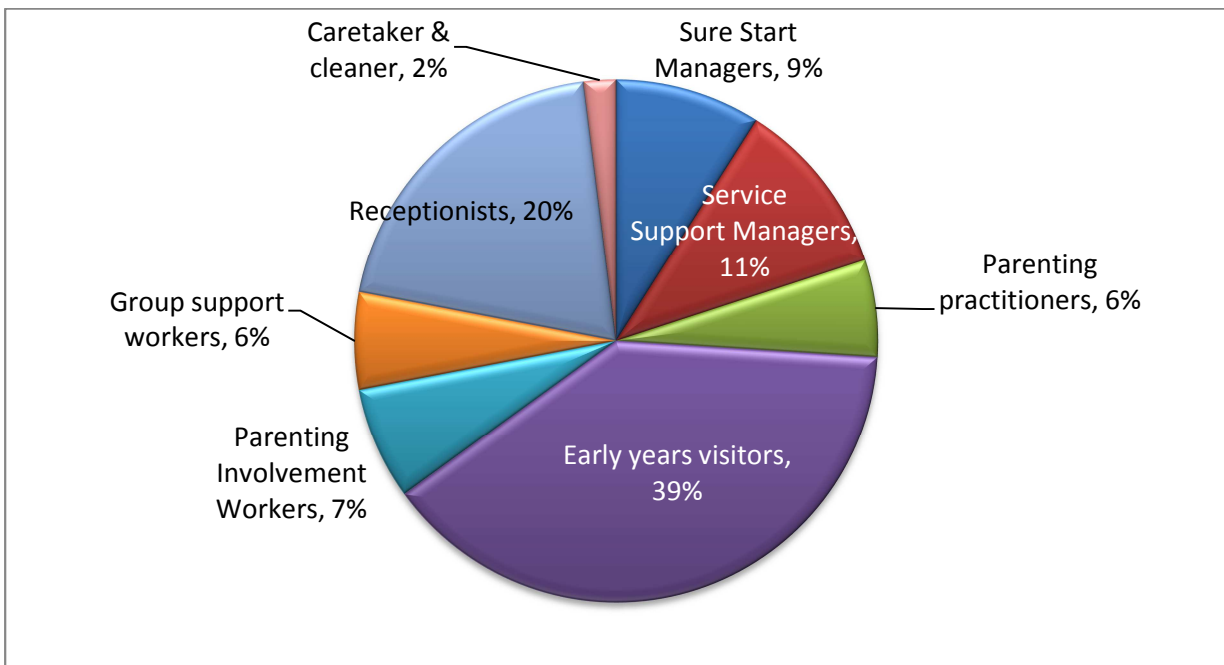
The children's centre budget has also paid for supported childcare places for children on child protection and early help plans. The need for this funding has reduced because of the increase in government funding for free early education places for low income two year olds.

x. Council Funding for Children's Centres

The council children's services budget for 2015/16 is £2.39 million and this includes one-off funding of £670,000 agreed in the 2015 budget. The majority of the funding is spent on staffing. Buildings costs make up a small proportion with the largest buildings costing the most.



The largest group of staff is early years visitors following by reception staff. Early years visitors run universal and targeted groups, support healthy child clinics and deliver home-based interventions.



xi. Summary of the Children's Centre Needs Analysis 2015

In order to help consider the population, needs and outcomes from children's centres and to inform the review, a small working group looked at evidence from five areas:

- Population
- Children with identified additional needs
- Deprivation
- Health and wellbeing
- Education

The full report is attached at appendix 4. Key points have been summarised here.

When we talk about needs and outcomes in the context of children's centres we mean:

- **Needs:** the things that might mean that some children (and families) require more support to help them develop
- **Outcomes:** the difference made to a child (and their family) at age five – this could for example be improved physical or mental health or being at a good level of development at school age, or having a job

Brighton & Hove context:

- Rising population of children and young people but the number of under five year olds projected to remain around 15,300 for the next decade
- Recent births figures have fallen below 3,000 for the first time
- The city's population is more ethnically diverse than in the past, with 21% of school children from a Black or Minority Ethnic Group and 26% of births to mothers born outside the UK

The outcomes for our children and young people in the city are mixed.

Issues identified in the Joint Strategic Needs Assessment as having the greatest impact on the health and wellbeing of children and young people in the city include: child poverty, education, youth unemployment, housing, alcohol and substance misuse, healthy weight and good nutrition, domestic and sexual violence, emotional health and wellbeing, smoking, as well as the wellbeing of children and young people with disabilities and complex needs.

Many outcomes are related with high levels of deprivation in the city (page 4 of the JSNA)

- Over half (56%) of the city's residents live in areas classed as the 40% most deprived in the country with only 4% living in areas within the 20% least deprived (See figure what?)
- Around 18% (7,735) of children under 16 live in poverty (lower than across England at 19%)
- Child poverty varies widely; In Moulsecoomb and Bevendean 39% of children live in poverty, compared with 6% in Hove Park.

Population by children's centre

- Hollingbury and Patcham has the largest number of children of any centre

- City View and Conway Court have higher numbers aged under one year where more intensive support is required
- In Tarner almost one in five children is under one year old
- The percentage of BME children is high in the Cornerstone, Tarner and Conway Court catchment areas with Other White Children the largest group.

Identified additional needs

- Moulsecoomb, Roundabout, Tarner and Hangleton Park have significantly higher levels of children with additional identified needs (page 8)

Income deprivation

- Roundabout, Moulsecoomb, Hollingdean and Tarner have significantly higher levels of children living in the most income deprived areas in England.

Health and wellbeing

- Moulsecoomb, Roundabout, Hangleton Park, Portslade and the Deans have significantly poorer health and wellbeing indicators (page 10). However, it is worth noting that breastfeeding rates (2014/15) in all areas of Brighton & Hove are better than England (page 11)

Educational achievement at the end of the reception year in school.

- Moulsecoomb and Tarner have significantly poorer achievement at the end of reception year in school.

Combined ratings

- Looking at the ratings across each of the four domains shows that children living in Moulsecoomb, Roundabout, Tarner and Hangleton Park children's centre areas have some of the highest needs, and poorest outcomes in the city
- In each of these four areas more than 70% of the children resident attend their local centre rather than an alternative centre
- Other areas, like Cornerstone and West Hove, have consistent low need/better outcomes.

Children's Centre	Overall rating for population	Overall rating children with identified needs	Overall rating for deprivation	Overall rating for health and wellbeing	Overall rating for education
City View	SIMILAR	LOW	SIMILAR	SIMILAR	SIMILAR
Conway Court	HIGH	LOW	LOW	BETTER	SIMILAR
Cornerstone	HIGH	SIMILAR	LOW	BETTER	SIMILAR
Hangleton Park	SIMILAR	HIGH	SIMILAR	WORSE	WORSE
Hollingbury & Patcham	LOW	LOW	LOW	SIMILAR	SIMILAR
Hollingdean	LOW	SIMILAR	HIGH	SIMILAR	BETTER
Moulsecoomb	SIMILAR	HIGH	HIGH	WORSE	WORSE
Portslade	SIMILAR	SIMILAR	SIMILAR	WORSE	SIMILAR
Roundabout	SIMILAR	HIGH	HIGH	WORSE	SIMILAR
Tarner	HIGH	HIGH	HIGH	SIMILAR	WORSE

The Deans	LOW	SIMILAR	SIMILAR	WORSE	SIMILAR
West Hove	SIMILAR	LOW	LOW	SIMILAR	BETTER

xii. Consultation

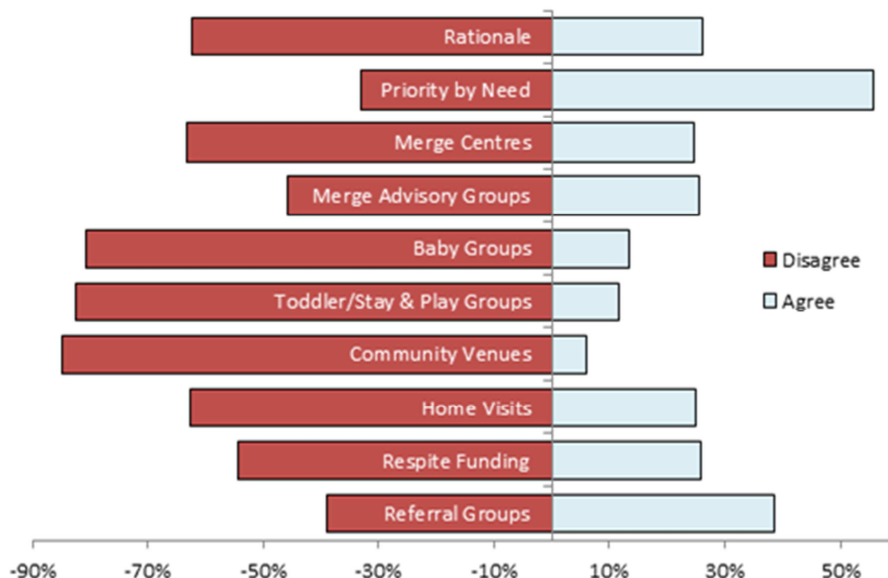
The council consulted on proposed changes to children’s centres in the winter of 2014/15 to take account of reductions in funding. The proposals for changes were to:

- Reduce the number of designated children’s centres from 12 to eight. The following children’s centres would no longer be designated as statutory: West Hove, Cornerstone, City View and Hollingbury and Patcham. These venues would continue to be used for health visiting. Explore whether other children and family services including those provided by voluntary organisations could be delivered from children’s centres.
- Provide a revised core offer in the context of the early help strategy to focus council resources on those families in the greatest need of support and to use interventions which have the best evidence for improving outcomes. Reduce universal groups, encourage community and family capacity by supporting volunteering. Reduce council funding for voluntary sector partners in line with the revised core offer and reduce funding for respite childcare funding.
- Detailed proposals consulted on were to merge the following advisory groups: City View with Turner and Cornerstone and Hollingbury and Patcham with Hollingdean; reduce universal groups by replacing on-going baby groups with an eight week course and to replace on-going toddler, stay and play and jump for joy groups with a one term long group aimed at children under two. The proposals included running additional groups in high need areas and supporting parent-led groups. The proposals also included no longer funding open access groups in libraries run by the Early Childhood Project. There were also proposals to reduce funding for childcare places for children under the age of three in need and reduce home visiting by council staff.

There was strong opposition to the proposals with more than 800 responses to the questionnaire.

The graph below shows the percentage of respondents who disagreed or agreed with each proposal in the consultation. A detailed analysis of the response to each proposal is provided in consultation report.

Results at a glance



The table below includes a summary of the comments made in response to the consultation. Full details are in the consultation report.

Question	Response	Top three comments plus those with over 50 responses
Rationale for proposals to reduce children's centre services	62% disagreed 26% agreed	Children's centres provide vital services and should not change Savings now will lead to greater costs/problems in the future Universal services are more effective and should be kept Comments on national government/council should oppose cuts
Families who need most help should have priority	56% agreed 33% disagreed	All children and families need support regardless of income. How do you define need? (<i>Many responders assumed that need was based on whether a family was claiming benefits and disagreed with this approach</i>) Will increase the risk of post natal depression/mental health problems and isolation.
Proposals to merge children's centres	63% disagreed 25% agreed	Difficult and expensive for families to travel further Children's centres and services should be local Do not close children's centres or specific groups in children's centres
Proposal to merge advisory groups	45% disagreed 26% agreed 22% neither agreed nor disagreed	Children's Centres and services should be local. The questionnaire was hard to understand/don't understand the specific question Difficult and expensive for families to travel further <i>[Note – some responders did not know what an advisory group was and assumed this question was about closing children's centres or groups within them]</i>
Change baby	81%	Universal services more effective and should be kept

groups to an eight week course	disagreed 13% agreed	How do you define need? Group was a lifeline/invaluable Should be drop-in/flexible Will mean all potentially vulnerable families will not be identified Course too short/inflexible Will increase the risk of post natal depression/mental health problems and isolation.
Change on going stay and play groups to groups lasting one term	83% disagreed 11% agreed	All families need support regardless of income Course too short/too inflexible Children's centres provide vital services and should not change Should be drop-in/flexible
No longer run drop ins in libraries and community venues	85% disagreed 6% agreed	Don't close universal groups in community venues These groups support children with reading and access to books Services should be local
Reduce home visits	63% disagreed 25% agreed	Do not stop home visits Less home visiting will increase risks for vulnerable families Important for families who do not attend children's centres Remaining children's centres/groups will be over subscribed <i>[Some responders thought that this question was about health visitors. It refers to home visits from council staff].</i>
Reduce funding for childcare for children with high levels of need	54% disagreed 26% agreed	Will mean worse outcomes for children How do you define need? <i>Some responders assumed the question was about childcare for working parents/free early education.</i>
Proposal to review referral and target groups	39% disagreed 38% agreed	More information needed about the purpose of the review Children's centres provide vital services and should not change Agree with the proposals
Other comments		Children's services should be protected/cut other areas Heart-breaking/appalled/disastrous for future generations Do not close children's centres/groups in children's centres

Summary of what staff told us

- Home visiting gets families to come to groups in children's centres
- Reduction in early intervention will have impact on child outcomes resulting in more pressure on specialist services
- Need to avoid stigmatising target families
- Needs vary according to catchment area
- Concerned that universal provision may vary across the city
- Difficult to measure all preventative work
- Community-led groups will need support
- Look at income generation to offset cuts
- Increase usage/opening hours of centres
- Reorganise sessions to reduce costs
- Review groups in terms of investment and outcomes
- Rationalise the management and administration of centres

Initial Consultation in Autumn 2015

During September and October 2015 face to face discussions were held with parents, staff and other stakeholders to get their views on options for change. These discussions took place at the parents reference group, children's centre advisory groups, and staff team meetings.

The results of the initial consultation are summarised as follows:

How do we balance targeted and universal services?

- Universal services like stay and play are valued by families. They are seen as key to reducing stigma, building social cohesion and for getting families into centres where they can be referred to the right support services.
- Universal groups and drop-ins are also seen as vital for building social networks and reducing isolation, particularly for first time parents or those new to the city. Families have described these services as a 'lifeline'.
- Universal groups like stay and play are important for preparing children for school and nursery. They offer a more structured learning environment and challenge children in ways that other community groups do not.
- Targeted groups should follow on from universal groups to capture parents already in the centres. Health visitors and other early years professionals should be available at drop-in groups so that parents who have specific questions or concerns can get advice.
- More could be done to prioritise places for those most in need, for example not letting childminders occupy spaces intended for parents and to find ways to discourage parents from booking on to groups but not then turning up.
- Baby groups are particularly important and valued, particularly by first time parents who lack confidence and experience.
- Parents and carers prefer drop-in groups and activities than time-limited courses as they are more flexible and families may need help at different times.
- All families need support, regardless of income. Focussing resources on areas of high need within the city could disadvantage those living in more affluent areas who need help.

- Reducing prevention and early intervention services for children under five are likely to have consequences for child outcomes and for future budgets as problems are left to escalate. This is particularly key given cuts to tax credits, the high cost of living and cuts to other services
- Consider charging for some services but in a way that does not disadvantage those who cannot afford to pay
- Limiting targeted services or places for those on benefits are divisive and will exclude those in work but are poor/in need due to the high cost of living.

Home Visiting

- Nursery places are not enough. Parents need interventions in the home to help them play with their children, facilitate learning, develop parenting skills and care for their child effectively
- Reducing home visiting will increase risks for vulnerable families who do not come into children's centres for various reasons.

Volunteering

- Parent and community-led groups will need lots of support and resources to ensure they are safe, accessible and meet the needs of users.
- Must ensure community-led groups have the structure and training to aid child development and ensure the needs of the families are met. There will also need to be some way of referring and signposting families to the right support services.
- Need to look more widely than parents and consider who else in the community can volunteer.

Service locations

- Consider merging or de-designating the smaller centres but ensure there are services families can access in their locality, for example by providing mobile or pop-up services or running services from other community buildings or schools.
- Getting across the city can be expensive for families and there are other barriers to travelling such as restricted car parking and being far from home if children are ill or if other children need to be collected from school.

xiii. Children's Centre Review Board

Role and Function of the Board

The function of the board is to take responsibility for the strategic direction and management of the children's centre review.

The role of the board is to oversee a review of children's centres and make recommendations to the Children, Young People and Skills Committee for a redesigned service.

The board will:

- Provide effective leadership and promote a creative approach to service redesign
- Ensure the review is conducted fairly and with integrity and full attention is paid to equalities issues in conducting the review
- Reconcile differences in opinion and resolve disputes
- Take on responsibility for any corporate issues associated with the project.
- Identify and manage risks through the Risk Register
- Have a broad understanding of programme and project management issues and approaches
- Nominate a proxy to attend a meeting if they unable to attend.

xiv. Objectives of the Review

To review the children's centre service by:

- Considering the needs of young children and identifying the needs of adults which impact on their ability to parent in Brighton & Hove
- Taking account of the views of parents, young children, and staff
- Having regard to the council's statutory duties to improve outcomes for young children and reduce inequalities, provide integrated services and ensure there are sufficient children's centres
- Completing a baseline analysis of current activity and investment by the council and partners including assessing the strengths and weaknesses of the current model against the Ofsted framework and national evidence on what works in early years
- Benchmarking against other local authority approaches and input from a local authority peer challenge
- Taking account of the reviews of and changes to other children's services including Stronger Families Stronger Communities, the Youth and Parenting Reviews, Social Work and Special Needs and Disabilities.
- Scenario planning for future levels of funding over the next three years
- Taking account of equalities impacts.

To make recommendations for a redesigned service which will be sustainable for the future, addressing:

- redefining priorities linked to local and national developments and future resources
- strategy for involving and raising the aspirations of parents including the role of volunteers and/or parent run groups and future of advisory groups

- a revised core offer of universal and early help services as part of city's early help offer/pathway
- the model of integration with the health visiting including performance reporting
- working arrangements with other council services for both early years and older children
- relationships with other external partners including Job Centre Plus, midwifery and voluntary sector providers
- the future use of children's centre buildings including the number of designated children's centres, opening hours, possible role as local service centres, use by the community and opportunities for income generation
- a revised council staffing and management structure
- completing an Equalities Impact Assessment.

