



**Brighton & Hove
City Council**

COUNCIL ADDENDUM

4.30PM, THURSDAY, 6 APRIL 2017

COUNCIL CHAMBER, BRIGHTON TOWN HALL

ADDENDUM

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95	COMMUNITY SAFETY & CRIME REDUCTION STRATEGY 2017-20	25 - 70
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96	REVIEW OF THE CONSTITUTION – FEBRUARY 2017	71 - 76
	Revised extract from the proceedings of the Policy, Resources & Growth Committee meeting held on the 9 th February 2017 (copy attached).	

96(a) CORPORATE PARENTING STRATEGY 2016-19

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Extract from the proceedings of the Health & Wellbeing Board meeting held on the 31st January 2017, together with a report of the Executive Director for Families, Children & Learning (copies attached).

NOTICES OF MOTION

THE FOLLOWING NOTICES OF MOTION HAVE BEEN SUBMITTED BY MEMBERS FOR CONSIDERATION: 125 - 128

- (b) Support for Unaccompanied Children in Refugee Camps. Amendment from the Conservative Group.** Proposed by Councillor Bell (copy attached).
- (c) Revised - TUPE Pension Protection for Local Government Staff.** Proposed by Councillor Moonan (copy attached).

WRITTEN QUESTIONS FROM MEMBERS OF THE PUBLIC

A period of not more than fifteen minutes shall be allowed for questions submitted by a member of the public who either lives or works in the area of the authority at each ordinary meeting of the Council.

Every question shall be put and answered without discussion, but the person to whom a question has been put may decline to answer. The person who asked the question may ask one relevant supplementary question, which shall be put and answered without discussion.

The following written questions have been received from members of the public.

1. QUESTION From: Christopher Hawtree

“Would Councillor Morgan please tell us how much it will now cost a reader to reserve a book - either not yet published or was not stocked on publication by the Libraries system - so that said reader is duly, personally, informed that it has been obtained and is reserved to await his/her collection when it has been added to the stock?”

Councillor Robins, Chair of the Economic Development & Culture Committee will reply.

2. QUESTION From: Carrie Hynds

"Given the housing crisis in our city and failure of developers to meet affordable housing targets, including Crest Nicholson paying £1.2 million rather than supply 8 affordable flats in a 47-unit block in Davigdor Road, Hove, why has the council turned down approaches from the KSD Group to build high-quality low-cost housing in Brighton & Hove following their successful pilot scheme in Lewes which saw KSD and Lewes District Council deliver two-bedroom homes for £90/week social rent?"

Councillor Meadows, Chair of the Housing & New Homes Committee will reply.

3. QUESTION From: Seb Royle

“If the PSPO is an attempt to address the issue of homelessness in Brighton and Hove, then what aftercare and support can a homeless person expect to receive when a PSPO is enforced, their shelter is destroyed and they are forced to sit in custody until a hearing, all for the supposed crime of being unable to provide an address?”

Councillor Mitchell, Chair of the Environment, Transport & Sustainability Committee will reply.

4. QUESTION From: Bette Davies

“When a traveller family is targeted by the new PSPO law, the vehicle which is their home is removed and parents are put into the cells for the crime of having no fixed address, what will then happen to the children in these families who have seen their parents taken away?”

Councillor Mitchell, Chair of the Environment, Transport & Sustainability Committee will reply.

5. QUESTION From: Monty Anderson

“To what extent do councillors believe that the PSPO targets specific groups within in the city's community, such as the homeless and ethnically defined gypsies and travellers?”

Councillor Mitchell, Chair of the Environment, Transport & Sustainability Committee will reply.

6. QUESTION From: John Garside

“As the i360 enters its eighth month of training, Cllr. Morgan, would it be in order to ask how much money the Council has so far received from this "attraction" or are we to be paid at the end of the Financial Year?

Furthermore, am I right in assuming that a fully audited breakdown of the relevant figures will be made available for public inspection, in line with good business practice?”

Councillor Morgan, Leader of the Council will reply.

7. QUESTION From: Patricia Mountain

“It is often claimed by this Administration, Cllr. Mitchell, that the profits deriving from this City's exorbitant parking charges are very largely employed in covering the costs of Concessionary Bus passes for elderly and disabled Residents.

This being the case, would it be pertinent for me to respectfully request a full breakdown of the sums of money paid by this Authority to Brighton & Hove Buses, the Big Lemon, Stagecoach and any other Bus Company.

Also, could you please furnish me with the amount, if any, of money which we receive from Central Government for this purpose?”

Councillor Mitchell, Chair of the Environment, Transport & Sustainability Committee will reply.

8. QUESTION From: Nigel Furness

“Councillor Mitchell, on the Upper Promenade in front of the i360, there are a number of square slabs of polished concrete, presumably masquerading as seats and to my horror, on inspecting the hoardings advertising the two new public areas beneath these on the Lower Promenade, it would appear that these monstrosities are planning to breed!

Assuming that these things are seats, Councillor Mitchell, can you please enlighten us as to how elderly and disabled people are supposed to ease themselves down onto them and up from them without the aid of either back rests or arms?”

Councillor Mitchell, Chair of the Environment, Transport & Sustainability Committee will reply.

Subject:	Open Night Shelters for Rough Sleepers - Brighton & Hove – Petition for Debate		
Date of Meeting:	6 April 2017		
Report of:	The Monitoring Officer		
Contact Officer:	Name:	Mark Wall	Tel: 01273 291006
	E-mail:	mark.wall@brighton-hove.gov.uk	
Wards Affected:	All		

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

- 1.1 Under the Council's Petition Scheme if a petition contains more than 1,250 signatures and is not petition requesting officer evidence, it will be debated by the Full Council.
- 1.2 The e-petition has resulted in triggering a debate at the council meeting, having exceeded the threshold with a total of 4,152 signatures confirmed at the time of printing the report.

2. RECOMMENDATIONS:

- 2.1 That the petition is noted and referred to the Policy, Resources & Growth Committee for consideration at its meeting on the 4th May 2017.

3. RELEVANT BACKGROUND INFORMATION / CHRONOLOGY OF KEY EVENTS:**3.1 The Petition****Open Night Shelters for Rough Sleepers - Brighton & Hove**

Open night shelters in Brighton and Hove as soon as it is cold and wet rather than waiting until it is below freezing.

Why is this important?

Brighton has experienced a massive drop in temperatures and rough sleepers can be seen all around Brighton. The council's decision as to when to open them is arbitrary. Homeless people who sleep rough on Brighton's streets are at risk of poor health, theft, abuse and violence.

Lead Petitioner – John Hadman

- 3.2 The options open to the council are:

- To note the petition and take no action for reasons put forward in the debate; or
- To refer the petition to the relevant Committee meeting; or
- To refer the petition to the relevant Committee meeting with recommendations.

4. PROCEDURE:

4.1 The petition will be debated at the Council meeting in accordance with the agreed protocol:

- (i) The Lead petitioner will be invited by the Mayor to present the petition and will have up to 3 minutes in which to outline the prayer of the petition and confirm the number of signatures;
- (ii) The Mayor will then open the matter up for debate by councillors for period of 15 minutes and will first call on the relevant Committee Chair to respond to the petition and move a proposed response. The Mayor will then call on those councillors who have indicated a desire to speak in the matter, before calling on the relevant Committee Chair to respond to the debate;
- (iii) Any councillor may move an amendment or recommendation, having regard to the recommendation in 2.1 above and any such proposal will need to be formally seconded;
- (iv) After the 15 minutes set aside for the debate, the Mayor will then formally put:
- (v) (a) Any amendments in the order in which they are moved, and
(b) The substantive recommendation(s) as amended (if amended).

WRITTEN QUESTIONS FROM COUNCILLORS

The following questions listed on pages 73 - 76 of the agenda have been received from Councillors and will be taken as read along with the written answers listed below:

(a) Councillor Druitt

“Can Councillor Hamilton explain how the government's £300m business rates discretionary fund will be split between local councils, how local businesses will be able to access the Council's discretionary scheme and what provision can the Council make to ensure the small businesses who face unaffordable increases [from the 1st](#) April are supported while the council's discretionary scheme is being set up.”

Reply from Councillor Hamilton – Deputy Chair (Finance) of the Policy, Resources & Growth Committee

The council was planning to review the discretionary rate relief policy in 2017/18 in any event, but now that the government has announced a much broader discretionary scheme for councils to administer (not just limited to charities and not-for-profit organisations) we will therefore perform an even more extensive exercise to define discretionary support packages.

The key elements of the government's announcement are designed to support businesses following the 2017 Revaluation of all non-domestic properties:

- A £300 million discretionary fund, to be split among Local Authorities and administered locally.
- A £1,000 discount for pubs with a rateable value below £100,000.
- Ratepayers losing all or part of their Small Business Rate Relief as a result of the revaluation will have their bill increase limited to no more than £50 per month or £600 per year.

The Government is currently consulting on technical aspects of the new discretionary scheme, including how the £300 million will be split between authorities. Brighton & Hove will respond to this consultation. Once the government finalises these details, the council will be designing its scheme. This will include how businesses can apply and what criteria will be considered.

This £50 per month cap was announced too late to be incorporated into this year's annual bills, but businesses have been contacting our Business Rates team and temporary arrangements are being put in place. The business rates section of the council website carries further details for local businesses to access. www.brighton-hove.gov.uk/businessrates”

(b) Councillor Druitt

“Since Deliveroo has started predominantly using motorcycles rather than pedal cycles it has become both a nuisance and a danger to residents in the city, especially the city centre. I have had reports from many residents, fed up with delivery motorbikes going the wrong way along one way streets, using pavements and cycle paths, and weaving between bollards designed to stop traffic. What enforcement options does the council have, how often are these used, and can the Council invite Deliveroo's Chief Executive to Brighton & Hove to agree concrete actions to address the problem?”

Reply from Councillor O’Quinn – Chair of the Licensing Committee

“Unfortunately, there are no Government requirements for Deliveroo delivery drivers to be licensed with the Council under any of the licensing regimes we enforce.

However, I have been made aware that local police are planning to start some enforcement activity of drivers who are breaching traffic rules by driving the wrong way down one way streets for example. I do not have any further information on the proposed activity at this stage. However, it may also be worthwhile for police and the relevant authorities to look at the number of L-plated motorcycles which are being used for Deliveroo.

I will therefore request that Chief Superintendent Lisa Bell contacts Deliveroo’s Chief Executive outlining the issues concerning motorcycles being used by Deliveroo so these issues can be taken forward.”

(c) Councillor Mac Cafferty

“Given the extent to which last summer was marked by anti-social behaviour in the city centre parks and squares -and in my ward, in Norfolk, Brunswick and Palmeira Squares- what plans does the Labour administration have to ensure anti-social behaviour is minimised?”

Reply from Councillor Daniel – Chair of the Neighbourhoods, Communities & Equalities Committee

“You will probably be aware that we are implementing PSPOs in 12 locations in the city which will address ASB in specific parks and open spaces where ASB has been previously reported. This will help to set the tone for the city. We will closely monitor the implementation of the PSPOs.

The Designated Public Places Order remains in force. This enables the police to remove alcohol from people who are drinking and being anti-social or arrest them if they don’t comply.

The Community Safety Team will work with residents affected by ASB. They will help co-ordinate responses from the police and other partner agencies and will bring perpetrators to justice where necessary. This includes contributing to a

regular priority areas meeting where agencies get together to co-ordinate action to reduce ASB.”

(d) Councillor Mac Cafferty

“Given that Hove’s historic seafront railings and shelters make an important contribution to the city’s visual identity, when will the Labour administration agree to have them painted?”

Reply from Councillor Mitchell – Chair of the Environment, Transport & Sustainability Committee

“The works to redecorate the railings and shelters in Hove has already been put out to tender. The returned tenders are being evaluated with a view to starting the works in the next few weeks depending upon the weather.”

(e) Councillor Mac Cafferty

“With summer almost upon us once again, how will the Labour administration be preventing littering on our seafront?”

Reply from Councillor Mitchell – Chair of the Environment, Transport & Sustainability Committee

“City Clean has been running a hugely popular and successful ‘crime not to care’ campaign as we get the message out that littering is not an acceptable choice.

We have already had one beach clean-up day as part of this campaign and officers are working on a number of exciting promotions for the summer months too. I do believe that innovative and creative campaigns are a great way of getting key messages across to our residents and we also engage with VisitBrighton and the Business Improvement District to help get the message out to visitors and businesses too.

We are currently recruiting 20 additional beach cleaning staff and additional litter bins will be provided along the seafront in readiness for the summer months. For those who chose not to play by the rules we have, of course, a robust Enforcement Service who will and do provide fixed penalty notices for those committing crimes against our environment. I’m sure all Members will welcome the fact that Brighton & Hove City Council was named as the leading council in the country for tackling such crimes.”

(f) Councillor Wealls

“To ask the Chair of the Neighbourhoods, Communities & Equalities Committee to work with officers to complete the attached spreadsheet for each meeting of the NCE Committee listed stating how many papers (not petitions/presentations

etc.), were presented FOR DECISION and how many FOR NOTING at this committee and how many of the papers presented were considered at other council committees?”

Reply from Councillor Daniel – Chair of the Neighbourhoods, Communities & Equalities Committee

“The NCE Committee has been in place for almost 2 years and developed strong working relations with community, voluntary and resident groups, which has enabled constructive engagement across a range of key issues for the city. It has taken significant steps forward, of which being the first committee to have signers present, and full interaction with representatives from the deaf community, is one example.

Now that the Executive Director for Neighbourhoods, Communities & Housing is in place, it is expected that its extensive work programme can be further developed, to the benefit of residents and many of the administration’s and the council’s priority work areas.

Comparing the information requested by Councillor Wealls with the other policy committees below it is clear that the committee has taken decisions and proved to be an effective use of both Members and officers time.”

Committee	Total number of reports considered	Decisions			Items considered by other committees (Not including PR&G)
ETS	78	68	87.2%	of all reports were for decisions	0
PRG	174	148	85.1%	of all reports were for decisions	0
HNH	81	55	67.9%	of all reports were for decisions	7
NCE	45	28	62.2%	of all reports were for decisions	5
CYPS	68	37	54.4%	of all reports were for decisions	2
EDC	50	34	68.0%	of all reports were for decisions	2

Neighbourhoods, Communities & Equalities Committee (not inc. special meetings)					
	Total number of papers	Papers where decision required	Papers for noting	Ratio decisions/noting	Items considered by other committees (Not including PR&G)
20 July 2015	6	4	2	2	1
05 October 2015	4	2	2	1	1
23 November 2015	4	2	2	1	

25 January 2016	3	1	2	0.5	1
14 March 2016	3	3	0		1
11 July 2016	7	6	1	6	1
10 October 2016	6	2	4	0.5	
28 November 2016	4	3	1	3	
23 January 2017	2	1	1	1	
13 March 2017	6	4	2	2	
Total	45	28	17	1.6	5
Average	4.5	2.8	1.7		

(g) Councillor G. Theobald

“Councillor Cattell will no doubt be aware that Southwark has become the second London Borough, after Wandsworth, to remove permitted development rights from all their pubs thereby providing formal protection from demolition or redevelopment as mini-supermarkets, estate agents, homes or shops. Given the previous commitment by this Labour Administration to look into the possibility of bringing in a similar measure in Brighton & Hove, will Councillor Cattell please tell me how this work is proceeding and whether a report will be brought before the Economic Development & Culture Committee in the near future?”

Reply from Councillor Cattell – Chair of the Planning Committee

“Circumstances have now changed in relation to planning rules that allow loss of pubs without permission. On 24 March the Communities secretary Sajid Javid tabled an amendment to the Neighbourhood Planning Bill that removes the permitted development rights that allow change of use of pubs to other uses like shops. This change is likely to come into effect in the next few months. As a consequence an Article 4 Direction will not be required.

In the meantime Public Houses that are of community value should continue be nominated as Assets of Community Value to give them protection while the permitted development right is still in place. Advice on how to nominate pubs as Assets of Community Value is on the city council’s website.”

(h) Councillor C. Theobald

“Will Councillor Mitchell please tell me how often the Norton Road Car Park gets cleaned under the terms of the current contract and how often is its state of cleanliness monitored?”

Reply from Councillor Mitchell – Chair of the Environment, Transport & Sustainability Committee

“Peake Cleaning visit the car park daily and empty bins, litter pick and sweep the floors. Additionally, an annual inspection of the car park is carried out by a structural engineer.”

(i) Councillor C. Theobald

“Will the Chair of the Planning Committee please confirm whether or not it is the Council’s policy not to publish the addresses of supporters of, and objectors to, planning applications and, if so, how can residents have confidence that these supporters and objectors are from the local area and who’s views are therefore valid?”

Reply from Councillor Cattell – Chair of the Planning Committee

“As part of a review of Planning Committee practices, in response to recommendations from the Planning Advisory Service Peer Review, the cross party Planning Members Working Group has agreed to change practices to improve effectiveness and efficiency of the committee. One of these changes has been to trial, for two months, a new approach to setting out representations made on committee reports. This is to set out the total number of representations received and provide a summary of the points raised and no longer list all respondents.

All comments received on planning applications, together with the addresses of respondents, remain publically available and can be viewed on our website.

Trialing this change was agreed by all councillors on the cross party Members Working Group. This approach is more consistent with many other Local Planning Authorities and it makes more efficient use of officer time. Objections can still be viewed online and the approach will be reviewed following Planning committee in April.”

(j) Councillor Wealls

“Following the Assistant Director of Property & Design’s helpful description to the recent Policy, Resources & Growth Committee of the criteria for assessing bids to the Council’s Asset Management Fund, would the Lead Member for Finance & Resources please further confirm (i) when, and by what process, these criteria were agreed; (ii) what the process is for determining the overall size of the Fund; and (iii) what Member oversight there is of (i), (ii) and of the Asset Management Fund as a whole?”

Reply from Councillor Hamilton – Deputy Chair (Finance) of the Policy, Resources & Growth Committee

“The Asset Management Fund (AMF) 17/18 is a capital fund that forms part of the council’s capital strategy to support property improvements, property related Health & Safety requirements and access improvements under the Equality Act 2010.

The Capital Resources & Capital Investment Programme 2017/18 agreed at February 2017 Budget council approved the £1m capital resources allocation to support the AMF.

The criteria for the bids follow general asset management principles and good practice and were agreed by Policy & Resources Committee in 2001. The asset

management principles are further endorsed in the council's Corporate Property Strategy & Asset Management Plan (AMP).
The bid and evaluation criteria are;

Bids:

- ***Bids should be clearly focused towards supporting the Council in meeting its strategic priorities.***
- There is no provision to meet on going revenue costs arising from any schemes. Departments should plan to meet any such costs from within their own budgets.
- Bids should also reflect any additional costs required to complete the individual projects eg design fees, planning fees etc.
- Where match funding is proposed, the source of this funding is to be declared

Evaluation:

- The strength of the justification for the need for improvement (including Health & Safety)
- Cross departmental and multi-Agency / partnership working including matched funding.
- The overall impact of the project on the public and the outcome if the improvement was not made
- The level of risk including the robustness of arrangements for managing the project.
- Corporate need and priorities
- Value for money

Re (ii) When it started in 2001 it was £0.5m and it increased in 2008 to £1m when the fund was amalgamated with the Disability Discrimination Act Fund to allow a more streamlined approach to investment requirements for the council's building stock.

Re (iii) It had member oversight when there was an administration Asset Member Group in 2008 – 20011 and it has been discussed over the years as part of the 121 that I have with the Member for Property.

The size of the fund forms part of the Capital Strategy along with SIF and the ICT Fund. These corporate funds form part of the Council's Capital Investment Programme and are funded from capital receipts as part of the Council's asset disposal policy.

It is proposed that a cross party Asset Management Board be formed which will have oversight of the council's operational and non-operational property portfolio's. This resulted from a NOM to Council and PRG, it is currently in scope of the Policy Review Panel and a report is being brought back to May PRG with the recommendations of the Policy Review Panel to include the Asset Management Board TORs.

(k) Councillor G. Theobald

“Councillor Daniel will no doubt be aware of the concept of ‘Community Fridges’ which have been introduced in places such as Brixton and Frome to try and help make use of the scandalous amount of fresh food that is wasted in this country on a daily basis. I have been told by the Brighton & Hove Food Partnership that there is interest in setting up a Community Fridge in Brighton & Hove and so will Councillor Daniel please pledge this Council’s support to the project and provide any assistance they may need to get it up and running?”

Reply from Councillor Daniel – Chair of the Neighbourhoods, Communities & Equalities Committee

“I am also pleased to inform council that the food partnership with a variety of partners was successful in the council’s recent communities and third sector commission. The partnership of BHFP, Real Junk Food Project, FareShare, Food Matters, Sussex Gleaning Network, Food Waste Collective, members of the Emergency Food Providers Network, organisations providing shared meal, homelessness projects, pay as you feel cafes, and food banks will be involved in delivering activity to achieve three outcome:

1. Intercepting and redistributing food waste will be better connected with each other, with projects supporting vulnerable people with food provision and with organisations offering advice (debt, housing, benefits etc).
2. Better communication with residents about the issues of food waste and food poverty and what can be done to address these issues
3. The knowledge and experience of people working on interception and distribution and those supporting vulnerable people with food provision will be used to inform policy and improve practices in mainstream organisations.

They will be receiving three years funding 2017 - 2020.

The council is a key partner in the delivery of the city’s food poverty action plan with approx. half the actions being taken forward by the council. The last NICE committee received an update as part of its governance role on the progress of the food poverty action plan. We were pleased to hear how much is being taken forward and achieved already half way through the term of the plan.

I think we are all in agreement that community fridges like food banks are not the long term solution to food poverty however they do help alleviate the symptoms.

There is considerable council resource going into and working with the Food Partnership already which will continue, and will support the community fridge project. The Food Partnership has strong working relationship with both public health and the communities team in the council and will raise any barriers or issues that the council can help remove.

From a food hygiene point of view providing the traceability of the food, temp continuity of the chill chain and date codes are managed we haven’t got a

problem with the idea. Plenty of similar organisations such as the Real Junk Food Project already working in the city.”

(I) Councillor Druitt

The Council's website currently says "Councillors agreed at that meeting [Budget Council 2016] to give the [Play] service a one-off payment of £75,000 for this financial year to support the transition and to explore alternative funding options.

As we all know the Play service closed last December with no transition in place. I have been working with one of the Playbus team members to try and revive the service but what has become clear is that the money was spent last year not on transitioning but on normal service delivery. I would like to know why this money was not spent on transitioning the service to an independent service, what the council can now do to rectify this with respect to the Playbus, and what the council can do to make sure this misdirection of financial resources does not happen again.