Children's centre review – supporting information (October 2015)

Introduction

In order to help consider both the population and needs of Children's Centre area populations, to inform the review, a small working group defined and populated a minimum dataset of indicators at children's centre area level into these five domains:

- Population
- Children with identified additional needs
- Deprivation
- Health and wellbeing
- Educational outcomes

This report gives the detail of these indicators for children's centre areas.

Activity by children's centre is also included here, as is information on evaluations of improvement on activities city-wide.

Table of Contents

Introduction	1
Brighton & Hove context	4
Proportion of people living in each deprivation quintile in England, for England, the South East and Brighton & Hove, IMD 2015 and Mid Year Population Estimate 2013, compared with 2003 population.....	5
Income deprivation affecting children.....	6
Children in Need rate per 10,000	6
Population by children’s centre	7
Population figures for under 5s by Children’s Centre (split as under 1 years and 1 to 4 years) snapshot at Q1 2015/16	7
Percentage Ethnicity 0-5 Year Olds - Citywide.....	8
Attendance - Unique attendance across the city CCs for Q1 2015/16.....	9
Percentage of unique children who attend their local centre.....	10
Children with identified additional needs	11
Population of under 5s need (U, UP and UPP) and Children In Need rate per 1,000 snapshot at Q1 2015/16.....	11
Deprivation	12
Income deprivation affecting children index (2015).....	12
Percentage of 2 Year Olds Eligible for Funding, split by FSM and WTC.....	13
Health and wellbeing	14
Breastfeeding - Prevalence data 6-8 weeks – 2014/15 compared to England.....	16
Educational outcomes	17
Early years foundation stage (EYFPS) and improvement since 2014.....	17
EYFPS trend 2013 to 2015 – Percentage of Children Achieving a Good Level of Development by Centre Area	18
EYFPS trend pre 2013 – Percentage of Children Achieving a Good Level of Development by Centre Area.....	19
Combined ratings.....	20
Attendance.....	21
City-wide unique attendances per activities (grouped) for Q1 2015/16.....	21
Visits - Early years visitors and parenting practitioner home visits or 1 to 1 contacts by need for Q1 2015/16.....	22
Evaluations of improvement on activities City-wide	23
Universal Group: Baby & You (113 evaluations).....	23

Universal Group: Bilingual Families (50 evaluations).....	24
Universal Group: Stay & Play (150 evaluations)	25

Brighton & Hove context

This section is taken from the Brighton & Hove Joint Strategic Needs Assessment – more information is available at <http://www.bhconnected.org.uk/content/needs-assessments>

The population of children and young people in the city has been rising and continues to rise. In 2012 we had almost 59,000 children and young people aged 0-19 years living in the city, around 6,000 more than in 2002. Over the next twenty years this is expected to increase to around 63,000. For under fives however, the population projections are more stable with 15,300 children under 5 in 2013 and this is project to be 15,400 in 2024 by the Office for National Statistics.

In Brighton & Hove, the number of live births was 3,291 in 2011, an increase of 8% (3,035 births) from 2005. In 2013 the number of births fell to below 3,000 (2,967). The number of births per year in the city is projected to increase by 11% from 2013 to 2024 – to around 3,300 births per year. This compares with a projected increase of 4% in England and 3% in the South East. However, this is not yet adjusted for recent lower numbers of births seen in the city.

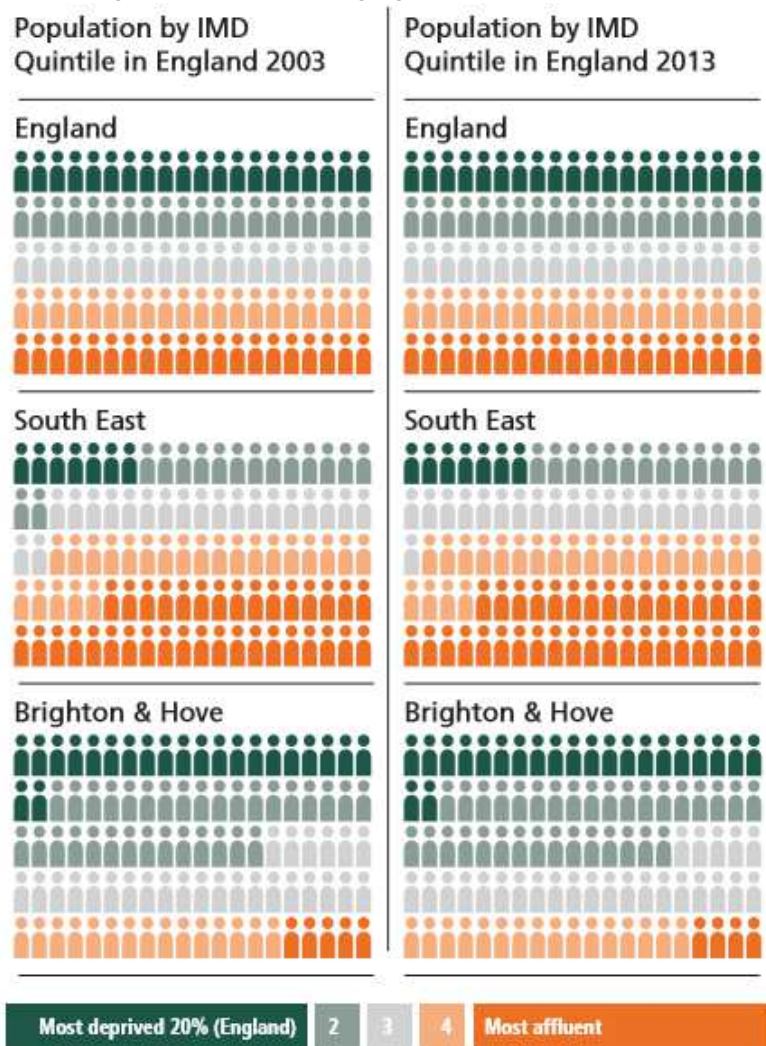
The city's population is also a diverse one with around one in five (21%) school children from a black or minority ethnic group and 12% of school children have English as an additional language. Likewise this is seen in new births, in Brighton & Hove in 1998 14% of births were to mothers born outside the UK, rising to 26% of births in 2011 and remaining at this level in 2013. The greatest proportion in 2013 was to mothers born in Europe (18%), Middle East and Asia (6%) and Africa (5%). Until 2003 the most common country of birth outside of the UK was Bangladesh, but in more recent years those born in Poland have a greater number of births.

The outcomes for our children and young people are mixed. Issues identified in the Joint Strategic Needs Assessment as having the greatest impact on the health and wellbeing of children and young people in the City include: child poverty, education, youth unemployment, housing, alcohol and substance misuse, healthy weight and good nutrition, domestic and sexual violence, emotional health and wellbeing, smoking, as well as the wellbeing of children and young people with disabilities and complex needs.

In schools slightly fewer children are achieving a good level of development at the end of reception in Brighton and Hove at 64.7% as the England average (both 66.3%) in 2015. Results in primary schools are similar to the national average, and provisional results for 2013/14 suggest that just over half (53%) of GCSE students achieved 5 A*-C grades including English and maths, across England this was 56%.

Many of these outcomes are related with high levels of deprivation in the City: over half (56%) of the city's residents live in areas classed as the 40% most deprived in the country with only 4% living in areas within the 20% least deprived (See figure).

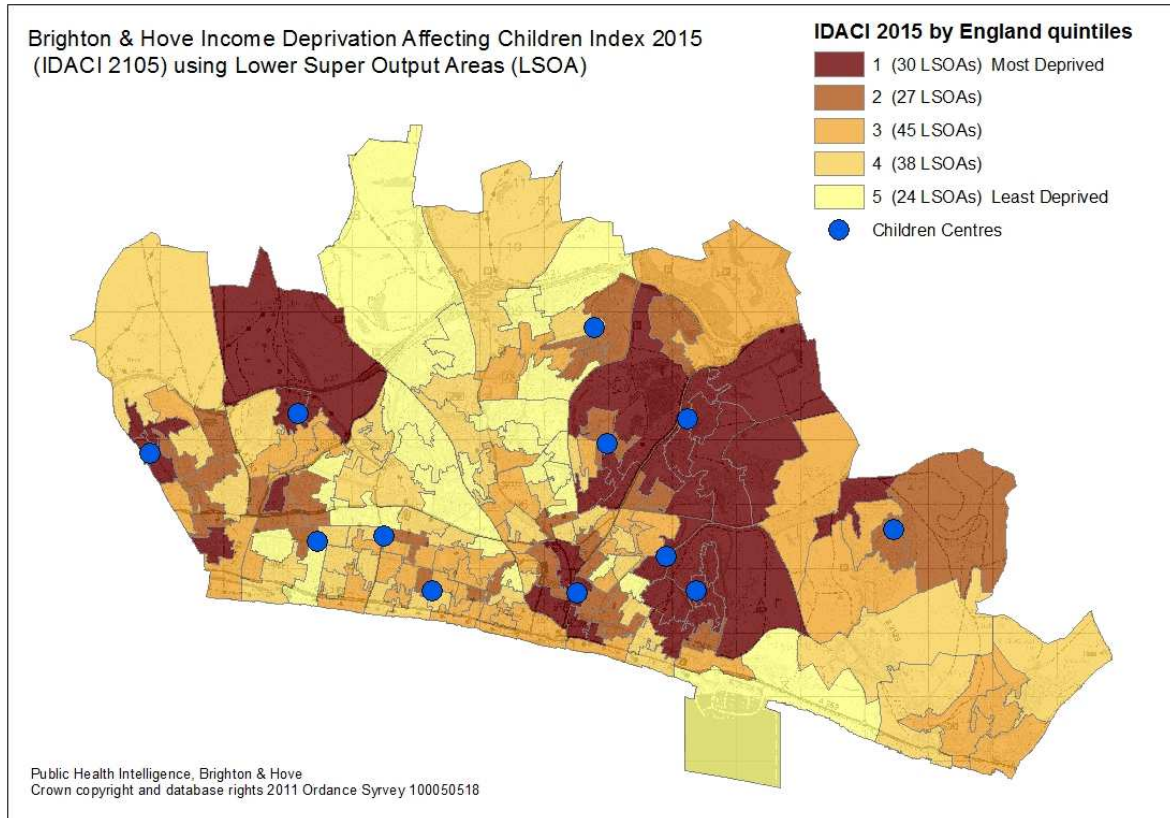
Proportion of people living in each deprivation quintile in England, for England, the South East and Brighton & Hove, IMD 2010 and Mid Year Population Estimate 2013, compared with 2003 population



Affluence and social advantage varies widely across the City with wealthy areas but large pockets of significant poverty in Moulsecoomb, Whitehawk and parts of Queens Park and Portslade in particular. Around 18% (7,735) of children under 16 live in poverty (lower than across England at 19%). Child poverty varies widely; Moulsecoomb children’s centre has 37% and West Hove and Hollingbury & Patcham has 10%.

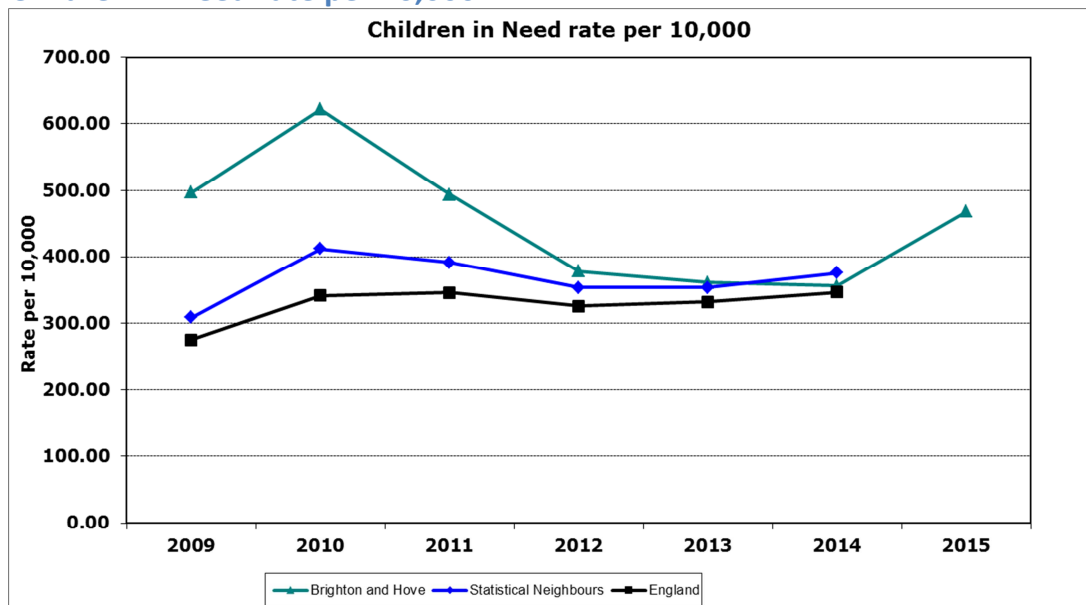
The city also has higher rates of children in care: for every ten thousand children in the City, 88 are in care compared with 60 in every ten thousand children across England. There has been a recent increase in children in need rates (see figure overleaf).

Income deprivation affecting children



Source: Index of Multiple Deprivation 2015, Communities and Local Government

Children in Need rate per 10,000



Source: LAIT for 2009 to 2014. CareFirst for B&H 2015 data. National publication due October 2015.

Population by children's centre

Population figures for under 5s by Children's Centre (split as under 1 years and 1 to 4 years) snapshot at Q1 2015/16

Children's Centre	Total under 5s	Number of children age under 1 year	Percentage of children aged under 1 year	Number of BME children aged 0-5 years	Percentage of BME children aged 0-5 years	Overall rating for population
City View	1396	295	21.1%	367	26.3%	SIMILAR
Conway Court	1455	321	22.1%	556	38.2%	HIGH
Cornerstone	926	199	21.5%	460	49.7%	HIGH
Hangleton Park	1245	206	16.5%	411	33.0%	SIMILAR
Hollingbury & Patcham	1698	278	16.4%	419	24.7%	LOW
Hollingdean	1320	211	16.0%	338	25.6%	LOW
Moulsecoomb	956	196	20.5%	252	26.3%	SIMILAR
Portslade	1393	278	20.0%	323	23.2%	SIMILAR
Roundabout	1106	223	20.2%	380	34.4%	SIMILAR
Tarner	1089	257	23.6%	509	46.4%	HIGH
The Deans	1002	176	17.6%	222	22.2%	LOW
West Hove	1010	188	18.6%	345	34.2%	SIMILAR
Unknown	0	0	-	0	0.0%	
Brighton & Hove Total	14596	2828	19.4%	4582	31.4%	
Brighton & Hove Average	1216.33	235.67	19.4%	382	32.0%	
Brighton & Hove Upper (+20%)	1459.60	282.80	23.3%	390	32.1%	
Brighton & Hove Lower (-20%)	973.07	188.53	15.5%	372	30.6%	

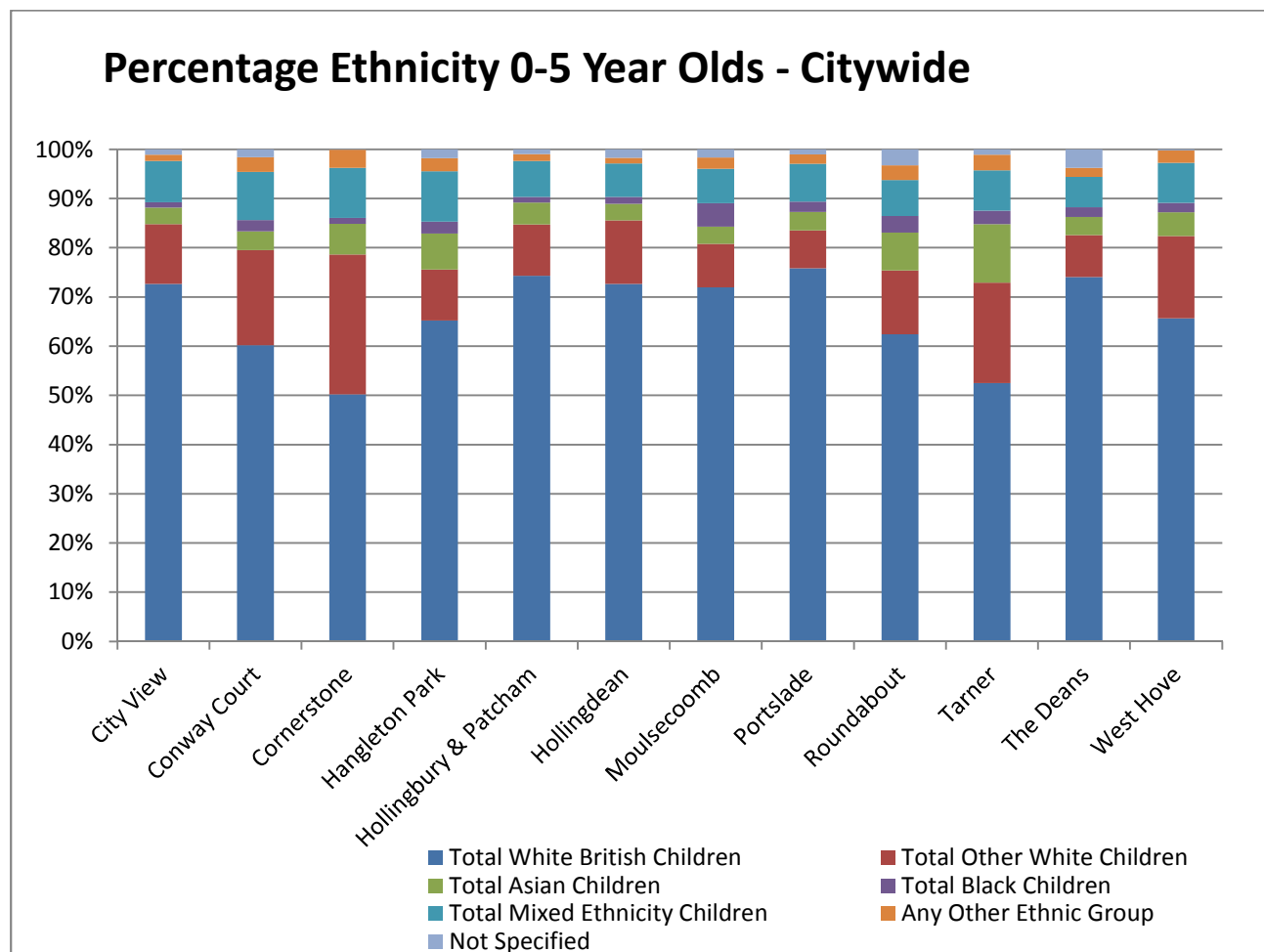
Hollingbury and Patcham has the largest number of children of any centre though City View and Conway Court have higher numbers aged under one year where more intensive support is required. In Tarner almost one in five children are under 1 year. The percentage of BME children is high in the Cornerstone, Tarner and Conway Court catchment areas with Other White Children the largest group.

Source: PIMS

Snapshot of population as at 30th June 2015

Page | 7

Percentage Ethnicity 0-5 Year Olds - Citywide



Attendance - Unique attendance across the city CCs for Q1 2015/16

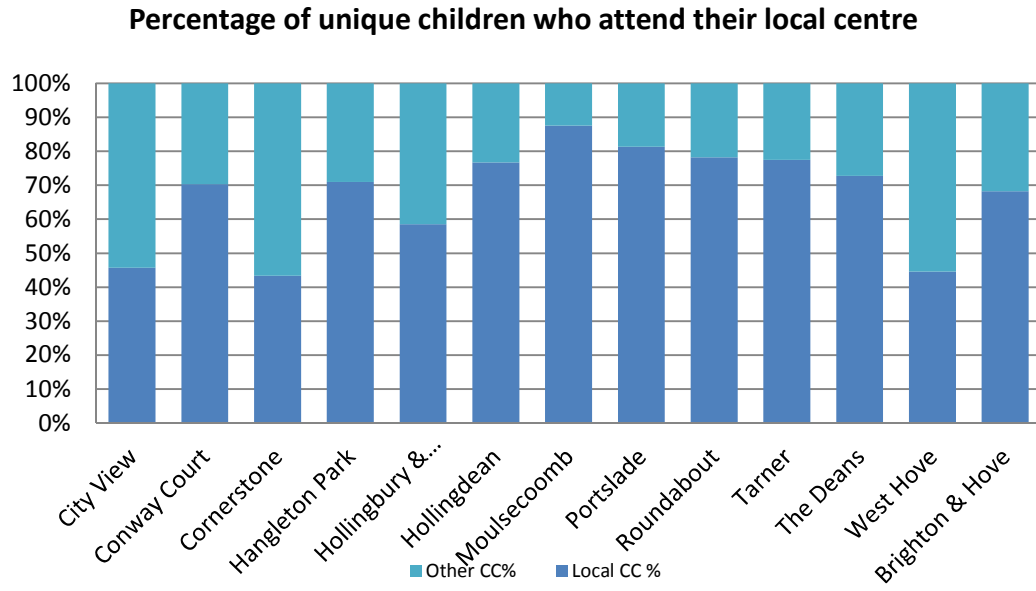
CC Residence	Total number attending CC	Number attending at local CC	% Attending at local CC	Number attending at other CCs	% Attending at other CCs	% of significant attendances at other CCs
City View	282	129	46%	153	54%	Turner-27% Moulsecoomb-11% Hollingdean-8%
Conway Court	344	242	70%	102	30%	West Hove-13%
Cornerstone	173	75	43%	98	57%	Turner-34% Conway Court-9%
Hangleton Park	200	142	71%	58	29%	Conway Court-12%
Hollingbury and Patcham	212	124	58%	88	42%	Hollingdean-18%
Hollingdean	236	181	77%	55	23%	
Moulsecoomb	208	182	88%	26	13%	
Portslade	284	231	81%	53	19%	
Roundabout	230	180	78%	50	22%	Turner-13%
Turner	288	223	77%	65	23%	Cornerstone-8%
The Deans	187	136	73%	51	27%	Roundabout-14%
West Hove	175	78	45%	97	55%	Conway Court-43%

High number of local children and families attending their reach area centre		High number of children and families attending other centres for services	
--	--	---	--

This table shows the number of individual children attending children's centres in the first quarter of 2015/16. It includes all attendances.

West Hove, City View and Cornerstone have a high proportion of children attending other children's centres.

Percentage of unique children who attend their local centre



Children with identified additional needs

Population of under 5s need (U, UP and UPP) and Children In Need rate per 1,000 snapshot at Q1 2015/16

Children's Centre	Total under 5s	Universal (U) %	Universal Plus (UP) %	Universal Partnership Plus (UPP) %	Significance based on UP+UPP	Children in Need (rate per 1,000)*	Significance on Children In Need	Overall rating for the domain
City View	1396	85%	10%	3%	LOW	32.2	LOW	LOW
Conway Court	1455	83%	14%	2%	LOW	20.6	LOW	LOW
Cornerstone	926	80%	17%	0%	SIMILAR	38.9	SIMILAR	SIMILAR
Hangleton Park	1245	73%	21%	3%	HIGH	43.4	SIMILAR	HIGH
Hollingbury & Patcham	1698	85%	11%	2%	LOW	21.2	LOW	LOW
Hollingdean	1320	80%	13%	4%	SIMILAR	39.4	SIMILAR	SIMILAR
Moulsecomb	956	57%	29%	7%	HIGH	116.1	HIGH	HIGH
Portslade	1393	75%	19%	2%	SIMILAR	38.8	SIMILAR	SIMILAR
Roundabout	1106	63%	27%	4%	HIGH	103.1	HIGH	HIGH
Tarner	1089	70%	25%	3%	HIGH	66.1	HIGH	HIGH
The Deans	1002	80%	15%	1%	LOW	47.9	SIMILAR	SIMILAR
West Hove	1010	84%	13%	2%	LOW	24.8	LOW	LOW
Brighton & Hove Total	14596	77.1%	17.2%	2.8%		46.4		

Moulsecomb, Roundabout, Tarner and Hangleton Park have significantly higher levels of children with additional identified needs.

Source: PIMS. *CIN from CareFirst

Children in need figures includes CIN, CPP and LAC

Deprivation

Income deprivation affecting children index (2015)

Children's Centre	DEPRIVATION	Income Deprivation Affecting Children Index (% of children 10% most deprived areas in England)	Income Deprivation Affecting Children Index (% of children 10%-30% most deprived areas in England)	Income Deprivation Affecting Children Index (% of children 30%-70% most deprived areas in England)	Income Deprivation Affecting Children Index (% of children 70%-100% most deprived areas in England)	Overall change since 2010
City View	SIMILAR	12%	12%	43%	33%	Relatively less deprived
Conway Court	LOW	0%	0%	92%	8%	Relatively less deprived
Cornerstone	LOW	0%	11%	74%	15%	Relatively less deprived
Hangleton Park	SIMILAR	7%	18%	37%	38%	Relatively less deprived
Hollingbury & Patcham	LOW	0%	7%	47%	47%	No change
Hollingdean	HIGH	8%	22%	34%	36%	No change
Moulsecoomb	HIGH	47%	20%	33%	0%	No change
Portslade	SIMILAR	0%	28%	59%	12%	No change
Roundabout	HIGH	35%	19%	36%	10%	Relatively less deprived
Tarner	HIGH	9%	35%	48%	8%	Relatively less deprived
The Deans	SIMILAR	0%	19%	76%	5%	No change
West Hove	LOW	0%	8%	59%	34%	Relatively less deprived
Brighton & Hove Total		9%	16%	53%	22%	Less deprived (relative to national LSOAs)

Note: Based on the updated index of multiple deprivation published on 30th September 2015: IDACI measures the proportion of all children aged 0 to 15 living in income deprived families (based on people that are out-of-work, and those that are in work but who have low earnings).

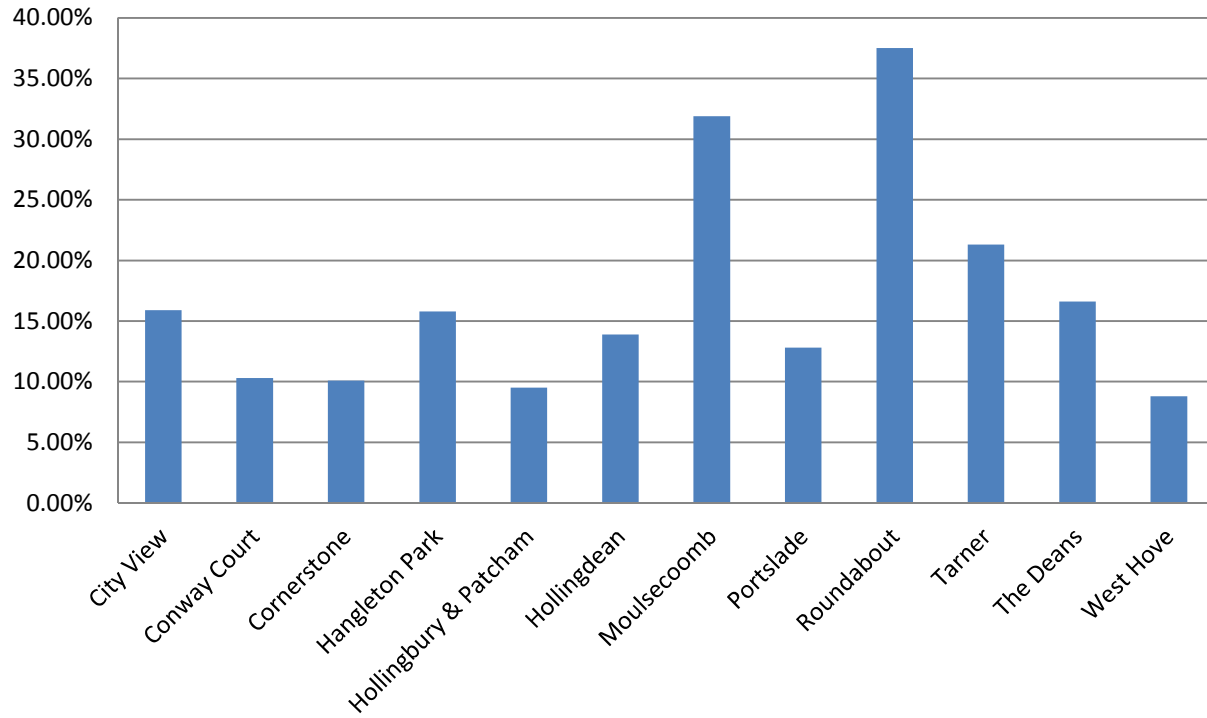
Roundabout, Moulsecoomb, Hollingdean and Tarner have significantly higher levels of children living in the most income deprived areas in England.

Percentage of 2 Year Olds Eligible for Funding, split by FSM and WTC (from the DWP)

The highest proportions are in Moulsecomb and Roundabout. The lowest in Conway Court, West Hove and Hollingbury & Patcham

Children's Centre	Total 2 Year Olds in Catchment Area	Percentage of 2 Year Olds Eligible for Funding (FSM)	Percentage of 2 Year Olds Eligible for Funding (WTC)
City View	258	15.9%	9.7%
Conway Court	302	10.3%	12.6%
Cornerstone	189	10.1%	12.2%
Hangleton Park	247	15.8%	13.0%
Hollingbury & Patcham	357	9.5%	9.5%
Hollingdean	251	13.9%	9.2%
Moulsecomb	182	31.9%	21.4%
Portslade	266	12.8%	13.9%
Roundabout	232	37.5%	22.8%
Tarner	244	21.3%	12.7%
The Deans	199	16.6%	17.6%
West Hove	193	8.8%	10.9%
Brighton & Hove Total	2920	16.4%	13.4%

% 2 year olds eligible for funding by catchment area



116

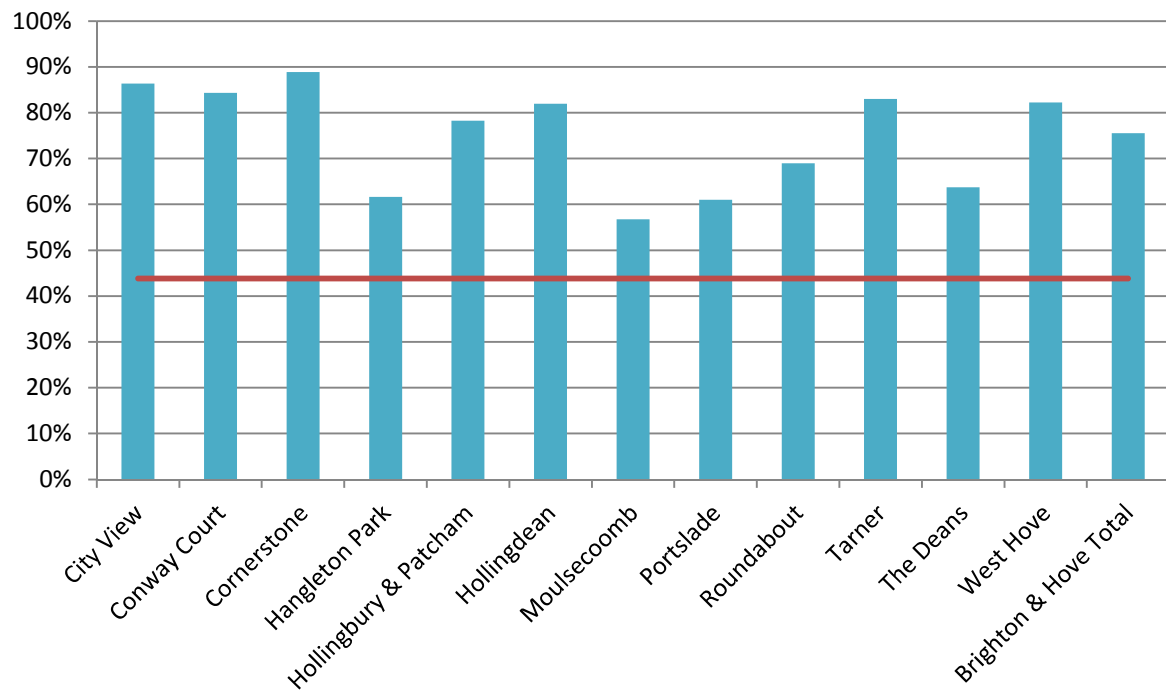
Health and wellbeing

Children's Centre	Overall rating	Maternal smoking at booking (2014/15)	Maternal smoking at delivery (2014/15)	Breastfeeding initiation (2014/15)	Breastfeeding 6-8 weeks (2014/15)	Healthy weight (2013/14 – 2014/15)
City View	SIMILAR	7%	4%	91%	86%	82%
Conway Court	BETTER	7%	4%	96%	84%	83%
Cornerstone	BETTER	6%	3%	98%	89%	84%
Hangleton Park	WORSE	10%	9%	86%	62%	76%
Hollingbury & Patcham	SIMILAR	9%	6%	90%	78%	84%
Hollingdean	SIMILAR	8%	4%	90%	82%	87%
Moulsecoomb	WORSE	18%	13%	78%	57%	78%
Portslade	WORSE	9%	9%	85%	61%	80%
Roundabout	WORSE	18%	12%	82%	69%	77%
Tarner	SIMILAR	8%	6%	93%	83%	81%
The Deans	WORSE	7%	5%	82%	64%	81%
West Hove	SIMILAR	6%	3%	91%	82%	83%
Brighton & Hove Total		9%	6%	89%	76%	81%
England					44%	

Note: Low birthweight excluded as rates are very low (6%) and there is no children's centre with significantly better/worse rates.

Roundabout, Moulsecoomb, Hollingdean and Tarner have significantly higher levels of children living in the most income deprived areas in England.

Breastfeeding - Prevalence data 6-8 weeks – 2014/15 compared to England



Educational outcomes

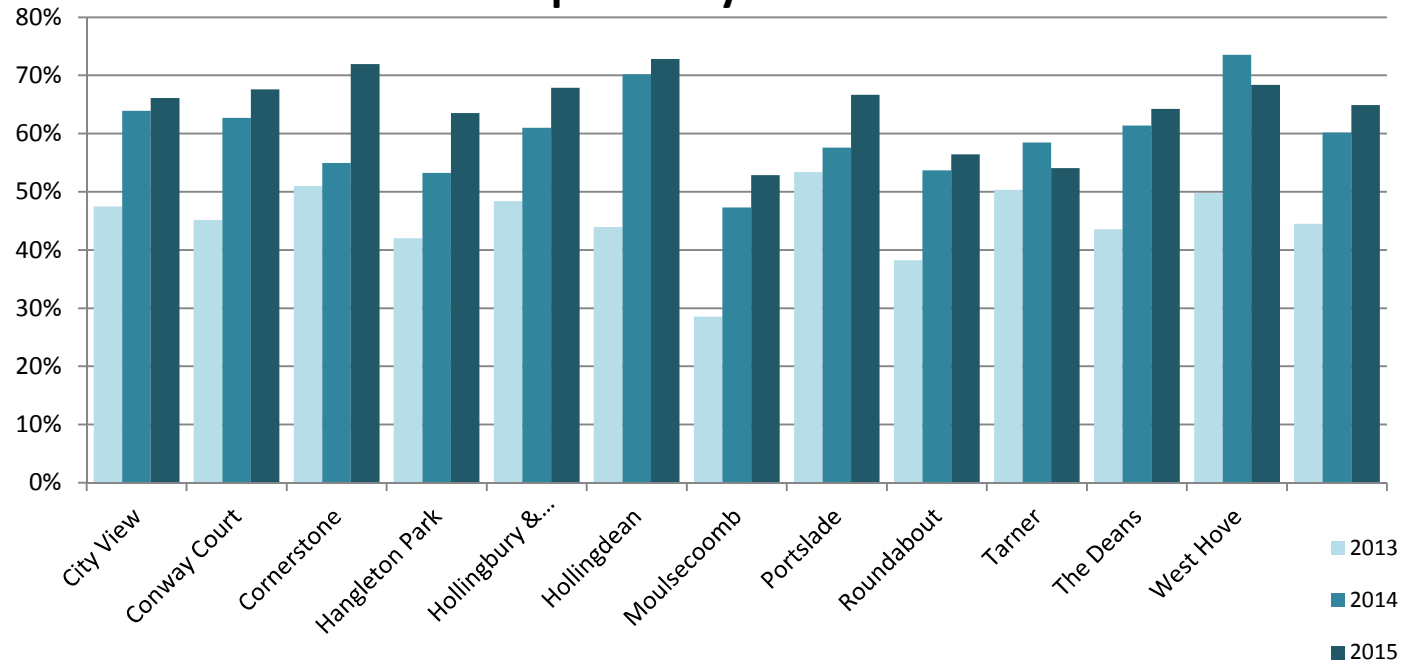
Early years foundation stage (EYFPS) and improvement since 2014

Children's Centre	Overall domain rating	2014		2015		Percentage points Difference in GAP 2014 v 2015
		% Pupils Achieving 'Good' FPS Standard	% FSM Pupils Achieving 'Good' FPS Standard	% Pupils Achieving 'Good' FPS Standard	% FSM Pupils Achieving 'Good' FPS Standard	
City View	WORSE	63.9%	27.6%	66.1%	42.4%	● 12.6%
Conway Court	BETTER	62.7%	66.7%	67.6%	61.3%	● -10.3%
Cornerstone	SIMILAR	55.0%	45.0%	71.9%	68.4%	● 6.4%
Hangleton Park	SIMILAR	53.3%	30.6%	63.5%	50.0%	● 9.1%
Hollingbury & Patcham	SIMILAR	61.0%	39.1%	67.9%	58.1%	● 12.1%
Hollingdean	BETTER	70.2%	48.6%	72.8%	61.8%	● 10.5%
Moulsecoomb	WORSE	47.3%	36.4%	52.8%	42.4%	● 0.5%
Portslade	SIMILAR	57.6%	40.5%	66.7%	45.2%	● -4.4%
Roundabout	SIMILAR	53.7%	45.1%	56.5%	51.7%	● 3.9%
Turner	SIMILAR	58.5%	44.0%	54.1%	48.3%	● 8.7%
The Deans	SIMILAR	61.4%	46.2%	64.2%	51.5%	● 2.4%
West Hove	BETTER	73.5%	55.6%	68.4%	71.4%	● 21.0%
Brighton & Hove Total		60.1%	41.8%	64.7%	51.6%	● 5.1%
England Average		60.0%	45.0%	66.3%		

Moulsecoomb and Turner have significantly poorer achievement at early years foundation stage.