Reply from Councillor Chapman – Chair of the Children, Young People & Skills Committee

- “1. The future of the Play Service was considered in the Autumn 2014 which led to a proposal that the council’s General Fund will no longer fund the majority of the service but alternative funding was secured from the Housing Revenue Account (HRA) and Public Health that enabled the service to continue in 14/15 but with a changed remit linked to this funding.
2. From December 2015 extensive work was undertaken to secure alternative funding. Meetings also took place with GMB, Unison and Brighton & Buses to consider ways to attract funding.
3. As part of budget setting for 2016/17 the budget for the Mobile Play Project was agreed to be removed by Budget Council, however it was agreed that the mobile play provision budget be given a one off payment of £75k for the 16-17 financial year to continue the project and give more time to explore alternative funding options to create a long-term and sustainable Mobile Play Project.
4. The Mobile Play Project Supervisor was given additional hours to look at alternative funding options and worked full-time from March 2016. This has resulted in:
 - planned workshops with American Express staff to generate interest and funding opportunities
 - a supporter of the Dome pledging £5k for the work the project does in Lewes prison • an organisation called Outdoor Play and Learning (Opal) identified by the project supervisor working with him to deliver the franchised programme in Brighton primary schools. At the moment

one school signed up and he will be trained by OPaL, once trained he will be then franchised to deliver and that will generate income.

5. Management support was given to the Play Service, including monthly supervision to the Play Supervisor, from the BHCC Service Manager, Youth & Communities.
6. The project supervisor has been supported to successfully apply and then start a course with the School for Social Entrepreneurs (SSE) to skill up being able to set up a Community Interest Company. Travel, subsistence and a contribution to course fees was paid for by BHCC.
7. The CIC (Play Tiger) was set up with the initial project plan written by the Mobile Play Project Supervisor and overseen by the BHCC Service Manager, Youth & Communities.
8. Over the past 6 months extensive support has been provided by the Assistant Director and legal services to support the transition and to assist in the play worker establishing his CIC. Support has been given to transfer assets, including the Play Bus and play equipment, to the new CIC. Maximum flexibility has been provided to the individual to meet as many requests as are legally possible to give the CIC the best start.”

Council6th April 2017**Agenda Item 93**

Brighton & Hove City Council

Subject:	Pay Policy Statement – Extract from the proceedings of the Policy, Resources & Growth Committee meeting held on the 23 March 2017		
Date of Meeting:	6 April 2017		
Report of:	Executive Lead for Strategy, Governance & Law		
Contact Officer:	Name:	Ross Keatley	Tel: 01273 291064
	E-mail:	ross.keatley@brighton-hove.gov.uk	
Wards Affected:	All		

FOR GENERAL RELEASE***Action Required of Council:***

To receive the item referred from the Policy, Resources & Growth Committee for decision:

Recommendation:

That Council adopt the pay policy statement 2017/18 attached at Appendix 1.

BRIGHTON & HOVE CITY COUNCIL
POLICY, RESOURCES & GROWTH COMMITTEE

4.00pm 23 MARCH 2017

COUNCIL CHAMBER, HOVE TOWN HALL, NORTON ROAD, HOVE, BN3 3BQ

MINUTES

Present: Hamilton (Chair), G Theobald (Opposition Spokesperson), Mac Cafferty (Group Spokesperson), Janio, Meadows, Mitchell, A Norman, Robins, Sykes and Wealls.

PART ONE

143 PAY POLICY STATEMENT 2017/18

143.1 RESOLVED TO RECOMMEND – That the Committee recommends to Council the adoption of the pay policy statement 2017/18 attached at Appendix 1.

AGENDA ITEM 93**PAY POLICY STATEMENT 2017/18****CLARIFICATION TO THE POLICY STATEMENT 2017/18****Officer technical amendment pursuant to paragraph 14.3 of Council Procedure Rules**

The Council is asked to note there is an officer's technical clarification to the wording in paragraph 18 of the Pay Policy Statement, with the deletion of the wording as struck through and the addition of the wording as shown below in bold italics:

The second sentence of Paragraph 18 Pay Protection on page 89 needs to be amended to read; "In cases where an employee is redeployed into a lower graded role due to their original role being made redundant, the ***annual protection payment will be the difference between the employee's normal contractual pay in the former post and the normal contractual pay of the new post in year 1; and in year 2 it will be 75% of this value.***

Revised paragraph 18 to read:**18 Pay Protection**

The council implemented a revised pay protection policy during 2016/17 for employees who are redeployed by reason of redundancy. In cases where an employee is redeployed into a lower graded role due to their original role being made redundant, the annual protection payment will be the difference between the employee's normal contractual pay in the former post and the normal contractual pay of the new post in year 1; and in year 2 it will be 75% of this value. After which the employee will be paid the rate for the role they've been redeployed into.

An employee will have the amount of their protection re-calculated should their pay details change at any point during the protection period so that their amount of pay does not exceed the pay they received in the role they were made redundant from.

Dave Kuenssberg
Executive Director
Finance & Resources

Abraham Ghebre-Ghiorghis
Monitoring Officer

Council6th April 2017**Agenda Item 94**

Brighton & Hove City Council

Subject:	Annual Investment Strategy 2017/18 – Extract from the proceedings of the Policy, Resources & Growth Committee meeting held on the 23 March 2017		
Date of Meeting:	6 April 2017		
Report of:	Executive Lead for Strategy, Governance & Law		
Contact Officer:	Name:	Ross Keatley	Tel: 01273 291064
	E-mail:	ross.keatley@brighton-hove.gov.uk	
Wards Affected:	All		

FOR GENERAL RELEASE***Action Required of Council:***

To receive the item referred from the Policy, Resources & Growth Committee for decision:

Recommendation:

That Council approve the Annual Investment Strategy 2017/18 as set out in Appendix 1 to this report.

BRIGHTON & HOVE CITY COUNCIL
POLICY, RESOURCES & GROWTH COMMITTEE

4.00pm 23 MARCH 2017

COUNCIL CHAMBER, HOVE TOWN HALL, NORTON ROAD, HOVE, BN3 3BQ

MINUTES

Present: Hamilton (Chair), G Theobald (Opposition Spokesperson), Mac Cafferty (Group Spokesperson), Janio, Meadows, Mitchell, A Norman, Robins, Sykes and Wealls.

PART ONE

139 ANNUAL INVESTMENT STRATEGY 2017/18

- 139.1 The Committee considered a report of the Executive Director for Finance & Resources in relation to Annual Investment Strategy 2017/18. The Local Government Act 2003 introduced a prudential capital finance system whereby levels of borrowing and investments were decided locally. Guidance issued under the Act requires a local authority to approve an annual investment strategy which prioritises security and liquidity and requires the council to set out its policies on: determining the credit-worthiness of its investment counterparties and the frequency at which such determinations are monitored; holding investment instruments other than deposits held in financial institutions or government bodies; determining the maximum periods for which funds may be invested; the minimum level of investments to be held at any one time.
- 139.2 In response to Councillor G. Theobald it was explained that a detailed report was provided which contained information on exactly where money was invested.
- 139.3 It was agreed that a response would be provided to Councillor Wealls after the meeting in relation to increased limits to deposits with Lloyds Bank.
- 139.4 In response to Councillor Sykes it was explained that the improved performance of the Council's investments was not only linked to increased performance management on the part of the Council as a customers; these types of contracts were heavily scrutinised by the organisation and there was always an element of risk with any investment.
- 139.5 The Chair then put the recommendations to the vote.

- 139.6 **RESOLVED TO RECOMMEND** - That the Committee recommend to full Council the approval of the Annual Investment Strategy 2017/18 as set out in Appendix 1 to this report.

Council6th April 2017**Agenda Item 95**

Brighton & Hove City Council

Subject:	Community Safety Strategy Consultation – Extract from the proceedings of the Neighbourhoods, Communities & Equalities Committee meeting held on the 13th March 2017		
Date of Meeting:	6 April 2017 13 March 2017 – Neighbourhoods, Communities & Equalities Committee		
Report of:	Executive Lead for Strategy, Governance & Law		
Contact Officer:	Name: Mark Wall	Tel: 01273 291006	
	E-mail: mark.wall@brighton-hove.gov.uk		
Wards Affected:	All		

FOR GENERAL RELEASE***Action Required of Council:***

To receive the item referred from the Neighbourhoods, Communities & Equalities Committee for decision:

Recommendation:

That the Community Safety Strategy be approved.

BRIGHTON & HOVE CITY COUNCIL
NEIGHBOURHOODS, COMMUNITIES AND EQUALITIES COMMITTEE

4.00pm 13 MARCH 2017

FRIENDS MEETING HOUSE, SHIP STREET, BRIGHTON

MINUTES

Present: Councillor Daniel (Chair) Councillor Moonan (Deputy Chair), Simson (Opposition Spokesperson), Littman (Group Spokesperson), Druitt, Bell, Hill, Lewry, K Norman and Penn.

Invitees: Joanna Martindale (Hangleton & Knoll Project); Anusree Biswas Sasidharan (BME Brighton & Hove Police Engagement Group), Jane Lodge (Clinical Commissioning Group).

PART ONE

- 63.1 The Head of Community Safety introduced the report which detailed the draft Community Safety Strategy for 2017-20 and sought comments on the strategy and priority areas. He noted that the priorities selected had been chosen where they could make the most impact and covered:
- anti-social behaviour,
 - safety in the night-time economy
 - domestic violence and abuse, sexual violence and other forms of violence against women and girls
 - reducing offending
 - community collaboration and resilience
 - preventing terrorism and extremism
- 63.2 The Head of Community Safety stated that an action plan would be drafted and taken to the Safe in the City Partnership Board. He also noted that it was necessary to amend the recommendation to take account of the need for the strategy to be approved by full Council.
- 63.3 Councillor Moonan welcomed the report and stated that it had a number of synergies with the Rough Sleepers Strategy and asked whether the committee would be given the opportunity to see the Action Plan.
- 63.4 The Head of Community Safety stated that the Action Plans tended to be very detailed and as such he would hesitate bringing them to the committee, however he could provide Programme reports in the future.

- 63.5 The Executive Director for Neighbourhoods, Communities & Housing stated that if there was an area of concern, it could be included in the Programme Report and more detail provided within the report in regard to that specific area.
- 63.6 Councillor Littman referred to the information on crime figures detailed on page 152 of the agenda and noted that there had been an increase which could be related to the issues of austerity and Brexit.
- 63.7 The Executive Director for Neighbourhoods, Communities & Housing acknowledged there had been a spike in the figures around the period of the referendum; however there was no evidence that it would continue as the process for Brexit went forward.
- 63.8 Councillor Simson referred to page 167 of the agenda and noted that there was an emphasis in dealing with alcohol related issues for the night-time economy and queried whether a similar emphasis should be placed in the impact of drugs.
- 63.9 The Head of Community Safety stated that officers and partner organisations were aware of the use of drugs being an issue for the city, but evidence showed that the majority of violent incidents related to alcohol.
- 63.10 Anusree Biswas Sasidharan referred to page 174 of the agenda and noted that Local Action Teams (LATs) were referenced as a sector to work with and sought assurance that community groups would also be consulted and supported.
- 63.11 The Head of Community Safety stated that it was intended to consult and work with all interested community groups.
- 63.12 Councillor Penn noted that there was an increase in hate crime on-line and that it appeared to be an area where victims felt less support was available and it was more difficult to address. She queried whether this would be given greater consideration.
- 63.13 The Head of Community Safety stated that the issue had been considered and it was felt that it was a difficult area to deal with. However, if any incidents were reported then they would be looked into and appropriate action taken.
- 63.14 Councillor Hill noted that the consultation on the proposed community safety strategy was due to end on the 19th March and asked if the analysis of the consultation could be shared with Committee Members prior to the final version going to the full Council.
- 63.15 The Head of Community Safety stated that the strategy was due to be published on the 1st April and copies of the analysis could be provided to the committee Members.
- 63.16 **RESOLVED TO RECOMMEND:** That subject to no significant negative comments arising from the consultation process, the Committee recommends to the Council that the Community Safety Strategy be approved.