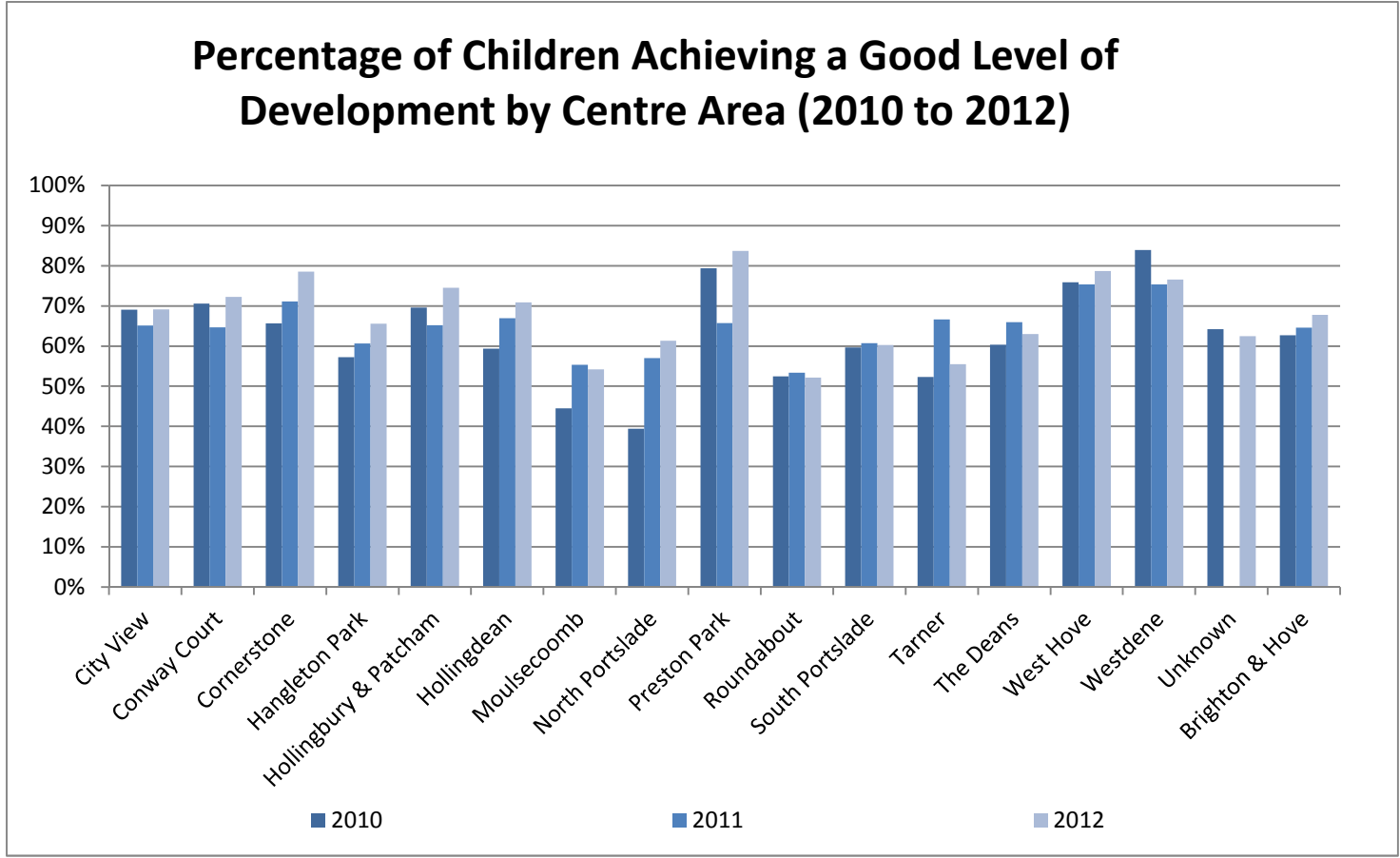
EYFPS trend 2013 to 2015 – Percentage of Children Achieving a Good Level of Development by Centre Area

Percentage of Children Achieving a Good Level of Development by Centre Area



120

EYFPS trend pre 2013 – Percentage of Children Achieving a Good Level of Development by Centre Area



Note: Measure of development was changed after 2012

Combined ratings

Children's Centre	Overall rating for population	Overall rating children with identified needs	Overall rating for deprivation	Overall rating for health and wellbeing	Overall rating for education
City View	SIMILAR	LOW	SIMILAR	SIMILAR	SIMILAR
Conway Court	HIGH	LOW	LOW	BETTER	SIMILAR
Cornerstone	HIGH	SIMILAR	LOW	BETTER	SIMILAR
Hangleton Park	SIMILAR	HIGH	SIMILAR	WORSE	SIMILAR
Hollingbury & Patcham	LOW	LOW	LOW	SIMILAR	SIMILAR
Hollingdean	LOW	SIMILAR	HIGH	SIMILAR	BETTER
Moulsecoomb	SIMILAR	HIGH	HIGH	WORSE	WORSE
Portslade	SIMILAR	SIMILAR	SIMILAR	WORSE	SIMILAR
Roundabout	SIMILAR	HIGH	HIGH	WORSE	SIMILAR
Tarner	HIGH	HIGH	HIGH	SIMILAR	WORSE
The Deans	LOW	SIMILAR	SIMILAR	WORSE	SIMILAR
West Hove	SIMILAR	LOW	LOW	SIMILAR	BETTER

Looking at the ratings across each of the four domains shows that children living in Moulsecoomb, Roundabout and Tarner children's centre areas have some of the highest needs and poorest outcomes in the city. In each of these three areas over 70% of the children resident attend their local centre rather than an alternate centre. Other areas, like Cornerstone and West Hove have consistent low need/better outcomes.

Attendance

City-wide unique attendances per activities (grouped) for Q1 2015/16

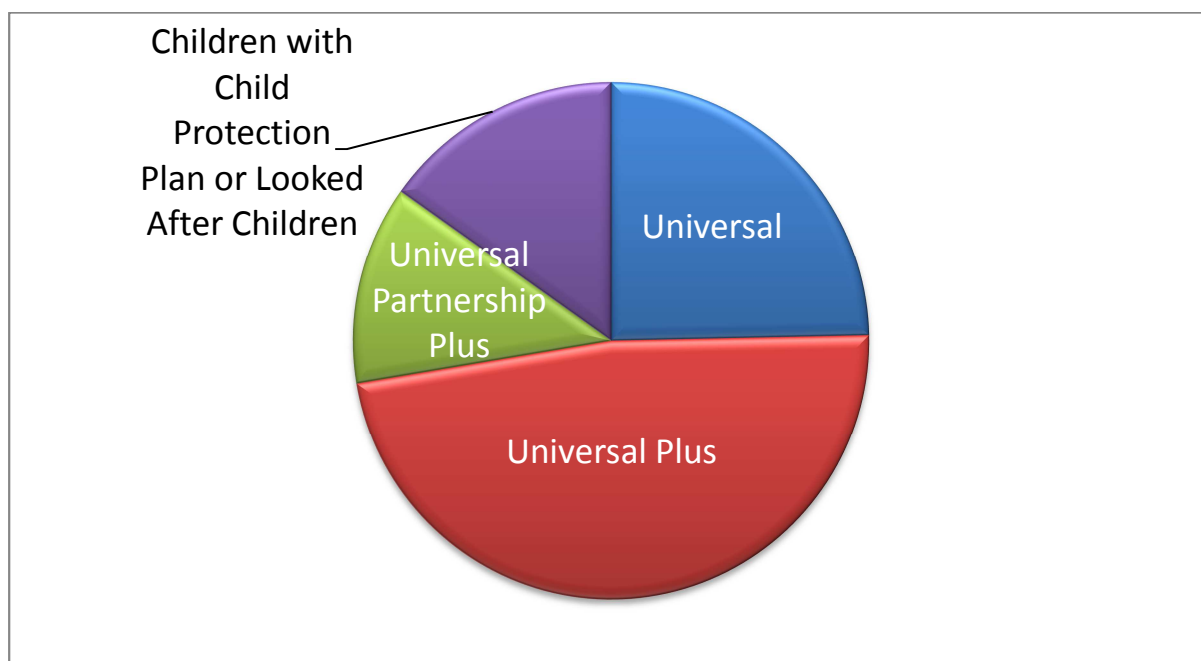
Attendance activity	Number of unique attendances	Number of all attendances	Average number of attendances
Healthy Child Clinic	1516	2317	1.53
Jump for Joy and Stay & Play and Toddler & You	1053	3686	3.50
Baby & You	306	770	2.52
Bilingual Families	189	622	3.29
Toy Library	182	464	2.55
Healthy Eating Group and Healthy Lifestyle	150	250	1.67
Positive Parenting Programme and Protective Behaviours	129	375	2.91
Breastfeeding Drop-in	124	198	1.60
Food Bank	94	376	4.00
Childminder Drop-in	67	353	5.27
Communication Group/Chatterbox	63	198	3.14
Post Natal Depression Group	46	162	3.52
All other activities	119	264	2.22
Total	4038	10035	2.49

Source: ChildView

Attendances between 1st April and 30th June 2015

Visits - Early years visitors and parenting practitioner home visits or 1 to 1 contacts by need for Q1 2015/16

	Level of need					Total
	Universal	Universal Plus	Universal Partnership Plus	Children with a Child Protection Plan or LAC	Unknown	
All visits	181	475	155	198	22	1031
Children visited	91	176	46	56	8	377
Average visits	2.0	2.7	3.4	3.5	2.8	2.7
Population	11256	2516	409	354	-	14535
Percentage children visited by need	24.1%	46.7%	12.2%	14.9%	2.1%	2.6%



Source: PIMS

Home visits by named staff during 1st April to 30th June 2015

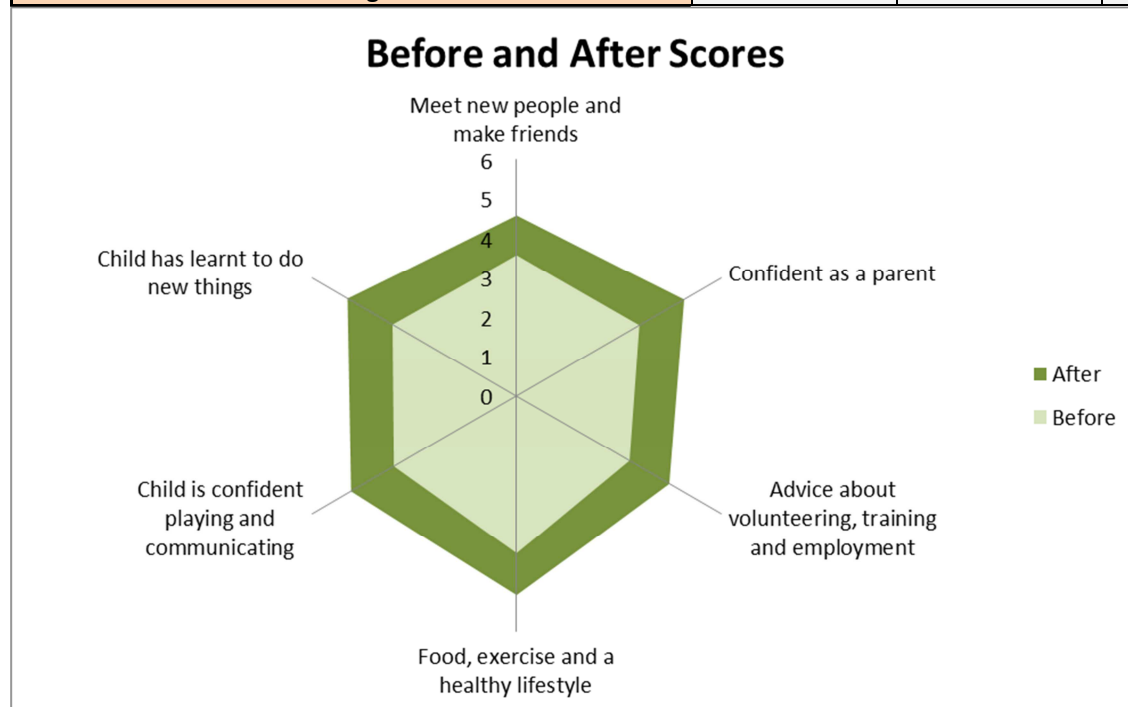
Appointments coded against 'Counsel, Advice or Support – Client' and 'General Child Care'

Evaluations of improvement on activities City-wide

Data: Consultation Portal. Evaluations entered between 1st April and 7th August 2015. Comparing before and after scores.

Universal Group: Baby & You (113 evaluations)

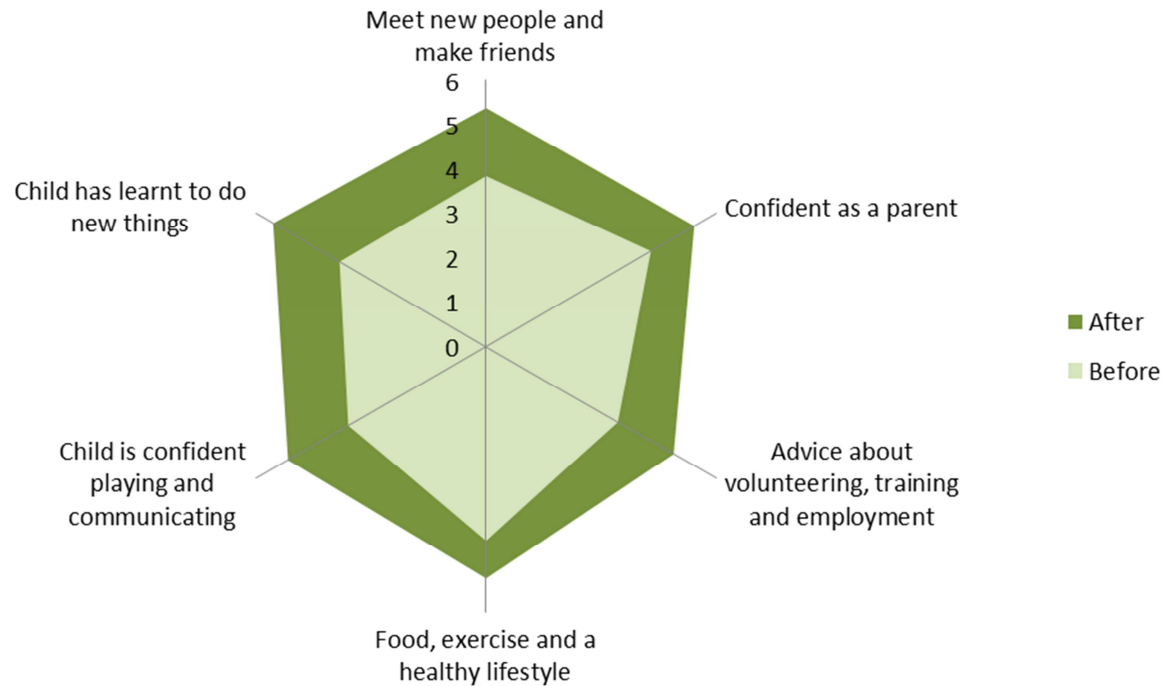
	Average Before	Average After	Average Improvement
Meet new people and make friends	3.59	4.58	1.00
Confident as a parent	3.60	4.92	1.31
Advice about volunteering, training and employment	3.31	4.48	1.17
Food, exercise and a healthy lifestyle	3.99	5.06	1.06
Child is confident playing and communicating	3.60	4.86	1.26
Child has learnt to do new things	3.64	4.96	1.32



Universal Group: Bilingual Families (50 evaluations)

	Average Before	Average After	Average Improvement
Meet new people and make friends	3.84	5.38	1.54
Confident as a parent	4.30	5.43	1.13
Advice about volunteering, training and employment	3.43	4.89	1.45
Food, exercise and a healthy lifestyle	4.40	5.24	0.85
Child is confident playing and communicating	3.59	5.16	1.57
Child has learnt to do new things	3.82	5.55	1.73

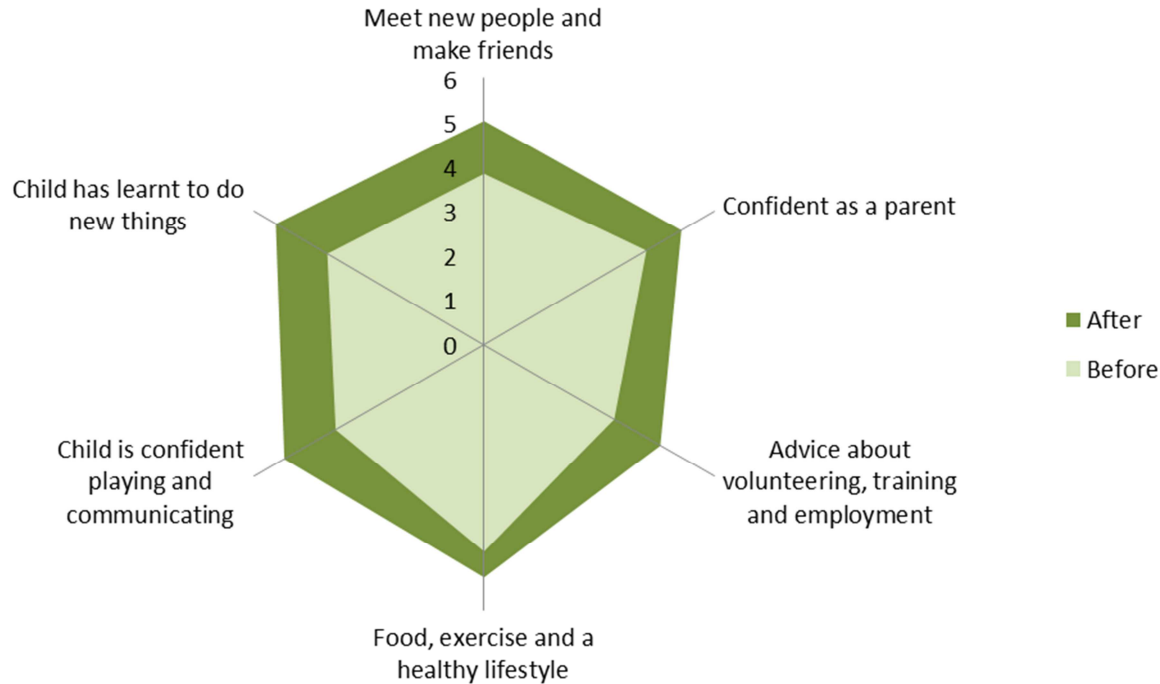
Before and After Scores



Universal Group: Stay & Play (150 evaluations)

	Average Before	Average After	Average Improvement
Meet new people and make friends	3.84	5.04	1.20
Confident as a parent	4.23	5.14	0.91
Advice about volunteering, training and employment	3.39	4.59	1.20
Food, exercise and a healthy lifestyle	4.68	5.27	0.58
Child is confident playing and communicating	3.87	5.21	1.34
Child has learnt to do new things	4.09	5.43	1.34

Before and After Scores



Budget Screening Equality Impact Assessment Template 2016/17 – Service-Users

Note: for guidance see the end notes in this document or the accompanying document

For further help please contact Sarah Tighe-Ford, BHCC Equalities Co-ordinator (E: sarah.tighe-ford@brighton-hove.gov.uk T: 292301)

1. Service Areaⁱ	Children’s Centres	2. Proposal No.ⁱⁱ
3. Head of Serviceⁱⁱⁱ	Caroline Parker	
4. Budget Proposal^{iv}	<p>What is the proposal? Use the savings proposal wording and more detail if needed</p> <hr/> <p>Reduction of £176,000 (10%) in addition to the removal of £670,000 temporary funding agreed for 2015/16 only. Reduce the number of designated children's centres from 12 to 7 main sites. Continue to use the following children’s centres as main sites: Roundabout (Whitehawk), Moulsecoomb, Tarnar, Hangleton, Hollingdean, North Portslade (with reduced opening hours) and Conway Court. Retain the following children’s centres as service delivery points: Deans, City View, Hollingbury and Patcham, West Hove and provide outreach services in these venues and in family homes. In addition explore an on-line children’s centre to provide information and advice. Consult on the following proposals</p> <ul style="list-style-type: none"> • Continue to provide open access groups for parents with new babies. • Reduce the number of drop in stay and play type groups but continue to provide groups across the city with priority access for families identified as needing support and with children under two. • Offer more parenting talks and discussion groups to reach more parents at an earlier stage and fewer longer parenting courses; • Promote volunteering and community/ parent run groups • Refocus support for parental involvement to support for parents and carers to access learning, training and employment opportunities. • Continue to provide targeted groups in the main children’s centres including Bi-lingual Families Groups. • Reduce the number of home visits by council staff but continue to provide home based interventions for the most vulnerable families. • Improved support for families with young children facing multiple disadvantage. • Reduced children’s centre funding for supported childcare places following the increase in free childcare places for two year olds. <p>Develop Children’s Centres as part of Neighbourhood Hubs.</p>	

129

5. Summary of impacts^v	<p>Highlight the most significant disproportionate impacts on groups</p> <hr/> <ul style="list-style-type: none"> • The service supports children under five and the vast majority of adults who use the service are women. Any changes in the services may therefore disproportionately impact on these groups. • The proposals to reduce the number of Stay and Play type open access groups will impact Tarner, Moulseccomb, Bevendean, Coldean, Roundabout, Conway Court, Woodingdean, Rottingdean and North Portslade. • Tarner and Conway Court have higher than average number of BME families attending these groups. Roundabout, Tarner and Moulseccomb have higher than average numbers of families with additional needs attending these groups • A higher number of lone parents attend Roundabout, Conway Court and Tarner children’s centres. A reduction in groups here may disproportionately affect these families. • Although there are other open access stay and play type groups in these areas (alternative provision), there may be a number of potential barriers to access. These include cost, travel or other barriers that may deter some families. • There will be a reduction in home visiting which will disproportionately affect families who don’t attend children’s centres to access services for various reasons. This will be considered as part of the consultation.
6. Assess level of impact^{vi}	<p>The level of impact will be significant (level 5) for women and young children.</p>
7. Key actions to reduce negative impacts^{vii}	<p>What actions are planned to reduce/avoid negative impacts and increase positive impacts?</p> <hr/> <ul style="list-style-type: none"> • A needs assessment has been completed to help design the revised service and consider the likely impact of changes. • The public consultation completed in 2014/15 is being used to inform the changes and a further consultation is planned to help assess the impact of the revised proposals. • Changes in children’s centre services will specifically impact on children under five and their families. The proposals include continuing to offer open access baby groups and a reduced number of stay and play groups. The responses to last year’s consultation said this was essential to address inequality and promote social cohesion. • Council funded children’s centres services will continue to support those families and children most at risk of poor outcomes including more support for families with young children facing multiple disadvantage. • Two year olds from families on out of work benefits and working families on low incomes are entitled to free part time early education places. Around 30% of two year old children are eligible.

	<ul style="list-style-type: none"> • Health visitors will continue to deliver the universal elements of the Healthy Child Programme including the five universal reviews to identify needs (ante-natal, new birth, 6-8 weeks, 1 year, 2.5 years). • Partnership working with health visiting ensures that the need of all early children and their families is assessed and the identified support is provided based on these needs taking into account protected characteristics. The health visitors will also be key in communicating service changes to parents, identifying families affected as well as new and future parents and signposting them to alternative services. • Children’s Centre staff will support parent run groups to compensate for some of the reduced service.
--	---

8. Identify disproportionate impacts^{viii}

Different Groups to be included in assessment	Possible disproportionate impact on group/s? YES/NO	Describe potential impact (positive effects and negative impacts or potential barriers)	Action/s (including details of a full EIA to be completed if required/relevant) <u>Note:</u> Actions should directly relate to the potential impacts identified.
Age (people of all ages)	Y	<p>Changes in children’s centre services will specifically impact on children under five and their families.</p> <p>The proposals include continuing to offer open access baby groups. There will be a reduced number of council run stay and play type groups but there will continue to be groups across the city with priority access for families assessed as needing support by health visitors and with children under two. This will mean fewer services for children over two or who are not assessed as needing additional services.</p> <p>Although there are other open access stay and play type groups in these areas (alternative provision), there may be a number of potential barriers to access. These include cost, travel or other barriers such as being provided by a religious institution that may deter some families.</p>	<ul style="list-style-type: none"> • Council funded children’s centres services will continue to focus most support on those families and children most at risk of poor outcomes. • Health visitors working as part of the children’s centre service will continue to deliver the universal elements of the Healthy Child Programme including the five universal reviews to identify needs (ante-natal, new birth, 6-8 weeks, 1 year, 2.5 years). • Council funded children’s centres services will continue to support those families and children most at risk of poor outcomes including more support for families on the cusp of needing child protection services. • Two year olds from families on out of work benefits and working families on low incomes are entitled to free part time early education places. Around a third of children (900) are eligible. • Children’s centre will monitor equalities impacts from the revised services to take

131

		<p>There will be reduced opening hours at the children's centres which are no longer designated.</p> <p>Reduced funding for childcare places from the children's centre budget will impact on a small number of children under two.</p> <p>A further consultation is planned to help assess the impact of the revised proposals.</p>	remedial action if needed.
<p>Disability (having a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</p>	N	<p>Disabled children are a targeted group for children's centre services and will continue to be supported.</p> <p>A further consultation is planned to help assess the impact of the revised proposals.</p>	<ul style="list-style-type: none"> • Actions as in age above

Different Groups to be included in assessment	Possible disproportionate impact on group/s? YES/NO	Describe potential impact (positive effects and negative impacts or potential barriers)	Action/s (including details of a full EIA to be completed if required/relevant) <u>Note</u> : Actions should directly relate to the potential impacts identified.
Ethnicity/Race (ethnic or national origins, colour or nationality, including refugees & migrants; and Gypsies & Travellers)	Y	<p>The needs assessment showed that the highest percentage of BME families live in the Tarner, Cornerstone and Conway Court areas. Tarner and Conway Court have higher than average number of BME families attending stay and play groups</p> <p>Monitoring of services users shows that across the city some 35% of children and families using the services are BME. The largest group is White Other (13%) followed by Other Mixed (4%). There is a variation in attendance across the city with the Tarner children's centre having the largest attendance.</p> <p>A further consultation is planned to help assess the impact of the revised proposals.</p>	<ul style="list-style-type: none"> • Actions as in age above • Continuing to run Bilingual Families Group and the MOSAIC group
Gender (men and women, girls and boys)	Y	<p>Monitoring of services shows that the majority of parents using the services are women. Any changes to the service will impact disproportionately on women who have young children.</p> <p>A further consultation is planned to help assess the impact of the revised proposals.</p>	<ul style="list-style-type: none"> • Actions as in age above
Gender reassignment (a person who proposes to, starts or has completed a process to change gender.)	N	<p>Joint working with health visiting ensures that the need of all early children and their families is assessed and the identified support is provided to all families taking account of protected characteristics.</p>	<ul style="list-style-type: none"> • Actions as in age above

Different Groups to be included in assessment	Possible disproportionate impact on group/s? YES/NO	Describe potential impact (positive effects and negative impacts or potential barriers)	Action/s (including details of a full EIA to be completed if required/relevant) <i>Note:</i> Actions should directly relate to the potential impacts identified.
Religion or Belief (any religion or philosophical belief with a clear structure and belief system, or lack of religion or belief.)	N	<p>Joint working with health visiting ensures that the need of all early children and their families is assessed and the identified support is provided taking account of protected characteristics.</p> <p>A further consultation is planned to help assess the impact of the revised proposals.</p>	<ul style="list-style-type: none"> • Actions as in age above • Working with the Ethnic Minority Achievement Service to increase the take up of two year old places by BME groups.
Sexual Orientation (bisexual, gay, heterosexual and lesbian people)	N	<p>Joint working with health visiting ensures that the need of all early children and their families is assessed and the identified support is provided to all families taking account of protected characteristics.</p> <p>A further consultation is planned to help assess the impact of the revised proposals.</p>	<ul style="list-style-type: none"> • Actions as in age above
Child Poverty (Children and young people in families living on less than 60% of national median income before housing costs. In B&H around 22% of all children.)	Y	<p>Families living in poverty are one of the main target groups for children's centres and will be impacted by the change in services.</p> <p>A further consultation is planned to help assess the impact of the revised proposals.</p>	<ul style="list-style-type: none"> • Actions as in age above • One of the main aims of the service review is to ensure that services and resources are focused on improving outcomes for the most disadvantaged children, including expanding the free entitlement programme for 2 year olds from low income families, in line with national targets
Other groups relevant to this proposal (Specific and relevant to the service, including but not only: carers, people experiencing domestic or sexual violence,	N	<p>The service will continue to focus on improving outcomes for the most disadvantaged early years children, in line with the early help strategy. The changes to the proposals will help to ensure that all families can access universal groups which are not stigmatising. Home based</p>	<ul style="list-style-type: none"> • Actions as in age above

Different Groups to be included in assessment	Possible disproportionate impact on group/s? YES/NO	Describe potential impact (positive effects and negative impacts or potential barriers)	Action/s (including details of a full EIA to be completed if required/relevant) <u>Note</u> : Actions should directly relate to the potential impacts identified.
looked after children, homeless people...)		<p>interventions will continue to be offered to the most vulnerable families.</p> <ul style="list-style-type: none"> • A higher number of lone parents attend Roundabout, Conway Court and Turner children's centres. A reduction in groups here may disproportionately affected these families. • Although there are other open access stay and play type groups in these areas (alternative provision), there may be a number of potential barriers to access. These include cost, travel or other barriers such as being provided by a religious institution that may deter some families. • 	

<p>9. Full EIA?^{ix}</p>	<p>[Delete as applicable:] Planned as part of the children’s centre review.</p>
<p>10. Monitoring and Evaluation</p>	<p>How will you monitor the impact of this proposal and the success of your mitigating actions on these groups over the coming year (or more)?</p> <hr/> <p>Monitoring of the take up of children’s services by protected groups.</p>
<p>11. Cumulative impacts^x (proposed changes elsewhere which might worsen impacts identified above)</p>	<p>Might related proposals from other service areas (or other changes) worsen or mitigate impacts from your proposal? Please explain these impacts.</p> <hr/> <p>Impact young children and women There may be a cumulative impact on children and families from changes to other children’s services.</p>

The Budget EIA process is a legal duty supporting good financial decision-making. It assesses how proposals may impact on specific groups differently (and whether/how negative impacts can be reduced or avoided) so that these consequences are explicitly considered. Decisions must be informed by accurate, well-informed assessment of likely impacts so that they are fair, transparent and accountable. Budget EIAs provide a record of this assessment and consideration.

End notes:

ⁱ **Service Area** – Give the Directorate and Division/Team/Service

ⁱⁱ **Proposal No.** – Each budget proposal will be allocated a number by Finance and the EIA uses the same one.

ⁱⁱⁱ **Head of Service** – Name of the senior officer responsible for the service.

^{iv} **Budget Proposal** – Use the savings proposal wording. Add more detail so that a member of the public can understand it. You might summarise proposed budget changes ('a 10% reduction'), a change in venue ('from X building to Y'), or a change in the way that a service is delivered ('instead of X universal sessions a week, we propose to offer Y').

^v **Summary of impacts** – Fill in this section after you have completed all parts of section 7 and 8. Explain the most significant impacts (largest numbers or biggest impacts) and barriers identified during the EIA, including which group(s) they will affect specifically.

^{vi} **Assess level of impact** - consider the impacts overall and on specific groups and rate these between 1 and 5: 1 = minimal impacts on small numbers of people – 5 = significant impacts on large numbers of people or on very vulnerable people

^{vii} **Key actions to reduce negative impacts** – Fill in this section after you have completed all parts of section 7 and 8. The actions should directly respond to the negative impacts identified and be possible and realistic. Also highlight positive opportunities to increase benefits for groups and say if no mitigation is possible. Details of actions will be defined after Budget decisions.

^{viii} **Identify disproportionate impacts** - In the first column indicate whether or not there is likely to be a disproportionate impact. If so, complete the other two columns.

- **Potential impact:** how will the proposed change affect people in the group identified? Also consider differences within groups (eg: different impacts on different ethnic groups); and multiple identities (eg: women of different ages may be impacted differently).
- **Actions:** what do you propose to do to remove, avoid or reduce the negative impact? The actions should relate directly to the identified impact. If unlawful discrimination is identified then that must be removed or the proposal withdrawn.

If there will not be an impact for a group, briefly explain why. Absence of data does not mean there will not be an impact. Briefly state where data is from (with a link to it, if appropriate) and what it tells you (eg: 'Service-user monitoring shows that XX% are...' or 'BME groups said...') Highlight gaps in engagement so you can gather views before final EIAs are due (in January). Focus on what is proportionate: big impacts on small numbers of people and/or impacts on a large number of people are important.

^{ix} **Full EIA** – Given the proposal and its likely effects on service-users, please note whether a full EIA will be completed in addition to this work, whether one is planned or whether further assessment is not needed.

^x **Cumulative impacts** - Describe the impacts of other proposals in your service area and, where known, of proposals elsewhere which might worsen impacts identified in section 7. Explain what joint actions are needed to remove, reduce or minimise negative impacts.

text]

Subject:	School Attendance		
Date of Meeting:	25th September 2015		
Report of:	Jo Lyons		
Contact Officer:	Name:	Gill Manton	Tel: 294961
	Email:	Gill.manton@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE**1. SUMMARY AND POLICY CONTEXT:**

- 1.1 This report provides information including data on school attendance for all children and young people in Brighton & Hove

2. RECOMMENDATIONS:

- 2.1 To note the report and endorse the focus across the City on improving school attendance.

3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:**Attendance**

- 3.1 In Brighton & Hove we aim to ensure that all pupils attend school all of the time and our commitment is to promote good school attendance. We know that good school attendance is a priority for all schools. Pupils who attend school are more likely to develop both academically and socially, improving their life chances. We also know that there is a direct link between poor attendance and poor attainment for a child and young person. Added to this, many issues related to non-attendance will highlight pupils with particular health, welfare or social needs.