Consultation on draft Community Safety & Crime Reduction Strategy 2017-20**Summary findings from the consultation****Methodology**

- The consultation exercise took the form of an online survey on B&H Consultation Portal; it was open between 10th Feb and 12th Mar 2017.
- We provided summary aims and plans, and a link to whole draft strategy document and the strategic assessment if people wanted to see more information.
- For each proposed priority area we asked:
 - Do you support our aims and plans
 - Is there anything we haven't considered, or do you have any further comments
- We also invited any general comments

Respondents

- There were 76 respondents via Consultation Portal + 1 via email = 77
 - 49 residents
 - 16 community & voluntary sector orgs
 - 9 statutory organisations
 - 2 businesses
 - 1 ward councillor
- Demographic data (not always complete) was provided by 39/48 residents:
 - age range 22-84; mean age 53.7 years (n=22)
 - gender: 23 female; 11 male; 1 non-binary; 4 prefer not to say
 - gender identity: 27 identified with the sex they were assigned at birth; 12 prefer not to say or missing
 - sexual orientation: 24 heterosexual; 3 lesbian/gay women; 1 queer; 1bisexual; 10 prefer not to say or missing
 - ethnic origin: 25 White British; 4 White other; 2 Irish; 8 prefer not to say or missing
 - religion: 14 no particular religion; 10 Christian; 2 atheist; 2 agnostic; 1 Buddhist; 2 prefer not to say or missing
 - LLTI: 24 had no long term limiting illness; 6 activities limited a little; 3 activities limited a lot; 6 prefer not to say or missing
 - 1 respondent was a carer

Levels of support for our proposals

Table 1

Do you support our aims and plans?						
	ASB and Hate incidents	Night time economy	Violence against Women & Girls	Reducing offending	Community Collaboration	Prevent and Challenging Extremism
yes	41	22	39	19	25	18
no	2	0	0	1	5	3
don't know/unsure	8	5	4	0	10	2
total respondents	51	27	42	20	40	23
% who support aims and plans	80%	81%	93%	95%	63%	78%
% who do not support aims and plans	4%	0%	0%	5%	13%	13%
% who did not know or were unsure	16%	19%	10%	0%	25%	9%

- Respondents could choose which topics they wanted to look at. Table 1 presents the number of people commenting on the six draft priority areas, and shows the extent to which they report supporting the draft aims and plans.
- ASB & hate incidents received the most interest with 51 out of the 77 people responding on this topic. Reducing offending received the lowest response (20 people responding).
- In general, survey respondents supported the aims and plans in the draft strategy. Over three quarters of respondents supported the aims and plans across five of the six topics. Nearly two thirds of respondents expressed their support in the area of community collaboration and resilience.
- Between 0% and 13% of respondents did not support the aims and plans, with a maximum of 5 (13%) respondents saying that they did not support the aims and plans in the community collaboration and resilience area and 3 respondents not supporting the aims and plans in the Prevent and challenging extremism area.

Number of respondents providing comments

Table 2

Number of respondents providing comments on each priority area						
	ASB and Hate incidents	Night time economy	Violence against Women & Girls	Reducing offending	Community Collaboration	Prevent and Challenging Extremism
residents	25	12	13	5	17	8
other respondents	3	2	10	3	5	1
total respondents	28	14	23	8	22	9

- ASB and hate incidents was the area which the highest number of residents responded to (25), with community collaboration and resilience receiving the next highest number (17).
- Ten respondents who were not residents commented on VAWG. The other areas received comments from fewer people who were not responding as residents.

Brighton & Hove

**Draft Community Safety and
Crime Reduction Strategy
2017 – 2020**

Safe in the city
Brighton & Hove Community Safety Partnership



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Our priorities:

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The Partnership and our work

About this Strategy

This Strategy lays out the Brighton & Hove Safe in the City Partnership's¹ plans for the next three years. It is a requirement of the Crime and Disorder Act 1998.

The Strategy will be reviewed annually.

The Partnership's aims

The Safe in the City Partnership exists to improve the quality of life for everyone who lives in, works in or visits the city. We aim to:

- reduce crime and anti-social behaviour, especially around issues that have the biggest impact
- improve feelings of safety and meet the needs of victims
- take early action to prevent crime and disorder
- reduce reoffending

Who are the key players

The city is much better placed to tackle all these issues if everyone – local residents and businesses, community and voluntary groups, and city services – work together in a co-ordinated way. The local authority, police, health, probation and fire services are all defined as partners under the 1998 Act. In practice the Safe in the City Partnership works across a much wider range of partners at different levels and on different topics to work out what needs doing, and who can help.

There is a need for good information exchange, including with residents so that agencies can listen and respond to the needs of local people. At the same time local people can find a route through

¹ The Safe in the City Partnership is the name given locally to the Brighton & Hove Community Safety Partnership

to the services they need or identify ways in which they can respond within their own communities.

Setting our work in context

The negative effects of crime and disorder permeate widely across public services and working in partnership and adopting a 'whole system approach' is essential. Our partnership strategy is integrated within the city's overarching Sustainable Community Strategy where community safety is a key priority. Our work also contributes to the Police & Crime Commissioner's Police and Crime Plan² and measures in Public Health Outcomes Framework to name just two examples.

Politicians and legislators can impact broadly on the legal and social setting in which we all live. The work of central government departments are also important in our wider partnership. In March 2016 the Home Office issued their 'Modern Crime Prevention Strategy'³, which argues that although crime is changing in its nature, for example with a growth in 'cyber crime', the reasons behind people committing crime – 'drivers of crime', listed as opportunity; character; profit; drugs; alcohol and the criminal justice system – are the same.

² <https://www.sussex-pcc.gov.uk/police-crime-plan/>

³ Home Office (2016) Modern Crime Prevention Strategy, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/509831/6.1770_Modern_Crime_Prevention_Strategy_final_WEB_version.pdf



Brighton & Hove and the people in the city

The information in the next two sections has been taken from the Strategic Assessment of Crime and Community Safety 2016 <http://www.safeinthecity.info/analytical-reports> where further detail can be found.

Our residents and visitors

The 2011 census found that the city has 273,400 residents and this is estimated to have increased to 285,300 by 2015. It is predicted that by the end of this Strategy period in 2020 it will have increased further to 294,900.

Compared with other areas we have a disproportionately high number of people aged between 16 and 64 and a lower proportion of children and older people. We have a particularly high proportion of young people aged 19 to 26 (incl.) who make up 17% of the city's resident population.

Contributing to people in this age group are those who come to the city to study; in 2014/15 there were 34,220 students attending the two local universities. Also, Brighton & Hove is estimated to have 3,100 international students staying here for between 3 and 12 months in 2014, making us the local authority with the second highest number, and many more visiting for a shorter period.

There are an estimated 11,750 military veterans in the city.

In 2014 around 11.5 million trips were estimated to have been made to the city by day visitors or those staying one night or more.

According to the last census, 19.5% of the resident population belongs to a non-White British ethnic group (53,400 people), defined here as Black or Minority Ethnic or BME, an increase of 12% since the 2001 census. 37% of BME residents are 'White Other than British', 21% Asian/Asian British and the mixed/multiple ethnic group makes up 20%.

The lesbian, gay, and bisexual population makes up an estimated 11-15% of our population, equating to between 26,400 and 34,900 residents based on 2015 population estimates. It is estimated that there are at least 2,760 trans adults living in Brighton & Hove.

In 2015, there were an estimated 17,400 residents aged 18-64 with moderate or severe physical disabilities, and 30,900 with a common mental health problem. There were an estimated 5,500 people aged over 18 with a learning disability. The day-to-day activities of 16% of city residents are 'limited a little' or 'limited a lot' by health problems.

Regarding the children in the city, there were 437 looked after children in the city in May 2015 and the referral rate for child protection conferences is higher than the national average. National evidence shows that children who have been looked after are more likely to be unemployed, involved in crime and be identified as having a substance misuse problem.

Social and economic factors

The Index of Multiple Deprivation 2015 ranked Brighton & Hove as a whole in the poorest third (102nd out of 326) of all local authorities in England. However, there is a wide range of deprivation levels across the city, with some of the more deprived being in the east.

There were 8,900 unemployed people in the city in 2015.⁴ This represents 5.8% of all those who were economically active⁵ and is similar to the position

⁴ Unemployed refers to people who were actively seeking work or who had found work and were waiting for it to commence.

⁵ Economically active refers to those who are either employed or who are unemployed according to the above definition.

nationally (5.2%) and slightly higher than in the South East (4.2%).

There were 21,920 people of working age in the city claiming one or more Department for Work and Pensions benefits in November 2015. This is 11.1% of the city's population aged 16 to 64. The 2015 rate for Brighton & Hove is similar to that seen in Great Britain (11.8%) but higher than the South East (8.8%).

The percentage of 16-18 year olds not in education, training or employment has been declining and is at less than 4.7% at the end of 2015.

Housing and homelessness

Brighton & Hove had 126,827 homes at the time of the 2011 census, with the smallest average household size in the South East at 2.1. We have fewer owner occupiers and more people renting from private landlords than the average for the southeast as a whole. There were 420 households which became accepted as homeless in 2014/15, a decrease of 15% over three years.

In November 2016 snapshot data estimated that there were 144 people sleeping rough in Brighton & Hove on a single night⁶, an increase from 78 on the previous year. In October 2016, the local Rough Sleeper Outreach Homelessness Service had approximately 100 open cases on their caseload. There are concerns that this number could increase.

...and what we don't know

We need to remain aware that not all of the people in the city will feature in the various statistics at our disposal, or come to the attention of the services we offer of their own accord. This 'invisible' or

unidentified population may be among the most vulnerable to crime and community safety problems and extra focus is needed in order get help to them if they need it.

Meeting our equalities duty

The Equality Act 2010 requires that public sector bodies consider and take account of how different types of people – those with 'protected characteristics' – are impacted by their work. Our Strategic Assessment reports on how different people are affected by crime and safety issues and the process of determining our priorities and actions takes these findings into account.

Areas of work contained in the action plans (see page 15) with particular relevance to equalities are identified.

⁶ <https://www.brighton-hove.gov.uk/content/press-release/rough-sleeping-city>

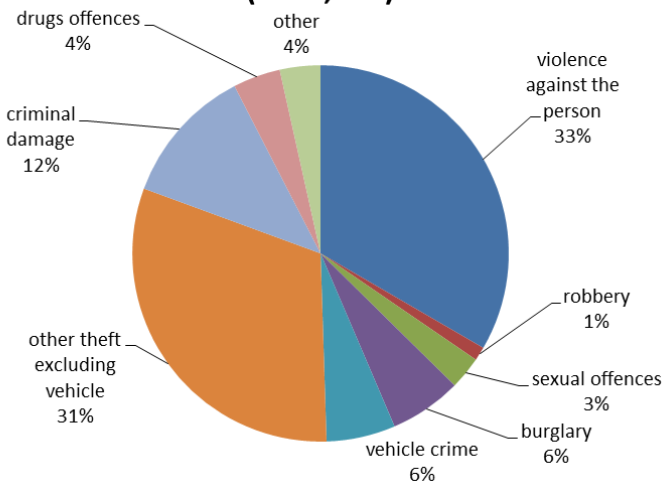


The nature of the problem

Nature and scale of crimes

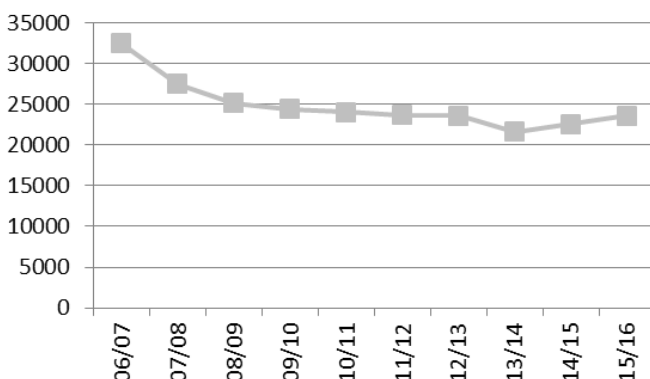
There were 23,622 police-recorded crimes in 2015/16. The crime rate per 1,000 population was 84.0, above the average of our group of 15 'matched' partnerships (77.8). The pie chart shows that theft offences (incl. vehicle crime) made up 37% of all recorded crime, with the next biggest crime groups being violence (33%), criminal damage (12%) and burglary (6%). 8.8% of total crimes were related to domestic violence or abuse.