We also need to be mindful that school attendance is part of the school Ofsted judgment and grade descriptors make it clear that if the pupils' actual attendance is well below national averages, or too many pupils are persistently absent, and then attendance must be graded as inadequate.

- 3.2 It is a legal requirement under Section 7 of the Education Act 1996 that parents of children of compulsory school age ensure that their children receive full-time education that is suitable to their age, ability and aptitude and to any special educational needs that they may have. A child reaches compulsory school age at the start of the term on or after their fifth birthday, and continues to be of compulsory school age until the last Friday of June in the school year that they

reach 16. Fixed Penalty Notices cannot therefore be issued to children in reception who have not yet reached compulsory school age. It is essential for pupils to attend school regularly in order to maximise the opportunities available to them. The Council's Behaviour and Attendance Team investigate cases of poor attendance and instigate statutory intervention where appropriate. The Behaviour and Attendance Team will issue penalty notices on behalf of schools and will always serve them by first class post. The team will also ensure that the issuing of penalty notices is closely monitored with the relevant financial penalty being imposed and collected. If the penalty notice has not been paid within 28 days of issue the case may be escalated and consideration given to prosecution for non-school attendance. A parent may receive more than one separate penalty notice resulting from the unauthorised absence, but not in excess of 3 penalty notices for an individual child in any twelve-month period. A Penalty Notice will be issued to each parent of each child exhibiting the relevant patterns of unauthorised absence. Therefore within any twelve month period each parent can receive a separate penalty notice for each child that exhibits the relevant pattern of unauthorised absence and, where appropriate, in respect of more than one child.

CIRCUMSTANCES WHEN PENALTY NOTICES MIGHT BE ISSUED

Unauthorised Absence/Truancy:

- Persistent late arrival at school (after the register has closed).
- Pupils whose attendance has not reached a satisfactory (90% attendance – 2015 threshold) level during a 6 week period following intensive support i.e. truancy patrol.
- Where parents allow their child to be present in a public place during school hours without reasonable justification in a fixed term or permanent exclusion.
- Penalty notices will be issued following assessment of poor attendance which the LA considers to be 4 sessions or more within a term. This does **not** relate to unauthorised holidays but any other unauthorised absence.
- Penalty notices will be issued for all unauthorised holidays taken during term time.

The fine is £60 per parent per child, if payment is made within 21 days from the date of issue, increasing to £120 if paid after 21 days but within 28 days.

LEGISLATION AND GUIDANCE

The Council's Behaviour and Attendance Team must have regard to the following legislation and guidance when applying the provisions of this Code: -

Data Protection Act 1998

Children Act 1989

Crime and Disorder Act 1998

Human Rights Act 1998

Education and Inspections Act 2006

Equality Act 2010

Education (Penalty Notices) (England) Regulations 2007

Education (Penalty Notices) (England) (Amendment) Regulations 2012
Education (Penalty Notices) (England) (Amendment) Regulations 2013
Special Educational Needs Code of Practice 2014
Education Act 1996

Police and Criminal Evidence Act 1984

'Parental responsibility measures for school attendance and behaviour': DfE Guidance November 2013 The education (pupil registration) (England) (amendment) regulations 2013, which came into force on 1 September 2013, removed references to family holidays and extended leave as well as the notional threshold of ten school days. The amendments made clear that head teachers may not grant any leave of absence during term time unless 'exceptional circumstances' exist. The regulations also stated that head teachers should determine the number of school days a child can be away from school if leave is granted for 'exceptional circumstances'.

3.3 Following this legislative change in the education regulations the Local Authority has had an increase in the volume of fixed penalty notices requests from across the City. From September 2013 to September 2014, there were 434 referrals for fixed penalty notices. From 2014 to September 2015 there were 952 referrals for fixed penalty notices which demonstrate the impact this legislative change is having on schools and parents alike. This policy change has created both clarity and consistency across all schools in the City, acting as a deterrent to parents who remove their children from school for term time holidays. With the increase in numbers of fixed penalty notices and the change in legislation for local authorities and schools, it is clear that LAs should provide as much support as possible to schools to understand the legal process for non-school attendance.

3.4 As part of our drive to promote and ensure good school attendance, we have recently put in place the following stages of intervention to support and challenge to all schools across the City:-

- **Cluster approach** to ensure good school attendance across the City. The clusters operate in line with the existing model used within the school improvement team and are attended by either school based education welfare officers or attendance leads in school. The aim of these clusters is to focus priorities on standards of school attendance to good or outstanding and to narrow gaps in attainment. School attendance data is used to compare and contrast schools across the City, identifying trends, creating competition to drive up good practice and challenge poor practice across the groups.
- **Intensive support** is one to one support offered to schools that have specific needs on addressing persistent absence by adopting an action plan and provide assistance by brokering external agencies or advice. This provides a team around the school approach to schools with high levels of need.
- **Education Investigation Service (EIS)** is to enforce action for poor school attendance and other education related legal interventions such as fixed penalty notices and prosecutions in line with the PACE 1984 requirements.

We have recently revised and adapted the Brighton & Hove City Council's code of conduct in consultation with Head Teachers, Governors and Sussex Police. This document is for the provision of administering fixed penalty notices for non-school attendance and plays an important part in the range of school strategies and policies we use to support good attendance and good attainment for pupils.

The revised code of conduct now includes that: parents can receive more than one penalty notice in one year (previously receiving only one penalty notice in a year); penalty notices will be issued for an unauthorised leave of absence (holidays during term time) and a penalty notice will be issued following assessment of poor attendance rather than previously stating 'penalty notices may be issued following assessment of unacceptable levels of unauthorised absence which is considered to be 10 unauthorised sessions in a ten week period, just to give you an example. The revised code of conduct will also offer schools the opportunity to have a consistent approach in their processes and systems, ensuring that all schools are working under the agreed method.

3.5 There are approximately 33,000 pupils across primary and secondary schools in Brighton & Hove and the table below gives an overview of both authorised and unauthorised absence for academic year 2013/14 for both primary and secondary schools across the City.

Overall Absence and Persistent Absence Data

Table 1 below shows the end of year figures for primary school attendance and persistent absence 2013/14. The figures show that for primary absence 13/14 the figure is slightly above the national average, however, the internal figures for 14/15 show that this has stayed the same at 4.0% for 14/15. This indicates a sustained improvement on 12/13 figures in line with statistical neighbours. Table 2 shows the persistent absence figures for the primary sector have improved from 2.1% in 2014/15 to 2% in 2014/15 which is in line with statistical neighbours.

Table 1: Primary Absence Figures.

Primary	2009/10	2010/11	2011/12	2012/13	2013/14
National	5.20%	5.00%	4.40%	4.70%	3.90%
South East	5.00%	4.80%	4.30%	4.60%	3.80%
Brighton and Hove	5.20%	4.40%	4.90%	4.80%	4.00%
Statistical Neighbours	-	-	-	4.72%	3.92%

Table 2: Primary Persistent Absence Figures.

Primary	2009/10	2010/11	2011/12	2012/13	2013/14
National	1.40%	3.90%	3.10%	2.70%	1.90%
South East	1.30%	3.30%	2.90%	2.60%	1.90%
Brighton and Hove	1.10%	3.40%	3.10%	2.50%	2.00%
Statistical Neighbours	-	-	-	2.68%	2.00%

Table 3 below shows the end of year figures for secondary school attendance and persistent absence 2013/14. The figures show that for secondary absence 13/14 the figure is above the national average, however, there has been a year on year improvement since 2009.

Table 4 shows the persistent absence figures for the secondary sector have improved from 6.40% in 2013/14 to 5.67% in 2014/15 and a marked year on year improvement since 2010.

Table 3: Secondary Absence Figures.

Secondary	2009/10	2010/11	2011/12	2012/13	2013/14
National	6.80%	6.50%	5.90%	5.40%	5.20%
South East	6.90%	6.60%	6.00%	5.90%	5.30%
Brighton and Hove	7.70%	7.10%	6.50%	6.60%	5.60%
Statistical Neighbours	-	-	-	6.07%	5.38%

Table 4: Secondary Persistent Absence Figures.

Secondary	2009/10	2010/11	2011/12	2012/13	2013/14
National	4.40%	8.40%	7.40%	6.50%	5.30%
South East	4.60%	8.40%	7.80%	6.80%	5.70%
Brighton and Hove	5.90%	9.00%	9.30%	8.50%	6.40%
Statistical Neighbours	-	-	-	6.94%	5.71%

* The data for 14/15 is available as from March 2016 for National figures and statistical neighbours.

3.6. Persistent Absence final figures for 2014/15

The internal figures for persistent absence for the secondary sector are 5.67% which have improved by 0.73% between 2014 and 2015. All persistent absence measures have been calculated on the 15% threshold which will change for this September 2015 year to 10%. The data for 2014/15 at 5.67% indicates an improving picture for persistent absence with an overall decrease and would appear to demonstrate that interventions are having a positive impact. The persistent absence thresholds have changed from 20% for 2009/10 to 15% for 14/15, with an additional change from September 2015 to 10%.

3.7. Fixed Penalty Notice 2014/15

An important part of our work includes the Education Investigation Service which includes penalty notices and interviews under caution. Since July 2015, we have conducted 20 interviews under caution and all but one payment is currently being processed. There has been an increase in the number of fixed penalty notices on the previous academic year which reflects the National picture.

3.8. School illness - Public Health & GP's

There are approximately 33,000 pupils across primary and secondary schools in Brighton & Hove and the table below gives an overview of both illness and medical appointments for academic year 2014/15, for both primary and secondary schools across the City. Attendance registers are taken twice a day at school: once at the beginning of the morning session and once during the afternoon session. In the registers, schools are required to record whether pupils are present, engaged in an approved educational activity or are absent. Where a day pupil of compulsory school age is sick, schools have to indicate in the register **code 'I'** (not medical or dental appointments). Schools advise parents to notify them on the first day the child is unable to attend due to illness. Schools should authorise absence due to illness unless they have a genuine cause for concern about the veracity of an illness. If the authenticity of illness is in doubt, school can request parents to provide medical evidence to support illness. Schools can record the absence as unauthorised if not satisfied of the authenticity of the illness but should advise parents of their intention. Schools are advised not to request medical evidence unnecessarily.

Table A below are provisional figures for **Brighton & Hove Council** Primary and Secondary School for 2013-14, for illness or medical reasons. This table

compares associated figures from Southend Borough Council and Sheffield City Council who are just two of our statistical neighbours

Table A: Brighton & Hove City Council **Primary** School for illness and medical data 2013/14

Local Authority	% Illness	% Medical
Brighton and Hove	2.41%	0.25%
Sheffield	2.25%	0.27%
Southend-on-Sea	2.45%	0.21%
National	2.35%	0.24%

Table B: Brighton & Hove City Council **Secondary** School holiday for illness and medical data 2013/14

Local Authority	% Illness	% Medical
Brighton & Hove	3.20%	0.34%
Sheffield	2.65%	0.38%
Southend-on-Sea	2.76%	0.33%
National	2.88%	0.38%

The primary sector figures for Brighton and Hove City show higher levels of illness at 2.41% against the National average at 2.35%. In relation to medical appointments, Brighton & Hove are 0.1% higher than the National average. This gives an indication that we need to focus more on tackling illness within the primary sector. The figures for the secondary sector show a considerably high level of illness within the secondary sector at 3.20% compared to a National average of 2.88% and both our statistical neighbours.

In any case of illness and/or medical condition, all schools across Brighton & Hove are advised to ask for medical evidence such as: Prescriptions, Appointment Cards and/or Doctor's Notes. The level of illness and/or medical absence is tackled at the attendance support meeting in the school. Parents/carers are made aware that if this evidence is not supplied when their child returns after an illness or medical absence; it will be recorded as an "unauthorised" absence. The overall picture for Brighton & Hove is that within 2014/15, a total of 170,000 schools days are lost due to illness.

We are working with public health and GP's to ensure that all schools have the appropriate evidence to support any absence from school. In addition to this, we are working with schools to adopt 'hand washing campaign' in the autumn term to relieve the spread of norovirus where there are higher levels of absence.

4. COMMUNITY ENGAGEMENT AND CONSULTATION

Community Engagement options to be decided.

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

5.1 There are no additional finance implications for this area.

Legal Implications:

- 5.2 Underpinning this document are the Council's legal obligation to provide appropriate full time efficient education for every child resident in its area and the parent's legal obligation to ensure that his/her child receives an appropriate education by full time attendance at school or otherwise

Equalities Implications:

- 5.3 Regular and punctual attendance at school and access to appropriate education provision, will significantly improve the ability for children in Brighton & Hove to reach their full potential. If children do not attend school regularly or engage in appropriate education, the welfare and protection of these children will be at risk.

Sustainability Implications:

- 5.4 All policies, procedures and systems will be reviewed regularly giving consideration to any new or updated legislation and guidance

Crime & Disorder Implications:

- 5.5 Ensuring children and young people are fully engaged in education and attending school will support the reduction in crime by young people.

Risk and Opportunity Management Implications:

- 5.6 None.

Public Health Implications:

- 5.7 This report aligns with the priorities at outlined by the EHWPB 2015.

Corporate / Citywide Implications:

- 5.8 This area of work directly aligns with the corporate plan principles, providing strong civic leadership for the well-being and aspiration of Brighton & Hove community

6. EVALUATION OF ANY ALTERNATIVE OPTION(S):

- 6.1 None

7. REASONS FOR REPORT RECOMMENDATIONS

- 7.1 Information only

Subject:	Review of Post 16 provision in the Sussex Coast Area		
Date of Meeting:	Children, Young People and Skills		
Report of:	Pinaki Ghoshal		
Contact Officer:	Name:	Hilary Ferries	Tel: 293738
	Email:	Hilary.ferries@brighton-hove.gov.uk	
Ward(s) affected:	All		

The special circumstances for non-compliance with Council Procedure Rule 3, Access to Information Procedure Rule 5 and Section 100B(4) of the Local Government Act 1972 (as amended), (items not considered unless the agenda is open to inspection at least five days in advance of the meeting) were that the paper needed to include updates about the post 16 review that were not available in time to meet the deadline for release.

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 This report outlines the purpose and scope of the Review of post 16 provision in the city. It covers both the Sussex Coast Area review and plans for the review of sixth form provision aligned to this. The latter was proposed and agreed at the Children, Young People and Skills Committee on Monday 12 October 2015. This report outlines the context and purpose of the Review of Post 16 provision in the Sussex Coast Area

2. RECOMMENDATIONS:

- 2.1 To note the arrangements for the Sussex Coast Review and agree to the proposed methodology for the post 16 school based provision across Brighton and Hove.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The Sussex Coast review

On 24th September 2015 DfE and BIS announced an area review for the Sussex Coast area including local authority areas of East Sussex, West Sussex (partially), Brighton and Hove and part of the Coast to Capital and South East LEP areas.

The review will look at the shape of all post-16 education and training across the area and how well this fits with local economic and educational need.

The focus is on the following colleges across the region.

- Central Sussex College (GFE), Crawley
- Chichester College (GFE)
- City College, Brighton and Hove (GFE)
- Northbrook College, Sussex (GFE)
- Plumpton College (Agricultural)
- Sussex Coast College, Hastings
- Sussex Downs College (GFE)
- Worthing College (GFE)
- Bexhill College (SFC)
- Brighton Hove and Sussex Sixth Form College
- Varndean College (SFC)

3.1.2 Process

The review will last approximately 4 months and will be carried out by-

- desk top research
- college visits and
- 5 steering group meetings.

The steering group will be chaired by the FE/Sixth Form Commissioner and consist of college principals and chairs, Local Enterprise Partnerships, Upper Tier LAs, regional schools Commissioners, the funding agencies and the Department for Business Innovation and Skills.

1. The first steering group meeting has taken place on 22 October 2015 and addressed the following-
 - Background to review- context, economic environment, skills needs analysis, LEP and LA views

The subsequent meetings are as follows-

2. Thursday 3 December 2015
 - Curriculum analysis and early findings from site visits, current curriculum- overlaps and opportunities for rationalisation/specialisation, potential savings
3. Wednesday 6 January 2016
 - Emerging options for potential savings and curriculum rationalisation and testing early responses.
4. Tuesday 19 January 2016
5. Monday 29 February 2016

3.2 The Brighton & Hove Review

- 3.2.1 At the first steering group of the Sussex Area Review, it was stated that “schools are not part of the process, the regional Schools Commissioner and LAs will gather information and feed into the analysis.”

However, at this meeting the FE Commissioner, Dr David Collins, encouraged participating regions to explore and generate their own solutions, towards an offer that meets local learner and employer need and provides access to high quality and relevant education and training for all.

The council welcomes the opportunity given by the Sussex wide review to consider the provision of post 16 education and training in the city and across East and West Sussex as we welcome many learners who travel into the city. We also see this as an opportunity to carry out a review of post 16 in schools in the city. Although schools are not included in the review, appropriate aspects of the city review will be included in the data submitted.

In order to support this information gathering, the Area Review has also provided the LA with a document headed

“RSC and Local Authority Input on Schools Provision to Support Area Reviews”.
(see appendices)

This will form part of their analysis of schools sixth forms and will be used to support the city’s own review, to look at the following-

- Infrastructure
- Curriculum
- Learner Outcomes
- Leadership and Governance

- 3.2.2 As part of the city’s review of post 16 provision all providers and chairs of their governing bodies, will be invited to take part in a process to explore possible options to move forward, meeting the needs of all learners in the city. This city review will also consider the local area’s current and future skills and economic needs, a review of curriculum and identify opportunities for rationalisation and specialisation.

As part of this process there will be engagement with the Youth Council and mechanisms will be developed as to how to engage with young people on the current and future provision.

- 3.2.3 The LA statutory duties are to ensure the mix and balance of that provision is appropriate at all levels with particular focus at the lower levels and also for vulnerable students. We need to ensure the provision continues to meet the needs and challenges for all learners within the city, whilst ensuring the long term viability of provision in the area.

- 3.3 The role of the Local Authority as cited in the Area Review
The role of the LA is to:

- contribute to the analysis of the current and future economic and educational needs of the area
- engage in and support the review process including through their wider strategic role
- engage with sixth forms in maintained schools

The council's position is that there needs to be the right provision to meet the needs especially those of vulnerable learners and to provide the pathway for further learning and work. We are committed to higher standards for all and there needs to be variety, choice and value for money.

Our statutory duties are to ensure the mix and balance of that provision is appropriate at all levels with particular focus at the lower levels and also for vulnerable students. We need to ensure the provision continues to meet the needs and challenges for all learners within the city, whilst ensuring the long term viability of provision in the area.

4. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

There are no financial implications at this stage of the review

4.1

Finance Officer Consulted: Steve Williams

Date: 06/11/15

Legal Implications:

4.2 There are no legal implications arising from this report.

Lawyer Consulted: Serena Kynaston

Date: 06/11/2015

SUPPORTING DOCUMENTATION

Appendices:

1. LA Input on schools provision requirements
2. Performance numbers and learner
3. Map of FE colleges

RSC and Local Authority Input on Schools Provision to Support Area Reviews

Expectations as outlined in guidance:

The purpose of the reviews will be to:

- Ensure an offer that meets local learner and employer needs and provides access to high quality and relevant education and training for all (this means the review team will look at the provision across an area and how this fits together to meet the needs, where there are gaps etc.).
- The right balance of provision, including greater specialisation and higher level technical skills.
- Support economic development and the drive for increasing productivity.
- Create sustainable institutions - the focus of detailed assessment will be colleges with a view to providing affordable and sustainable options for change.

Although schools will not be individually assessed and engaged at the same level, there will be a need to consider whether the present post-16 academic provision in schools is meeting the needs of learners and supporting progression to HE and employment.

There is an expectation that the RSC office and LAs will feed in data and a narrative that will result in an annex on the schools provision in the area, which might highlight any performance issues, oversupply of provision, proposals for new institutions etc. and this will also support the work on college options assessment and developing recommendations in the context of the total provision picture. RSCs/LAs may also then take away from the review information that will feed into the approaches to dealing with requests from schools to increase age range or when evaluating proposals for new academies, free schools and UTCs.

Possible communication routes:

The Area Review Guidance indicates that there will be meetings at the beginning and end of the review. RSCs and LAs will need to consider how best they might achieve this – jointly if possible to ensure consistent messages. This might be achieved through a variety of routes:

- Setting up schools meetings for an area
- Cascading messages via established 14-19 strategic partnership meetings
- Letters
- Through any regular communications channels with schools/academies in an area
- Communication
- Feed in to the schools forum

RSCs and local authorities will need to come to the first steering group with some views on how this might be achieved.

Information that might feed into the review report

The questions we might want answered for the review report are:

From data held centrally

- How many post-16 institutions are there in the area and what type?
 - Schools in the area
 - Numbers of students in sixth form –published funding info on that here: <https://www.gov.uk/guidance/16-to-19-education-funding-allocations#published-allocations> where 2015/16 data should be published shortly and this would include £s and numbers of places.
 - Ofsted grades and information about performance – from DfE performance tables?

Information from RSCs/LAs gained through their work with schools)

- Is the current provision meeting the local need? If yes/No, then how?
- Infrastructure:
 - Are there issues with access for learners – e.g. rural travel etc?
 - Travel-to-learn patterns that are relevant? – e.g. cross-border traffic.
 - Are there too many/too few level 3 academic places for learners in the area? And if so, where?
 - What is the demographic trend Y7-11? (*EFA will have data on this from basic needs planning, but RSCs/LAs may have views*)
 - Are there any discussions around collaboration/consolidation of sixth forms that ought to be taken into account?
 - Is there provision likely to close due to viability issues? (impact on local picture?)
- Curriculum:
 - Any issues with breadth of offer anywhere in the review area?
 - Are there issues with small class sizes?
 - Are there notable gaps in subjects in any part of the area? Why?
 - Any particular issues e.g. ESOL?
 - What do schools think about the sustainability of their sixth form provision in the future?
 - Issues with small school sixth forms? (*EFA also have some data on this – size versus performance*)
- Learner outcomes:
 - Quality of local schools provision overall? (there may be specific issues in performance in certain communities etc.)
 - English/maths attainment issues at age 16 that are impacting on post-16?
 - Outcomes for learners by age 18/19?
 - Progression to university / work?
- Proposals for new provision post-16:
 - What proposals are in the pipeline (free schools / studio schools/ UTCs / adding sixth form)?
 - Planned capacity for pre-opening schools
 - Capacity and any shortfall in pupil recruitment at new UTCs/free schools

/ studio schools recently opened (*Caroline Finch committing to providing information from latest census details and a ring round they are conducting to get an idea of Sept 2015 admissions numbers*)

- Information on specialisms for both open and pre-open UTCs and studio schools (*Caroline Finch*)
 - Timeline for decisions and outline information about focus /specialisms?
 - Is there a clear rationale for new provision in the area? (particularly important if this review area has more places than demographic growth/decline can absorb)
 - Any information we have on likely/possible recruitment for preopening schools
 - Possible closure/deferments/recent developments or issues
- And background information for the RSC to include in discussions as appropriate (although this might not be something for publication):
 - Leadership and governance – whether this is strong, or any issues or whether we are re-brokering

NOTE: We would fact check the final schools annex with the RSC office/LAs before report is issues to the steering group

Version 2 – 2 October 2015

Performance, numbers and learners in post 16 provision

Around 80% of A-level students in the city study at the two sixth form colleges, around 50% at BHASVIC and around 30% at Varndean College. A further 20% of A-level students study in the school sixth forms at Cardinal Newman, Blatchington Mill, Hove Park, BACA and PACA, with around half of these attending Cardinal Newman.

For 2015, of the seven schools and colleges offering A-levels and equivalents there is an improving trend across the city and five of seven centres matched or exceeded the national figure.

Over 90% of students study at BHASVIC, Varndean College and Cardinal Newman. These three centres show an overall pass rate in A-levels at 98.0% broadly in line with the national figure for 2014.

Top grades A*- B at A-level or equivalent exceeded 2014 figures in six of the centres. The greatest improvements were at Blatchington Mill (7.0%) and BHASVIC (6.1%).

BHASVIC's high performance contributes significantly to the city figures. Without their results the A-Level (and equivalents) at A* to B falls to 48.5% (from 58.4%).

Changes in Learner Numbers (Based on EFA allocation data) 2013/14 to 2015/16				
Provider Name	EFA Student Numbers allocation			Change in Learner numbers since previous year
	2013/14	2014/15	2015/16	
Total Student Numbers	6,809	7,077	7,241	164
BRIGHTON HOVE AND SUSSEX SIXTH FORM COLLEGE	2,083	2,279	2,365	86
CITY COLLEGE, BRIGHTON AND HOVE	2,090	2,091	2,135	44
VARNDEAN COLLEGE	1,429	1,464	1,488	24
TOTAL	5,602	5,834	5,988	
REMAINDER IN SCHOOL 6 TH FORMS AND PRIVATE TRAINING PROVIDERS	1207	1,243	1,253	

*This data table is based on allocation of places, rather than actual participants

overall school type	SCHOOL NAME	All 6 th form 2014 (DfE Performance tables)	All 6th Form 2015 Oct 2015 school census
Secondary	Blatchington Mill	169	129
Secondary	Newman College	446	454
Secondary	Hove Park	207	208
Academy	BACA	34	102
Academy	PACA	68	128

- PACA and BACA numbers in current year are directly from the schools rather than census.

Whilst A level provision forms approximately three quarters of courses taken in the city, a quarter of students study at below level 2. This figure has increased with the requirement for student who did not achieve at C at english or maths to retake the exam. The DfE aims to include information on qualifications below Level 3 in performance tables, starting with english and maths in 2016 and Technical Awards in 2017 but this is not available to date.

Students studying at entry and level 1, study largely at City College, Varndean College and a range of independent training providers. The schools with sixth forms all have some level 2 provision post 16. Provision at level 2 and below is important as a significant number of NEET (not in education, employment or training) young people are educated to below level 2. In addition the policy lever of Raising the Participation Age (RPA) places a responsibility to engage all young people. Independent training providers and the school sixth forms offer a smaller group sizes and a higher level of pastoral support.

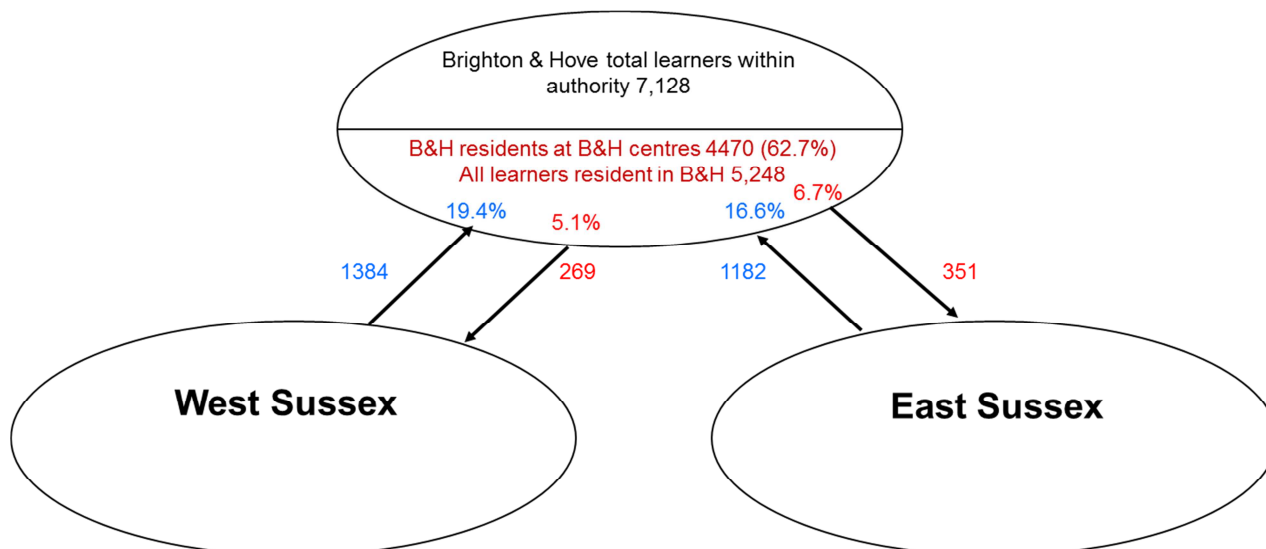
Course level 14/15 (% of all courses, not students)	Entry Level	2%
	Level 1	6%
	Level 2	18%
	Level 3	74%

5. Travel to Learn

Learners Traveling to Learn in Neighbouring Local Authorities

The 2014/15 travel to learn situation for Brighton and Hove is shown in the diagram 1 below:

Diagram 1 – Travel to Learn 2014/15 (Source EFA)



The number of learners from East and West Sussex has risen gently over the past 3 years. Future trends are difficult to predict, as travel to learn numbers will depend upon the relative popularity of the city's post 16 offer rather than purely demographic trends.

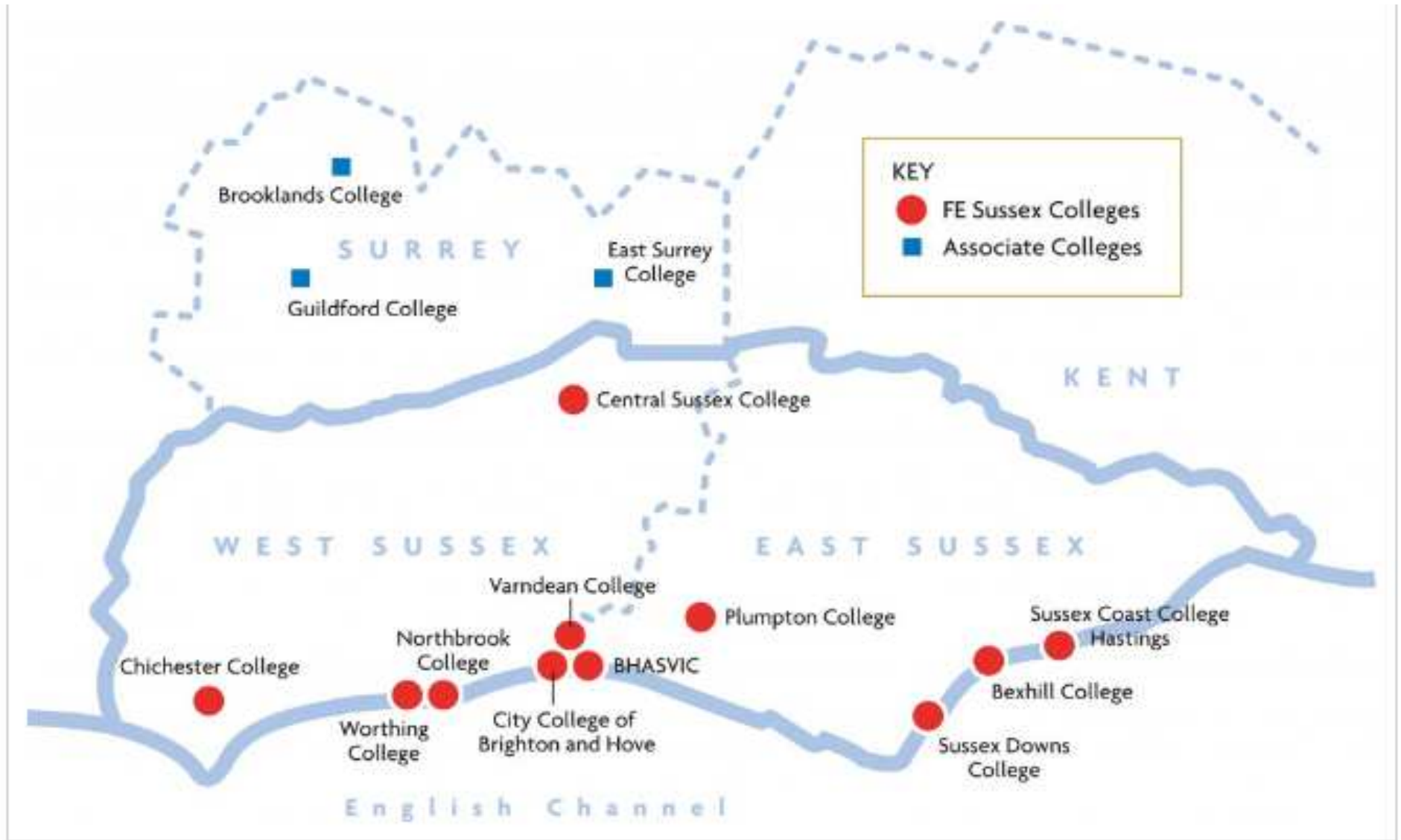
Travel to Learn By Qualification Level

Table 1 below shows the percentage of learners resident in Brighton and Hove who study outside of the city, broken down by the learner's highest qualification enrolment level. Level 1 (and to a lesser extent Level 2) learners are more likely to study outside of the city than level 3 learners. This may reflect the provision available in the city.

<i>Table 1 - % of B&H Resident Learners Studying Outside of the City (Source: EFA)</i>			
	Level 1	Level 2	Level 3
B&H Residents Studying Outside of the City	31%	15%	12%
Most Popular Centre of Study	Sussex Coast College, Hastings	Northbrook College, Worthing	Sussex Downs, Eastbourne

Table 2 shows data the percentage of learners at Brighton and Hove centres who are resident outside of Brighton and Hove. The percentage of non-Brighton and Hove residents is slightly higher at Level 3 than lower levels. Again, this may reflect the provision available in the city.

<i>Table 2 - % of Learners at B&H Centres Resident Outside of the City (Source: EFA)</i>			
	Level 1	Level 2	Level 3
% of Learners From Outside of B&H	31%	33%	39%
Top resident Local Authority	Lewes	Lewes	Lewes
Top destination	City College	City College	BHASVIC



Subject:	Music & Arts Service		
Date of Meeting:	Children, Young People & Skills Committee		
Report of:	Pinaki Ghoshal, Executive Director Children's Services		
Contact Officer:	Name:	Peter Chivers, Head of Music & Arts Service	Tel: 29-3524
	Email:	Peter.chivers@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 The committee is asked to approve option 2 in the attached outline business case at Appendix 1 i.e. to allow work to continue to prepare the Music and Arts service and SoundCity the Music Education Hub to merge with the Brighton Dome & Brighton Festival trust.
- 1.2 If agreed a full business case will be presented to the Policy & Resources committee on 21 January 2016 via the Corporate Modernisation Delivery Board.
- 1.3 The move will lead to budget savings for Children's Services and will help create a cultural and creative learning hub for the city.

2. RECOMMENDATIONS:

- 2.1 That the work to develop a full business case for the merger of the Music & Arts service with the Brighton Dome & Brighton Festival trust continues.
- 2.2 That the full business case will be presented for approval to the Policy & Resources committee in January 2016.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The project aims to move the Music & Arts service, the lead partner for SoundCity, the city's Music Education Hub, from management by the city council to management by the Brighton Dome and Brighton Festival Trust (BD&BFT). The aspiration is to develop a sustainable funding model that does not include council funding. Brighton & Hove Music and Arts Service (BHMA) currently receive only 7% of its direct budget from a council grant.
- 3.2 This will lead to budget savings for Children's Services and will help to create a cultural and creative Learning Hub for the City under the operation of the Brighton Dome and Brighton Festival Trust.

- 3.3 The service aims to meet the following corporate priority: 'Helping children and young people access appropriate social and cultural opportunities to become active and responsible citizens'
- 3.4 The Music & Arts service currently provides high quality and inclusive music and arts education and performance opportunities for all children and young people across the city including music lessons, ensembles, targeted programmes for children in challenging circumstances, projects, workshops, summer schools and training for teachers. Over 4000 children and young people are directly taught by the service each week The service also leads on a range of major projects and events which engage a further 3000 children and young people through live performances.
- 3.5 Please see the attached outline business case at Appendix 1 for further information, where Option 2 was agreed by the Corporate Modernisation Delivery Board on 7 October 2015.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Please see the 3 options listed in the attached outline business case. The preferred option is option 2. The reasons for discounting options 1 and 3 are included in the outline business case.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 Once the option to proceed with the merger has been agreed by committee, a full consultation process will begin. Service users, schools and headteachers will be informed of the change and the parents and friends organisation. Staff and Trade Unions will be consulted in a formal consultation process. The Music Trust, SoundCity board, Arts Council England (as principle funder) and Brighton Dome and Brighton Festival Trust Board will all be consulted about the change.