Total crime breakdown, 2015/16
(n=23,622)



The line graph below shows the trend in total police recorded crime over the last ten years. There was a steep decline during 2007/08 (down 15%) and 2008/09 (down 10%). Numbers continued to fall until 2013/14, but there was an annual

total crime



increase in 2014/15 of 4.6%, a further increase of 4.5% in 2015/16. The increase seen from 2014/15 onwards is likely to be linked to the response by Sussex Police to the national HMIC inspection programme on data integrity which was undertaken during 2013/14 aimed at improving police recording practices. This work had an impact on the recording of violent and sexual offences in particular. From recorded crime data it is therefore difficult to know with any certainty what the underlying trend in crimes actually is.⁷

The number of recorded ASB incidents has fallen by 25% (3,763 incidents) since 2013/14 and is at its lowest level since 2009/10 when there were 20,179 recorded incidents.

More information on recorded crimes and incidents can be found in the Strategic Assessment.¹²

Crime patterns

The retail and leisure area in the city centre is also the geographical centre for much of the city's crime and disorder. This applies particularly to theft (other than vehicle thefts), criminal damage, violence and anti-social behaviour. Hotspots for domestic burglary and vehicle crime are also located in the more central areas of the city, but are dispersed over a wider area.

Seasonal patterns often coincide with the visitor season when there are more people in the city to both perpetrate and be victims of crime.

⁷ A subsequent HMIC inspection in 2016 on data recording by Sussex Police found that improvements have been made, while further areas for improvement have also been identified
<http://www.justiceinspectorates.gov.uk/hmic/publications/sussex-crime-data-integrity-inspection-2016/>

Drug and alcohol use

Health profiles for Brighton & Hove show that problems associated with alcohol are more acute compared with the South East as a whole and our statistical matched authorities. Estimates based on modelling from 2011/12 also find that compared with the South East and with England the proportion of the resident population using opiates or crack or injecting drugs is also higher.⁸

Habitual drug use can be a driver for acquisitive crimes and violent crime is frequently associated with alcohol misuse.³

Hidden crime and criminal groups

It is necessary to remain aware that crimes may be hidden from sight. Criminal behaviour increases in sophistication while pressures on victims to remain silent can persist. Organised crime groups can widen the geography of both perpetrators and victims in areas such as child sexual abuse, drug dealing and human trafficking. Partnerships play an important role in addressing these issues.

Impact on quality of life

National research found that in 2015/16 12% of survey respondents report feeling a high level of worry about violent crime, 11% about burglary, and 6% of car owners have a high level of worry about car crime.⁹

Locally, nearly all residents (98%) surveyed in the 2015 City Tracker survey

reported feeling safe in their local area during the day, but after dark this dropped to 79% in their local area and 65% in the city centre. Women and those with a long term illness or disability reported feeling comparatively less safe on average, both during the day and after dark.

Financial impact

The financial impact of crime is significant. Costs of crime have been calculated by a project funded by central government¹⁰ and assigned according to whether they are costs (savings if prevented) to the public sector, to the local economy, or to society.

The costs of some types of crime have been calculated for Brighton & Hove by scaling up the number of crimes recorded by the police according to estimated under-reporting rates¹¹. The estimated cost of sexual offences to the city in 2015/16 by far exceeds that of the other crimes examined at £367m. The cost of serious and other wounding, and of common assault together totals £88m. Criminal damage costs an estimated £32m.

⁸ <http://fingertips.phe.org.uk/drugs-and-alcohol#gid/1938132771/ati/102>

⁹ ONS (2016) Crime in England and Wales Year ending March 2016 Supplementary Tables. <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualsupplementarytables>

¹⁰ New Economy Manchester, <http://neweconomymanchester.com/our-work/research-evaluation-cost-benefit-analysis/cost-benefit-analysis/unit-cost-database>

¹¹ <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualtrendanddemographictables>



The current landscape

Draft Community Safety and Crime Reduction Strategy 2017-20

The year 2016 has seen some particularly significant national and international developments which have affected the landscape in which our work to reduce crime and disorder is set. The European Union membership referendum, which resulted in the UK voting to leave the EU, enabled the voicing of many different views around immigration, and has increased national economic uncertainty.

National security remains an issue across the country and the risk for Brighton & Hove has been assessed as significant enough to receive additional support to seek to identify and divert young people from being drawn into terrorism.

Key changes in national legislation have the potential for increased financial pressures for many people on benefits. These changes are being implemented in stages, the most recent of which is the imposition of a benefit cap which puts a ceiling on the total payment available for some families. The cost of housing in Brighton & Hove is making access to suitable housing for those on lower incomes very difficult. This may include those at risk of offending and those who are drawn to the city because of its reputation as a place where people from all types of background can be accepted as part of the city's diverse communities.

The capacity to provide services around crime and community safety continues to decrease with ongoing budget cuts for the police, council, health and other public services. This means that difficult decisions need to be made about whether to allocate scarce resources to prevention work or to responding to the impact of crimes and supporting victims after they have occurred. Without investment in prevention work, there is the risk that significant problems will potentially be stored up for the future.

Creative ideas which lead to new ways of working effectively, but which cost less or are cost neutral, are always being

sought. For example, the penetration of the internet and social media into daily lives changes the nature of risks, but can also offer new opportunities for public services to engage with communities.

A partnership event under the city-wide Brighton & Hove Connected banner was held to think about new approaches in the context of budget reductions and service reorganisations. Proposals were made for taking community safety work forward including citizens and public services working more closely together; achieving a more unified partnership approach and single points of contact; expanding the involvement of volunteers, and doing more around 'tone-setting' and challenging bad behaviour.

While there have been numerous examples of support from our local communities to help others in need, including a wide range of offers from the wider community to assist refugees who arrive in the city, there is a risk that community cohesion will suffer in these changing times.



Identifying and progressing our priorities

What we did

Our plans for the next three years have been informed by the Brighton & Hove Strategic Assessment of Crime and Community Safety 2016¹². This looked at the current crime and community safety picture in the city. Analysis was carried out initially by crime type. It into account the scale of problems, direction of travel, the impact on communities and individuals, community priorities, and so on.

Consideration was given to the nature of problems, contributory factors, and who was affected. This guided decisions around the sort of work was needed and who it should be targeted at.

Who has contributed

Most of the work for the Strategic Assessment was carried out by analysts in the council's Public Health Intelligence Team and officers in the Partnership Community Safety Team.

A consultation workshop was held in November 2016 to consider the findings of the Strategic Assessment and to consider what should be the areas of focus for the Partnership over the next three years. The workshop was attended by statutory and voluntary organisations and other members of the Safe in the City Partnership Board, as well as representatives from city neighbourhoods and communities of interest.

Other consultative mechanisms have included a draft strategy being considered by Local Action Teams, and by elected members at the Neighbourhoods, Communities and Equalities Committee. Additionally it has been made publically available for comment on the city's consultation portal.

¹² The Strategic Assessment of Crime and Community Safety 2016 is available at <http://www.safeinthecity.info/analytical-reports>

The focus of our partnership strategy

There are five overarching themes in this Strategy: ASB/hate incidents; safety in the night-time economy; domestic/sexual abuse and other interpersonal crimes; reducing offending; and community resilience.

Community resilience as one of our themes profiles a number of different ways in which people at a community level can provide a foundation for establishing and maintaining safe communities. By working in partnership with statutory agencies and more independently through local networks much can be achieved in terms of 'tone-setting' and helping with the management of risks.

There are a number of statutory agencies whose core business is to tackle crime – the police, youth offending service, courts, probation and prison services are some particularly significant ones. The work of other agencies, for example health and social services, is also key to reducing the 'drivers' of crime.

The work of these and other agencies is key to preventing and dealing with the effects of criminal and other unacceptable behaviour. But this is a *partnership* strategy and so our priorities are focused on areas where working in partnership is fundamental to achieving progress. It prioritises work where added value is achieved by working in partnership.

Central government is generally much less prescriptive than previously about what should be the target of local work. Nonetheless, a number of the priorities in our strategy, eg. violence against women and girls, including modern slavery, Prevent and counter-extremism, align with central government strategies where these need to be supported locally.

Some crime and safety problems impact widely not only for our city's residents,

but also for residents across the country and sometimes across the world. Online fraud and internet-based crimes are examples of this and the solutions depend on the use of data and new technology at a national or international level. Therefore, while this affects many local people and a certain amount can be done to raise awareness, the most effective and comprehensive solutions lie beyond the scope of the partnership. The government's Modern Crime Prevention Strategy 2016 describes a number of approaches that they, in partnership with private businesses, are taking around online crime.³

Considerations around resources

Budgets of public organisations have been reducing and are predicted to continue to do so over the period of this Strategy. The planning of work needs to take this into account.

Partnership resources are currently supporting an experienced and skilled workforce and withdrawing financial support for the work they carry out will result in a break in continuity of services which will take considerable effort to re-establish.

Another consideration is how to balance the allocation of resources to early interventions and prevention against resources to manage problems as they become more critical or responding after they have occurred. The impact of allocating resources needs to be considered not only in the immediate term, but also in the longer term.

Progressing and monitoring the effectiveness of our work

The impact that we are seeking to achieve through our partnership work is clearly stated in the document at the beginning of each priority area in this strategy.

Action plans have been drawn up for each of our priority areas and these assign responsibility around taking forward the work. Progress on these will be monitored regularly through thematic steering groups or forums, at the Safety in the City Partnership Board and at other 'higher level' structures and partnerships, including the city's overarching Local Strategic Partnership, Brighton & Hove Connected.

Single measures for crime and community safety are never sufficient to understand how successful our work is. Our approach to this is to monitor groups of performance indicators for each priority area which individually contribute to the overall picture.

Our priorities





Anti-social behaviour and hate incidents

Our aim: Anti-social behaviour and hate incidents cause less harm to individuals and communities.

What we want to achieve

- Anti-social behaviour (ASB) and crimes and incidents motivated by hate against the person are reduced
- Risk and harm to high risk victims and communities are reduced
- Fewer ASB and hate incidents are committed by priority perpetrators
- There is less ASB, risk and harm associated with the street community
- Youth ASB is reduced
- Trust and confidence in services is increased so that people and communities harmed by hate incidents report them
- There is better collaboration and cohesion between divergent communities.
- Tensions linked to changes in the national and international landscape are reduced.

Definitions:

Anti-social behaviour is behaviour by a person which causes or is likely to cause harassment, alarm or distress to one or more persons not of the same household as the person

A **Hate incident** is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because of their gender identity.

Why this is a priority

Anti-social behaviour can affect individuals, communities, and the environment. ASB affects quality of life and, at its worst, can have a very significant negative impact on people's lives.

Those harmed by hate crimes and incidents where people are targeted because of personal attributes relating to disability, ethnicity/race, religion/faith, sexual orientation or transgender identity, that this has a significant effect on their quality of life and wellbeing.

Key facts

In 2015/16 over 15 'ASB crimes' and 32 ASB incidents were recorded by the police in Brighton & Hove every day. There is a seasonal effect in ASB with more being recorded in the summer months and fewer in the winter. Many incidents will not be reported.

In the city in 2015/16 there were 506 racist or religiously motivated incidents and crimes recorded by the police 177 homophobic incidents and crimes and 76 incidents and crimes related to disability hate.

In this same year the Community Safety Casework Team received 418 initial reports of ASB and 82 initial reports of hate incidents which had taken place in

the city¹³. These reports may be in respect of multiple incidents and sometimes people have been moved to report as a 'last resort' because the harm caused to them or their families has become unbearable. Racist or religiously motivated incidents and LGBT hate crimes/incidents are most likely to occur on the street, be committed by a stranger, and more men are harmed than women. Disability hate crimes are more likely to occur in a dwelling, and to be perpetrated by someone known to the victim. People harmed by hate crime are often more emotionally impacted than other crimes.

We also know that a significant number of ASB and hate incidents are committed online.

Who's affected

Nationally, young people are more likely than older people to be harmed by ASB crime, and to perceive higher levels of ASB and those with a limiting long term illness or disability more likely to perceive a high level ASB.

In terms of local neighbourhoods, police ASB crime data identifies the North Laine, The Lanes/North Street and Western Road as hotspots. Local Action Teams across the city have identified priorities for their local area. Issues with the street community tended to be identified by LATs as a priority in city centre areas, drug use/drug dealing generally in the east of the city, 'general' anti-social behaviour on more peripheral areas of the city, and criminal damage in both city centre and other locations.

Our plans

The Community Safety Casework Team will continue to provide advice and guidance and co-ordinate strategic work to tackle anti-social behaviour and hate

¹³ Incidents occurring on council housing premises are dealt with separately.

incidents for the city. Restorative justice is an effective approach which we will promote further and use to reduce harm. The ASB, Crime and Policing Act 2014 introduced new powers which we will make use of where appropriate, particularly for work with repeat offenders, and we will monitor the implementation of the Public Spaces Protection Orders in addressing ASB in parks and green spaces.

Working with partners, whether from the community, voluntary or statutory sector is central to our work and this includes keeping in close communication with local residents through Local Action Teams and residents' groups, communities of interest and elected members. Further promotion of the 'Self-Evident' reporting app within communities is aimed at increasing reporting and trust and confidence in services. We plan to develop a network of 'hate incident champions' who can be nominated contact points within their organisation.

We will work with other agencies to ensure online abuse and cybercrime are addressed.

Multi-agency work to manage youth ASB, and harm associated with the street community will continue and take advantage of sharing information, intelligence and resources. The Multi-Agency Risk Assessment and Tasking (MARAT) meeting and the 'ECINS' casework management system will continue to manage the harm caused to high risk victims. We will also continue our work with schools and education colleagues to embed best practice.



Safety in the night-time economy

Our aim: A vibrant night-time economy where people feel safe and are safe from harm

What we want to achieve

- There is a thriving city centre night-time environment where everyone feels safe.
- Violent incidents, alcohol and drug misuse and other negative behaviour linked to the night-time economy are reduced
- Demands on (and costs to) emergency and other public services are lower.

Why this is a priority

The city centre night-time economy is an important part of the character of the city and it attracts many visitors. Its contribution to the economic wellbeing of the city is significant and it is a source of work for many people. However, a busy night-time economy is not without drawbacks. The effects of alcohol or drugs and the density of people are two factors (among others) which can spark aggression and create conditions which criminals can exploit and where demand for emergency services is high.

Key facts

In 2015/16 there were 8,829 violent crimes recorded in the city, of which 5,383 (61%) happened in a public place. Recorded violent crimes rose steeply between 2013/14 and 2015/16, following a long term decline. However, this has been strongly influenced by changes in local policing and crime-recording practices which happened in response to a nationwide audit of crime recording carried out in 2013/14 by Her Majesty's Inspectorate of Constabulary. It is difficult to know the trend in the level of violence actually taking place, but data from A&E suggest numbers have been fairly stable, with perhaps a slight increase over the last 18 months.

The hotspot for police recorded public place violence is clearly located in the city centre, and correlates to the density of both on and off licensed premises in this area. Peak times for violent crimes are the summer months. There are 1,260 licensed premises in the city and there is a Cumulative Impact Zone (CIZ) and adjacent Special Stress Area (SSA) aligning with this city centre area. This is designed to limit the number and density of licensed premises in the city centre.

The practice of 'pre-loading' where people drink at home more cheaply, or where they drink locally before going out into the city centre, has impacted on the shape of the night-time economy.

Problems may be spread across smaller venues, over a wider geography and over a longer period. This means being able to manage problems in this more dispersed scenario is more challenging.

There is evidence of drugs misuse associated with the night time economy. This is often considered to be casual use by people who will also mix drugs with alcohol.

Who's affected

Males are both more likely to be victims and perpetrators of violent crimes in a public place than are females. Offenders and victims are largely under 30 years of age.

Anti-social behaviour can also be a side effect which can impact on local residents and businesses. Late night street noise can be a particular issue.

Our plans

There are many partners, including licensed premises, transport operators, the council and the police, who will continue work to ensure the night-time economy is managed in a way which supports a safe and pleasant environment. We will seek to confirm how the city as a whole wishes our leisure industry to be shaped and strive to develop it accordingly.

Voluntary and community sector organisations also provide support and off licences have a role to play, for example by further promoting the 'Sensible on Strength' campaign. In view of the high number of students in the city, there are plans for a university alcohol policy to be developed and implemented.

The city's Licensing Policy provides a framework within which the night-time economy is managed. Enforcement activity in relation to the licensing objectives including alcohol and drugs misuse will be targeted at licensed premises where necessary to ensure compliance.



Domestic violence & abuse, sexual violence, and other forms of violence against women & girls

Our aim: Local residents and communities are free from domestic violence and abuse, sexual violence and other forms of violence against women & girls

What we want to achieve

- Increased social intolerance and reduced acceptance (*prevention*)
- People have safe, equal and abuse free relationships (*prevention*)
- Increased survivor safety and well-being (*provision of services*)
- Perpetrators are held to account and are required to change their behaviour (*pursuing perpetrators*)
- A coordinated community response to violence and abuse (*partnership*)

Why this is a priority

Domestic violence and abuse, sexual violence and other forms of violence against women and girls (including harmful practices like female genital mutilation (FGM), forced marriage and so-called 'honour-based' violence (HBV)) often constitute criminal offences, are under-reported, have low conviction rates and high levels of repeat victimisation. These acts are likely to have a significant impact on the person experiencing them (and can include physical injury, as well as impacting on mental and emotional wellbeing, employment and education, social capital, health behaviours and homelessness¹⁴). They can also affect children (eg. poor school achievement, and the risk that violence in the home can normalise violence in future relationships¹⁵) and impact on the wider community.

The behaviour of perpetrators often remains unchallenged.

Key facts

In 2015/16, 4,575 domestic violence incidents and crimes were recorded by the police, an increase of 5.0% on 2014/15 and 24% higher than in 2013/14.

There were 667 police recorded sexual offences, an increase of 19% compared on 2014/15 and 74% higher than in 2013/14. Historical offences account for a significant number of serious sexual offences reported, resulting in a loss of forensic opportunities.

Local police data shows that in 2015/16 72% of domestic violence are female and 28% male, while for sexual offences the victims are 84% female and 16% male.

In terms of recorded data on harmful practices in Brighton & Hove, while there

has been improved recording all, these are significantly underreported:

- 23 patients were recorded by the NHS Acute Trust as having had FGM in 2015/16
- Three crimes of forced marriage were recorded by Sussex Police between April 2012 and June 2016.
- 7 honour-based violence offences were recorded by the police in 2015/16.

Who's affected

Police recorded data is an underestimate since substantial numbers of people do not report violence and abuse to the police. Local estimates based on a national survey¹⁶ are that in the last year:

- 7,639 women and girls aged 16-59, and 3,868 men and boys have experienced domestic violence and abuse;
- 4,564 women and girls, and 2,321 boys and men have experienced stalking; and
- 2,515 women and girls, and 677 boys and men locally are estimated to have experienced sexual assault in the last year.

However, in making these estimates, it is important to note that while both women and men experience incidents of inter-personal violence, women are considerably more likely to experience repeated and severe forms of violence and do so disproportionately and cumulatively during their lifetime¹⁷. In contrast, the majority of those who perpetrate violence and abuse are men.

However, men do experience, and as children boys also witness or experience, violence and abuse. Consequently, while

¹⁴ DOH. Protecting people Promoting health'. 2012.

¹⁵ Women's Health and Equality Consortium. 'Better Health for Women'; 2013.

¹⁶ ONS, Crime Survey England and Wales 2015

¹⁷ Walby and Allen, 2004

strategy has a gender informed approach, reflecting HM Government's strategy to end violence against women and girls¹⁸, the actions taken will often benefit all victims of violence and abuse, with additional actions taken proportionately to respond to the needs of men and boys.

The strategy also seeks to respond to the unique needs, or barriers to help and support, faced by some communities including: people from Black and Minority Ethnic (BME) communities, those who are disabled, older or who identify as lesbian, gay, bisexual (LGB) or trans. Other groups also face significant disadvantage and marginalisation, including those in prison, prostitution or sex work, as well as travellers and those who are asylum seekers or migrants.

Our plans

We will develop a strategy for Domestic Violence & Abuse, Sexual Violence and other forms of Violence against Women and Girls with East Sussex, setting out our shared aims as well as identifying priorities specific to Brighton & Hove. Our work will be built around the key themes from:

Prevention

- Continue to raise awareness of what constitutes violence and abuse, in particular focusing on reaching different communities or addressing emerging risks like stalking and harassment
- Support work with children and young people, with a focus on the Early Help Strategy, the Public Health Schools Programme and the planning and delivery of effective Relationship and Sex Education
- Pilot the Women's Aid 'Ask Me' Scheme to create safe spaces in the

local community to increase public awareness and promote opportunities for disclosures.

Provision of service

- Continue to support The Portal¹⁹, which provides a single point of access and helps victim/survivors of domestic and sexual violence and abuse to find advice and support
- Work with specialist services and other commissioners to generate added value and test different models of delivery
- Develop proposals to further develop support for victim/survivors with a focus on Private Law Family Proceedings and those experiencing Stalking and Harassment
- Continue to work with the Clinical Commissioning Group (CCG) to deliver a trauma pathway to improve access to talking therapies for victim/survivors.

Partnership working

- Ensure frontline practitioners have the confidence and skills to identify and respond to violence and abuse including further developing multi-agency training around forced marriage, honour based violence and sexual violence
- Develop resources for professionals including guidance to improve 'safety netting' and to support step down from specialist or commissioned services
- Review the finding from the review of the MARAC to ensure that MARACs are better able to manage volume, address complex or repeat cases and integrate into Child and Adult 'front doors'

¹⁸ www.gov.uk/government/publications/strategy-to-end-violence-against-women-and-girls-2016-to-2020

¹⁹ The Portal is a partnership of leading Sussex Domestic and Sexual Abuse Charities including RISE, Survivors' Network and CGL. www.theportal.org.uk

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- Develop a partnership action plan to responding to the findings from the Public Health Rapid Needs Assessment into Sex Work²⁰.

Pursuing perpetrators

- Review interventions to challenge perpetrators, in particular repeat offenders and perpetrators of stalking and harassment.