6. CONCLUSION

- 6.1 The committee is asked to agree the recommendation to progress the merger of the Music & Arts Service with the Brighton Dome and Brighton Festival Trust.
- 6.2 A full business case outlining the cost of the merger and detailed timeline will be presented to Policy & Resources committee on 21 January 2016, assuming that this has been agreed at the Corporate Modernisation Delivery Board in December 2015.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The budget saving in the current year 2015/16 was £57k and £69k is the full year effect of those savings in 2016/17. It is important for the project and future developments that the financial position is reviewed regularly in line with the Targeted Budget Management Timetable (TBM) to ensure there are no additional

costs to the council as the aim is to develop a sustainable model that does not include council funding.

Finance Officer Consulted: Name: Louise Hoten

Date: 08/10/15

Legal Implications:

- 7.2 The Council should ensure proper TUPE consultation processes are followed. Where a BHCC funded service is transferred to another operator, the Council should be aware of any potential claw-back of funds and seek indemnities from new providers where appropriate. The Council should ensure that any physical property (e.g. musical instruments) and real property (premises) are properly vested in any new body

Lawyer Consulted:

Name: Natasha Watson

Date: 08/10/15

Equalities Implications:

- 7.3 There has been no Equalities Impact Assessment carried out as there should be no impact on specific groups. The removal of council funding could impact on children who receive free lessons due to their families' financial situation. It has been recognised that socio-economic disadvantage can be disproportionately experienced by people with 'protected characteristics'. This has been highlighted as a risk and as part of the risk management process steps are being taken to mitigate the risk, including looking at options for alternative funding streams.

Sustainability Implications:

- 7.4 None

Any Other Significant Implications:

- 7.5 None

SUPPORTING DOCUMENTATION

Appendices:

1. Music & Arts Service – Outline Business Case

Documents in Members' Rooms

1. None

Background Documents

1. None.

Programme or Project Information	
Project or Programme Name	Music & Arts Service (BHMA)
Directorate / Service	Assistant Chief Executive/Children's Services
Name of Outline Business Case Author	Mo Lawless, Programme Manager
Date Outline Business Case drafted	15-7-15
Executive	Paula Murray, Assistant Chief Executive/Peter Chivers, Head of Music & Arts
Programme or Project Manager	Mo Lawless

1. Objectives

What is the programme or project aiming to achieve/what changes will it bring about?

The project aims to move the Music & Arts service, the lead partner for SoundCity, (the city's Music Education Hub), from management by the city council to management by the Brighton Dome and Brighton Festival Trust (BD&BFT). The aspiration is to develop a sustainable funding model that does not include council funding. BHMA (Brighton & Hove Music & Arts) currently receives only 7% of its direct budget from a council grant.

This will lead to budget savings for Children's Services and will help to create a Cultural Hub for the City under the operation of the Brighton Dome and Brighton Festival Trust.

The budget saving for 2015/16 was £57k and £69k is the budget saving to be taken in 2016/17. The remaining budget of £10k and has been put forward as part of the 2016/17 budget savings.

This movement will aim to improve outcomes for children and young people through cultural engagement and creative skills development.

A new merged organisation could be a lead partner of the city's hub for creative and cultural learning. By operating as hub, access to creative and cultural experience for families, schools and communities could be improved by developing a central portal to a range of activities within the city. Furthermore this movement will aim to create a more sustainable model with potential for growth and development both within the city and regionally.

The 3 options considered in this outline business case are:

Option 1: Do Nothing

Option 2: Merge with Brighton Dome & Brighton Festival Trust (preferred option)

Option 3: Transfer BHMA to a new independent charity

2. Background and context

What events, policies, issues, risks or opportunities have prompted this programme or project?

The council needs to make savings of £102m over the 5 year period from 2015/16 to 2019/20¹. As a non-statutory service the council funding for the Music & Arts service from Children's Services is due to end by 31-3-16.

The following points outline key drivers for this development:

- Building on the success and experience of a 'hub approach' through SoundCity, members of the SoundCity Strategic Partnership Board began discussing the potential to extend this approach to address wider issues of cultural leadership and the broader social, educational and business challenges in the City.
- Increased partnership working between BD&BF, BHMA and SoundCity on a range of major projects. Strategic working with BD&BF is well established, with the CEO sitting on the Boards of SoundCity, the Music Trust and Our Future City. This has led to the identification of shared goals, highlighting a synergy between the work of both organisations.
- Combined knowledge, skills and resources will enable us to increase access and to develop new, innovative programmes. There is potential to become a beacon of good practice, which will improve chances of attracting funding from government departments, national foundations, personal giving and local commissioning arrangements.
- Nationally, Arts Council England are developing a Cultural Education Guarantee through the creation of local cultural education partnerships. Our work in developing a creative and cultural learning hub for the city (presently titled 'Our Future City') is already being cited nationally as a model of good practice.

Which corporate priority (as outlined in the Corporate Plan) will it help deliver?

'Helping children and young people access appropriate social and cultural opportunities to become active and responsible citizens'

The Music & Arts service currently provides high quality and inclusive music and arts education and performance opportunities for all children and young people across the city including music lessons, ensembles, targeted programmes for children in challenging circumstances, projects, workshops, summer schools, training for teachers. Over 5500 children and young people are directly taught by the service across the year. The service also leads on a range of major projects and events which engage a further 3000 children and young people through live performances.

The vision of the service is *'For all children and young people in the city, whatever their background, to be able to engage with, to enjoy, and to be inspired by high quality music and arts opportunities.'*

Music has the potential to transform lives. Whether it is through the enjoyment of mastering instrumental and vocal skills, the excitement of developing creative ideas, the experience of seeing and hearing world class musicians or the thrill of actually performing, getting involved in music can be a truly fulfilling and lifelong experience.'

¹ Medium Term Financial Strategy 2014/15 to 2019/20 (as updated at P & R on 9-7-15)

What other programmes, projects or services does it link to?

The Music and Arts service jointly reports to the Assistant Chief Executive's service and Children's Services and Schools (as well as external funders e.g. the Arts Council).

BHMA is the lead partner of the award winning SoundCity, the Music Education Hub for Brighton & Hove. Working alongside the Brighton Dome & Festival, Glyndebourne, Rhythmix, University of Sussex, Royal Pavilion and Museums, representatives from Public Health and the Music Industry. SoundCity delivers the DfE's National Plan for Music Education, local priorities and our City's School Music Education Plan.

The project links to the overall Modernisation Programme and is a key part of the Assistant Chief Executive's directorate modernisation programme to create a Cultural Hub for the City.

The SoundCity partnership has played a central role in the development of a creative and cultural learning hub (Our Future City) for the City. Arts Council England (ACE) is presently launching a Cultural Education Guarantee, which will be driven by local Cultural Learning Partnership, and presently ACE is referring our work as a model of good practice.

The draft goals of Our Future City (OFC) support the wider city priorities of improving Children & Young Person's (CYP) Wellbeing, Training, Employment and Skills development, Digital Development as well as linking to the Greater Brighton agenda and the Local Economic Partnership.

As part of the OFC programme, ongoing conversations are taking place with the University of Brighton regarding a physical space to house the new cultural learning partnership and as part of the Circus Street development (<http://www.cathedralgroup.com/current-projects/grow-brighton-2/>)

3. Benefits

What high level financial and non-financial benefits (i.e. measurable improvements) will the programme or project deliver?

Becoming part of an existing well-established charitable trust in the city i.e. the Brighton Dome and Brighton Festival (BD&BF), will bring more opportunities to make the service self-sufficient as well as benefitting from fund-raising expertise within the BD&BF.

Members of the public and other organisations are more likely to make donations to the Music & Arts Service if it sits away from local authority control. There would also be increased opportunities to develop volunteering roles.

Alongside opportunities to develop a personal giving campaign, the merged structure would also enable us to apply to national foundations and charities which presently cannot be accessed by BHMA (as part of the Local Authority).

At present BHMA and BDBF, as part of the Wider Partnership of OFC, have developed a new business plan and funding package. Although at an early stage, this work demonstrates the potential to significantly up scale present external investment from national foundations, donors and local commissioning through the strategic partnership and move to a amalgamated organisation.

ACE is also supportive of this development, which will bring more effective working across a range of ACE funding streams. Through working strategically together,

alongside other partners, we have already attracted £85,000 in funding and are presently developing a 3-year business plan that includes significant investment from national foundations and a commissioning strategy involving schools, public health and the local economic partnership.

The move to an amalgamated organisation will create the infrastructure to develop improved outcomes for our CYP through cultural engagement and creative skills development. We are presently establishing 3 year targets which will aim to establish a new apprenticeship scheme in the cultural sector, develop new accredited programmes at KS4, establish with Health a new programme focusing on wellbeing that links to Health evaluation models and establish a local Cultural Guarantee for all our CYP especially those in challenging circumstances.

The trust would have the ability to employ staff on its own terms and conditions, (obviously complying with legislation around the living wage from April 2016) and not being tied to council corporate policies and procedures

The trust would be able to market test support service contracts and other contracts to get the best deal, also considering existing contracts within the Brighton Dome & Brighton Festival trust.

The trust would have freedom to be more innovative, particularly around digital development and ICT systems, which are more aligned with the Music & Arts Service's requirements.

The proposal in Option 2 links in with the corporate plan i.e. 'the emphasis is on us, the council, releasing more of the control that we have traditionally held, collaborating increasingly with partners and enabling citizens to be active and do more for themselves.'

4. Options

Briefly, what are the possible options/approaches to delivering the programme or project (include the 'do nothing' option)?

Option 1 – Do nothing

The service could remain in house as part of the council. However, this is not quite a 'do-nothing' option, as the service will need to be re-designed to reduce costs, and increase income with the possibility of losing its small budget from the council. The staffing budget is £1.065m which includes 13 staff based at County Oak Avenue (the old primary school) plus 55 music teachers on casual contracts (Human Resources are currently in the process of reviewing the contract arrangements for the latter). Almost £724,000 is currently raised as income through tuition fees, instrument hire and parental contributions. Arts Council England currently pay a grant of £314,979 to the service.

Option 2 – Merge with Brighton Dome and Brighton Festival Trust (BD&BFT) (Preferred Option)

It was previously agreed that the service would merge with BD&BFT following on from the budget reduction proposals agreed at last year's Budget Council. This would involve the permanent staff being TUPE transferred to the BDBF and the Music & Arts Service benefitting from reduced support service costs (as the BDBF already have their own support services).

This option gives the service the opportunity to increase potential revenue streams by joining an existing successful trust. There will be opportunities to raise further income through gift aid contributions and personal giving campaigns, applications to national foundations, government agencies such as Arts Council England (ACE) sponsorship and to commission agreements with sectors such as Schools and Health.

An initial conversation with the Arts Council has been extremely positive and they are considering using the new trust as a model of best practice.

(Additional benefits are listed under Item 3 – Benefits).

Option 3 – To transfer BHMA to a new, independent charity

BHMA could move out of the council and create a stand-alone charity. The cost involved in creating a completely new organisation could exceed the benefits and may not be viable in the long-term. Nationally key funders such as Arts Council England are encouraging organisations to work strategically together and to explore mergers, hence the move to an independent charity could impact on potential to secure future funding. In the short-term, support services would still be required via the Local Authority until the organisation was established.

5. Risks and opportunities

What are the high level risks and opportunities associated with the programme or project?

Risk is that the costs of transferring the service are too high and that the BD&BFT will not want to take on the full pension costs. The amount of the pensions liability is currently being sought from the pension provider so once we have this information it will enable more detailed discussions to take place with BDBFT. BDBFT's current pension arrangements with their staff are 2 ½% contribution for employees and 5% for them as an employer, BHCC's is 6% for employees and 19% for the employer. The teachers' pension contribution is 16.8% for the employer.

The service is currently funded to support over 500 children from disadvantaged backgrounds to receive music lessons. If the current council funding is removed as planned this could jeopardise that support unless the time is given to explore ways of generating the income to support this through alternative funding streams. The head of service is exploring different ways of allocating existing funding to try and mitigate this impact.

Staff would have to transfer under TUPE on their existing terms and conditions. The unions are normally challenging around any transfers of Council services to alternative organisations and we are aware that some of the staff employed within the Music & Arts Service are Unison and Teaching Union members. This will mean that early engagement with the unions would be advised.

The opportunities focus on improved outcomes, increased engagement and progression routes for our CYP especially those in challenging circumstances.

Through creating a new organisation we aim to create a compelling and creative offer that will be of great interest to potential funders and enable us to create innovative programmes that will support local and national priorities, such as the cultural education guarantee.

The BDBF has a remit regionally which will enable us to establish new regional partners and develop programmes across Greater Brighton and beyond with new trading opportunities.

Through combining resources and skill we will create a more effective model that would be able to realign resources to focus on ensuring a sustainable model moving forward with significant potential for growth as outlined above.

6. Costs and resources

What are the capital and revenue costs of the programme or project?

At present the costs are limited to those of the staff working on the project which include a Programme Manager from the PMO at ½ day a week, and support from other support service colleagues, mainly HR, legal and finance but ICT support would also be required as part of the development of the full options appraisal as well as procurement and the estates team if the project goes ahead. The bulk of the work is being carried out by the Head of Music and Arts and he is currently working as part of the BD&BFT (although still paid through BHCC) to give him time to focus on the change.

The costs associated with the current accommodation will need to be considered and a leasing agreement would need to be set up to cover this. Transfer costs need to be identified in the full business case. Corporate funding of £4000 to get an estimate of the pension liability from the date of transfer has been approved to aid discussions with the BD&BF trust. All contractual arrangements e.g. service contracts, ICT contracts, will need to be reviewed and altered to be agreed with the trust.

Once a political decision has been made that the best option for the service is to transfer it to the BD&BF then HR support will be needed to formally consult with the staff and unions and prepare documentation for the transfer i.e. consultation paper, the TUPE list and personal records.

There needs to be agreement around an assets transfer to the trust e.g. the instruments and office equipment. The building ownership would be retained by the council.

What staffing resources (fte, costs and skills) are required to deliver the programme or project?

Currently, the main costs will be around the time of the head of service and HR Business Partner with some support from the programme manager. There needs to be far more detailed work with finance and with the BD&BFT to develop the full business case and consider the other support service impacts e.g. ICT and finance support. There will need to be consultation with stakeholders and the trust's board and a communications plan is being drafted and will be implemented once the go ahead has been agreed. There will need to be a full consultation with the affected staff of at least 30 days. There may be external legal costs depending on availability of legal staff within the council.

Which support services (Finance, Legal, HR, etc) have been consulted on the development of this business case? What was their advice?

Discussions have been held with HR and the HR Business Partner for the Assistant Chief Executive's (ACE) service is working closely with the Head of the Music and Arts service to identify all the potential issues to address. The Programme Manager

for ACE has worked on a draft project plan for the changes and this will be developed as part of the ongoing project work. Initial advice has been sought from legal services, but more work needs to be done with finance and ICT on the implications of moving the service out. Initial conversations have been had with the Estates team around the current building but again needs more discussions on both options.

The support service provision needs to be fully explored and costed including accommodation costs to aid the discussions with the BD&BFT and to agree how the services will be provided in future e.g. through the BD&BFT's existing support structures or by agreeing a contractual arrangement with BHCC to provide some or all support services.

7. Timescales and milestones

What is the overall timescale for the programme or project? What are the key milestone dates?

Date	Activities / Agreements
6 October 2015	Interim proposals (as outlined in this business case) presented to Brighton Dome & Brighton Festival Board (BD&BF) for approval
7 October 2015	Agree way forward with CMDB via Outline business case
16 November 2015	Outline Business Case/Committee Report to Children, Young People & Skills Committee to agree way forward
15 December 2015	Full business case to BD&BF Board
16 December 2015	Full business case to CMDB
21 January 2016	Report to P & R

The aim is to move the service over to the BD&BFT by 1-4-16. A 30 day staff consultation process will need to start by 4-1-16, with HR records being transferred by 1-3-16. The final TUPE transfer would be effective from 1-4-16. The BDBF board dates are 6-10-15 to receive interim proposals and then 15-12-15 for final sign off at which point there would need to be a full understanding and agreement on all cost liabilities for both the council and the BDBF, so negotiations would need to be held in advance of this.

There will also need to be discussions with the current 'Music Trust' and this will be arranged as soon as possible, as potentially the trust could move to BDBF as part of the amalgamation.

8. Decision making and governance

What decision making group will this business case be presented to?

This business case needs to go through the modernisation governance process initially and if agreed, needs to proceed to the Children's, Young Persons' and Skills Committee, and then the full business case needs to be agreed at Policy and Resources committee. Similarly the business case will need to be agreed by the Brighton Dome and Brighton Festival Board.

What decision making group will monitor the programme or project during its lifetime and ensuring the quality of its outcomes?

The project would report to the Assistant Chief Executive’s Modernisation Board to ensure the continued viability of any business case and to monitor progress against the stated objectives.

9. Next steps

If this Outline Business Case is agreed, what immediate activities will follow to develop the Full Business Case/Options Appraisal (eg. more detailed planning and costing, discussions with/involvement of others)?

This outline business case recommending Option 2, i.e. a merger with the Brighton Dome & Brighton Festival was agreed at the Corporate Modernisation Board on 7 October 2015. The outline business case with covering report needs to proceed to the Children, Young People and Skills committee and if agreed there, a full business case needs to be developed showing all costs and formal discussions need to take place with the BD&BFT to ensure agreement to take on the potential liability. Once this agreement has been reached in principle, work on moving the service, agreeing the support service structure and implementing the change needs to start in earnest to hit the current deadline of moving the service by the end of the financial year.

It may be as part of the discussions with the BD&BFT that they will expect a certain level of funding to continue from the council to bed in the change and give the trust the opportunity to develop funding streams to enable the service to be fully self-funding.

Initial discussions have taken place with Arts Council England as they are key stakeholders and funders of both the Music & Arts Service and Brighton Dome & Brighton Festival Trust. Initial feedback has been positive however moving forward further discussion will need to take place.

A communications plan is being prepared with a timetable for consultation with key stakeholders, including staff, trade unions, schools and service users.

Meeting where authority to proceed was obtained	Date of meeting
Corporate Modernisation Board	7 October 2015