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<http://www.bhconnected.org.uk/sites/bhconnected/files/Sex%20Work%20Rapid%20Needs%20Assessment%20-%20key%20findings.pdf>



Reducing offending

Our aim: Harm to local communities and to wider society associated with offending by problematic and persistent offenders is reduced, and quality of life is improved

What we want to achieve

- Offenders are supported towards leading crime-free lives, including on release from prison
- Less offending where health needs and substance misuse are a contributory factor
- Offenders have a better understanding of the impact of their offending behaviour and victims make better progress towards achieving resolution (eg. by using restorative justice approaches)
- Problematic offenders are managed holistically through partnership working.

Why this is a priority

Crimes have a significant impact on actual and perceived levels of safety by individuals, families, businesses and communities and costs associated with offending, including to the public sector, are high. Successful actions which address factors linked to offending and reoffending not only bring about changes in the behaviour and improved life opportunities for individual perpetrators, but also bring significant benefits to communities across Brighton and Hove.

Of course the day-to-day business of local criminal justice agencies is to work with offenders to reduce their offending. Strands of their work may be focused on domestic violence offenders, sex offenders, counter-terrorism, etc. However, this strategy is about how agencies working together in partnership can provide added value.

Key facts

Ministry of Justice data show that between April 2014 and March 2015 there were 8,190 recorded offenders in Brighton & Hove, of whom 2,398 (29%) went on to offend again in the following 12 months. Drug and alcohol use are implicated in a high proportion of crimes committed and city offenders often have relatively high needs in these areas. Research shows that nationally drug users commit between a third and a half of all acquisitive crime, while alcohol is estimated to be implicated in over half of all violent crimes²¹.

Offending behaviour can be linked with mental health and personality disorders, sometimes interwoven with substance misuse (dual diagnosis). Screening in local custody/courts found that nearly

four out of five offenders had a mental health need.

Criminal behaviour can be passed down the generations within a family²², while having family relationships reduces the likelihood of offenders reoffending.²³ However, many may have lost their family ties. Difficulties in accessing and maintaining stable housing and employment can interlink with an offending lifestyle and health problems. Affordable housing is a particular issue in the city and the number of supported hostel places has reduced. A high proportion of people released from prison on licence have no fixed abode, no permanent accommodation or unsuitable accommodation.

Repeat offenders are often some of the most socially excluded in society. They can suffer multiple disadvantage, including social problems, drug, alcohol and/or mental health problems, lower than average levels of educational attainment, financial problems and debt.

Changes to the benefits system may have added financial strain. Those with higher levels of need are both more likely to reoffend and, although offenders tend to have higher needs than the general population, they can also face greater barriers to accessing support.²¹

Who's affected

As of March 2017, the local Community Rehabilitation Company (CRC) caseload of 860 offenders was 88% male, 32% in their twenties and 31% in their thirties. The National Probation Service have in the region of 400 higher risk offenders on their caseload locally.

²¹ National Partnership Agreement between the National Offender Management Service, NHS England and Public Health England for the co-commissioning and delivery of health care services in prisons in England 2015/16

²² Farrington, DP et al. Family factors in the intergenerational transmission of offending. *Criminal Behaviour and Mental Health*, 19: 109–124. 2009

²³ Ministry of Justice and Department for Children, Schools & Families. *Reducing Re-offending: Supporting families, creating better futures*. 2009

National research has found that male offenders have higher levels of alcohol problems while females have higher levels of mental health and relationship problems. Locally, the needs of male offenders are, on average, slightly higher than their female counterparts across most of the domains on the CRC's (Community Rehabilitation Company) OASYS assessment of needs linked to offending²⁴, but females have slightly higher needs around relationships and emotional wellbeing. Additional areas of need for those who have experienced sexual or domestic violence/abuse, or who have been involved in prostitution may be more frequent in women.

Our plans

Through our National Probation Service, Community Rehabilitation Company and Youth Offending Service, we will provide both a risk management and behaviour change focus to rehabilitate offenders. Offenders under the management of these services will have robust orders and licences in place that aim to reduce the risk of harm they pose to others and further offending.

However, the long term ambition of these services is focused on behaviour change and rehabilitation. This will be achieved by holistic support to meet the needs of offenders through partnership working, including with offenders themselves.

We will continue to strengthen Integrated Offender Management arrangements, bringing all offenders into scope, but focusing on those who are more problematic and persistent. This will help offenders to adopt more positive lifestyles and become reintegrated into communities. We will seek the involvement of a broad range of agencies

in supporting the IOM model and governing meetings in order to create firm risk management plans to reduce further offending.

We will also work proactively with our young people to divert them away from criminality and to prevent them entering the criminal justice system.

Restorative justice principles and practices will permeate through our work to reduce offending.

²⁴ The OASYS criminogenic needs assessment has 10 domains. These are: accommodation; education, training and employment; finance; relationships; lifestyle & associates; drugs; alcohol; emotional wellbeing; thinking & behaviour; and attitudes



Community collaboration and resilience

Our aims:

Cohesive communities which are resistant to crime, disorder and exploitation

Communities with the confidence and knowledge to support those who are most vulnerable

What we want to achieve

- Cohesive local communities who are resilient and supportive of each other when there are challenges from international, national or local events
- Confident local communities (often demonstrated through the presence of Local Action Teams) that are able to recognise when those in their midst are being abused, harassed or exploited
- Communities who are willing to work with the statutory sector to support vulnerable people and to address other community safety issues
- A city where new residents are welcome and migrants are well supported
- An inclusive city where all sections of the community have trust and confidence in the authorities to respond when local residents have been exploited or victimised.

Why this is a priority

Social and economic isolation provide opportunities for crime, abuse and exploitation to exist. Some of these crime types, for example those related to modern slavery, can have particularly severe impacts on victims. Sometimes victims of crime may feel they need to remain hidden from authorities.

Strong and inclusive communities, underpinned by shared values and based on mutual respect are more resilient and provide the conditions when our most vulnerable residents can be safeguarded.

A city in which all residents feel they are valued – including newcomers and residents who have lived in the city all their lives – increases residents' wellbeing and satisfaction, and creates a climate in which municipal measures are more effective. The *Review into Opportunity and Integration* by Dame Louise Casey published in December 2016 points to the importance of local authorities picking up and acting upon at an early stage signs that integration is breaking down.

Key facts

Other sections of this strategy give an idea of the anti-social behaviour, crime, and abuse occurring in the city.

Community networks can help create a positive environment which discourages crime and supports victims at all levels of severity.

The way we tackle modern slavery and the city's response to international migration are two areas where cohesive and confident communities can make an important difference.

Modern Slavery

Modern slavery is a serious crime which encompasses slavery, servitude, and forced or compulsory labour and human trafficking. The government estimates that there are 10,000-13,000 victims of modern slavery in the UK at any one time

but only a fraction of these cases come to light.

There is a lack of local information around the issue. Comparing the number of referrals to the National Referral Mechanism (NRM)²⁵ locally with those from other areas would tend to indicate that modern slavery is under-reported in the city and from the rest of Sussex.

Many victims of modern slavery are UK nationals but a majority are migrants.

Migration to Brighton & Hove

The latest available ONS estimates for 2015, estimate that there are 41,000 residents in Brighton & Hove who were born outside of the UK, which represents 15% of the population. Two out of five of these (39%, 16,000 people) were born in the European Union.

Our local population includes a number of refugee communities, particularly those from Arabic speaking countries in the Middle East and North Africa.

The city council is currently carrying out an in-depth needs assessment of the populations of international migrants in the city. This has an estimated publication date of autumn 2017 and will include information around community safety.

Serious and Organised Crime

Serious and organised crime is defined as 'Individuals, normally working together with others, with the intent and capability to commit serious crime on a continuing basis'. Serious and organised crime impacts across communities and is associated with, for example, drugs, fraud, acquisitive crime, child sexual exploitation and abuse, trafficking and immigration crime. The cost to society or

²⁵ The NRM is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support.

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serious and organised crime is estimated at many billions of pounds a year²⁶.

Who's affected

All residents of the city should benefit from this approach to community collaboration approach to community safety. However, those who may have the most to gain will be those who are most excluded and those who may not be free or able to access the support and services that they need.

Those most at risk of exploitation through modern slavery are adults and children who are already in vulnerable and precarious situations. These include, for example, rough sleepers, people with insecure immigration status, those with no access to housing and benefits, young people who are or have been in care, and so on.

Serious and organised crime impacts on all communities; it is particularly pertinent in relation to modern slavery and trafficking.

Our plans

Working within the principles of the city council's new *Community Collaboration Framework*, we want to maintain and build collaborative trusted partnerships with communities and the third sector to increase the reporting of crime to the authorities and to tackle community safety issues together.

Continuing to support the Local Actions Teams, Neighbourhood Watch and other forums in the city, we want to make residents aware of the signs and indicators of threats to the community from issues such as terrorism and extremism, as well as risks to individuals from perpetrators of abuse, exploitation and modern slavery. Alongside this we

will develop the 'professional curiosity' of frontline officers to develop intelligence and identify risk.

We will work to maintain the trust and confidence of communities of interest in the city through collaborating with forums and organisations representing their interests.

We want Brighton & Hove to maintain its status as a City of Sanctuary for those who have left their home countries because of persecution or war, continuing to participate in government schemes to bring refugees to the UK. We want international migrants, including refugees, to feel well-supported and able to play their full part in the economic and cultural life of the city. We will continue to broker and nurture close working relationships between the statutory sector and community initiatives seeking to support refugees and migrants through the Refugee & Migrant Forum, the Sanctuary on Sea group and other initiatives.

The Community Safety Partnership will contribute to regional working to manage serious and organised crime aligned to the national Serious and Organised Crime Strategy.

²⁶ Home Office Research Report 73 (2013), *Understanding organised crime: Estimating the scale and the social and economic costs*



Preventing terrorism and extremism

Our aims:

Prevent: Create long-term resilience to all forms of terrorism and extremism amongst individuals, institutions and communities; reduce harm and increase trust and confidence.

Challenging extremism: Create cohesive local communities that challenge extremism in all its forms, champion shared values, tackle social exclusion and promote equality.

Prevent

What we want to achieve

- Staff, partners and communities are better equipped to understand and challenge terrorisms and extremisms
- Individuals vulnerable to being drawn into terrorism and extremism are identified at an early stage and supported to reduce risk
- Vulnerable institutions are able to manage risks
- Key sectors and institutions are able to manage risks including those posed by extremist speakers, events, and groups
- Cohesive communities are resilient to the challenges posed by international, national and local critical incidents and where the risk of harm caused to individuals and communities is reduced

Why this is a priority

Prevent is a statutory duty and requires 'specified authorities' "to have due regard to the need to prevent people from being drawn into terrorism". The Channel Duty requires vulnerable individuals to be supported early before the risk of illegality occurs.

The threat to the UK from international terrorism remains 'severe, meaning that the threat of a terrorist attack is highly likely'. The UK faces diverse threats, including from terrorist organisations in Syria and Iraq, and the extreme right-wing in the UK. Social media is increasingly used to communicate, recruit and create fear. The risks of lone actor attacks have increased and their unpredictable nature makes prevention even more difficult.

Terrorist attacks not only cause loss of life and economic damage but they also fuel community tensions, damage public confidence and community cohesion. International and national incidents impact on inter-community relations locally. The far-right and Al-Qaida-inspired terrorist groups feed off one another in what is often referred to as the 'reciprocal radicalisation' effect. Unless the ideologies and the ideologue are challenged and recruitment to these groups stopped, the cycle of violence, criminality and hate incidents will continue with significant resource implications across partners and significant impact on the communities.

Key facts

Prevent, one of the four strands of CONTEST, the government's counter-terrorism strategy, aims to reduce the threat to the UK from terrorism and aims to 'stop people becoming terrorists or supporting terrorism'. The national Prevent Strategy (2011) has three main objectives:

1. Respond to the ideological challenge of terrorism and the threat faced from those who promote it;
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
3. Work with sectors and institutions where there are risks of radicalisation which we need to address.

The Prevent Strategy addresses all forms of terrorism, including the right-wing and the Al-Qaida-inspired and associated terrorisms, but prioritises these according to the threat they pose to our national security. Prevent also addresses some aspects of non-violent extremism that create an environment conducive to terrorism and can popularise views which terrorists exploit.

Risk of travel to the areas of conflict for men, women, and a small number of

families continues. Over 850 individuals of national security concern have travelled from the UK to Syria and Iraq to join in the conflict. In 2015, more than 150 attempted journeys to the conflict area were disrupted by the police and other partners nationally. Terrorist organisations use social media to expand their reach and influence. Following referrals from the Counter Terrorism Internet Referral Unit, social media providers removed over 55,000 pieces of illegal terrorist material in 2015. There is a reported rise in referrals to Channel programme attributable to increased awareness of risks and safeguarding responsibilities.

Who's affected

Analysis reveals that there is no single route to terrorism nor is there a simple profile of those who become involved. The decision of an individual to become involved in extremist activities may reflect a complex interplay of the following causes: exposure to an ideology that seems to sanction violence; exposure to people who persuasively articulate that ideology and then relate it to an individual's life circumstances; and driven by vulnerabilities in people which make them susceptible to a message of violence.

Reported Islamophobic and anti-Semitic incidents have increased in 2016. Due to the global political situation, media representation, and an increase in far right activities, communities report an increase in Islamophobia and other prejudices. Austerity and financial uncertainty following the referendum on the UK's membership in the EU may have a differential impact on communities and may give rise to further grievances that may be exploited by extremist or terrorist groups.

Our plans

We will continue to build on the existing best practice in coordinating Prevent

delivery locally, our successful engagement with diverse communities and partners, and ensure that Prevent work is mainstreamed across partners in the city.

Jointly with police, key partners and communities we will regularly identify levels of risks, vulnerabilities, and threat to direct local work strategically and develop our action plan to be flexible and responsive to tackle specific risks and emerging threats including community tensions.

We will support individuals vulnerable to being drawn into terrorist related activities including through the multi-agency Channel programme, and develop effective interventions to reduce risks. We will continue to raise awareness of diverse ideologies, groups and risks amongst staff and communities to strengthen their capabilities, increase their confidence to challenge ideologies and counter terrorist narratives, and to support individuals appropriately.

We will support vulnerable institutions to build their resilience. Through improved communications of Prevent work and its impact, we will improve trust and confidence amongst partners and communities.

Building partnerships to challenge extremism

What we want to achieve

- Individuals, groups and partnerships are confident to challenge all forms of extremism and actively promote our shared/city values
- Active, vibrant and well-governed community groups and civil society that work collaboratively with each other and statutory sector to protect people from harm caused by extremism

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- Cohesive local communities are resilient to the divisive narratives and agendas of extremism.
- People are protected from harm caused by extremism

Why this is a priority

The harm resulting from unchecked extremist ideas and groups is seen not only in the rise of hate incidents but also in the promotion of hatred, intolerance, discrimination and violence. Where extremism takes root and our shared values are undermined, it creates social isolation, exclusion and divisions amongst communities, fuelling tensions and adversely impacting on inter-community relations. Marginalised and excluded groups' equality of access to mainstream services and opportunities to improve quality of life and wellbeing are adversely impacted. The most damaging effect is seen if these prejudices and divisions become normalised.

Individuals or groups may become vulnerable to the divisive narratives and recruited into extremist causes and activities. The far right and Al-Qaida-inspired terrorist groups feed off one another in what is often referred to as the 'reciprocal radicalisation' effect. Unless the ideologies and the ideologue are challenged and recruitment to these groups stopped, the cycle of violence, criminality and hate incidents will continue. This will have important resource implications across partners and a significant impact on the communities.

Strong and inclusive communities underpinned by shared values are less vulnerable to crime, disorder and improve our resilience to extremism and terrorism.

Key facts

The Counter-Extremism Strategy, published on 19th October 2015, sets out the government's comprehensive approach to tackling extremism in all its

forms – both violent and non-violent – to protect people from harm caused by extremism.

Extremism is defined as 'vocal or active opposition to fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist'.

The counter-extremism strategy is distinct but complimentary to the 'Prevent Strategy' and work programme. It extends the government's capabilities to tackle non-violent forms of extremism often promoted through multi-channel platforms such as online, broadcast and social media. The strategy seeks to address root causes by tackling social exclusion, marginalisation, and divisions that can help provide fertile ground for extremist messages to take root, and aims to build more cohesive communities. In this new approach working in partnership with communities and civil society we will positively promote our shared values, cohesion, and equality.

Who's affected

Recorded hate crimes, particularly, specific types, such as anti-Semitic and Islamophobic hate crimes has seen an increase nationally. Academic evidence suggests that a large proportion of hate crimes are related to extremism.

It has the potential to not only manifest itself in physical attacks on people and places, but to isolate individuals and create a breakdown in relationships between communities.

Our plans

At the centre of this strategy is an intention to work in partnership with others. The policy framework places communities and civil society at the heart of delivering this work locally within a multi-agency environment.

Jointly with our communities and partners, we will identify community tensions and the local extremist threat that undermines cohesion in the city, and develop an action plan that strategically responds to emerging risks and reduces harm within an approach of working collaboratively and empowering individuals and communities.

We will identify and build relationships to further develop this local network of individuals, groups and civil society in the city that offers a credible and mainstream challenge to counter extremism and promotes cohesion and equality.

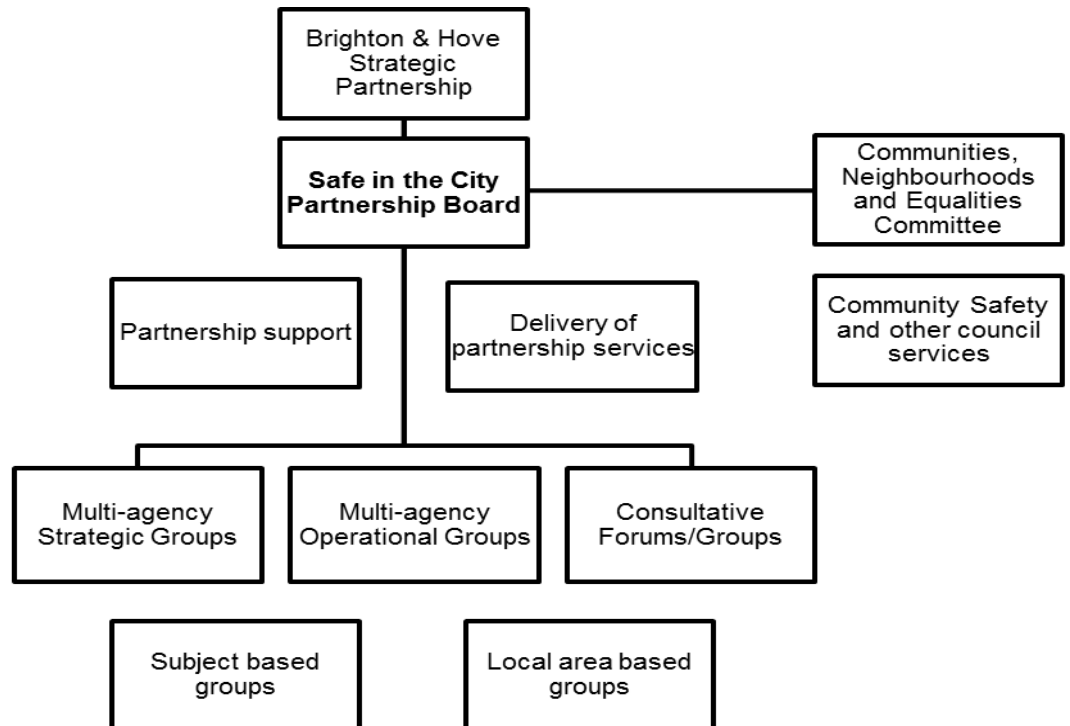
Our local response will promote trust and confidence in communities in relation to challenging extremist and intolerant views, strengthen community resilience to all forms of extremism, promote community cohesion, and the city values.

Great care is needed to achieve a balance between maintaining freedoms and addressing the serious problem of extremism. The challenge ahead is to mitigate the impact these narratives have on social cohesion. Transparency, honesty and collaboration are critical to the success of measures to prevent extremism.

Appendix 1. About the Partnership

The Crime and Disorder Act 1998 specifies that community safety strategies must be delivered by Community Safety Partnerships. The 'responsible authorities' who are required by legislation to participate in our 'Safe in the City Partnership' are the local authority, police, probation, health, and fire and rescue services. However, many other partners from the statutory, community/voluntary and business sectors, including the Police and Crime Commissioner are fully involved in the Partnership's work. Local residents also play a key role.

The diagram shows the structure of the Safe in the City Partnership. The Safe in the City Partnership Board has overall responsibility for the work of the Partnership, while the individual priority areas within this strategy are supported by multi-agency working groups made up of specialists in the relevant area. In some areas there are also dedicated staff to drive forward the work.



A network of Local Action Teams cover the city and these are an important part of the Partnership. These involve residents, local businesses and agencies working together and they provide a key route through which community safety issues for local neighbourhoods are taken forward. LATs meet together via the LAT Forum where issues of common concern can be discussed and ideas shared.

The Safe in the City Partnership links with the democratic process through the Neighbourhoods and Equalities Committee. Integrated working with the Sussex Police and Crime Commissioner is being achieved through having regard to each other's priorities and providing mutual support for delivery.

There is more information about the Partnership and its work on our website www.safeinthecity.info

If you would like to provide any feedback on this document, you can do so

by email: community.safety@brighton-hove.gov.uk

or in writing to:

Safe in the City Partnership
c/o Partnership Community Safety Team
Brighton & Hove City Council
Basement, Hove Town Hall
Hove BN3 3BQ

tel: (01273) 291103/291099

www.safeinthecity.info

April 2017

Council6th April 2017**Agenda Item 96**

Brighton & Hove City Council

Subject:	Review of the Constitution – February 2017– Extract from the proceedings of the Policy, Resources & Growth Committee meeting held on the 9th February 2017		
Date of Meeting:	6 April 2017		
Report of:	Executive Lead for Strategy, Governance & Law		
Contact Officer:	Name:	Ross Keatley	Tel: 01273 291064
	E-mail:	ross.keatley@brighton-hove.gov.uk	
Wards Affected:	All		

FOR GENERAL RELEASE***Action Required of Council:***

To receive the item referred from the Policy, Resources & Growth Committee for decision:

- (1) That the Committee approves the recommendations set out at paragraphs 3.20 and 3.21 (Scheme of Delegations, including to Field Officers) and notes the information at paragraphs 3.8 and 3.9 (Officer Employment Procedure Rules).
- (2) That the Committee recommends to full Council the proposed changes to the Council's constitution as set out at paragraphs 3.2 to 3.19 in the report and Appendices 1-3 (together with the amendment to paragraph 2(c) in Appendix 3)
- (3) That the Chief Executive and Monitoring Officer be authorised to take all steps necessary or incidental to the implementation of the changes agreed by the Committee or Full Council and that the Monitoring Officer be authorised to amend and re-publish the Council's constitutional documents to incorporate the changes.
- (4) That, subject to resolution (5) below, the changes comes into force immediately following approval by PR&G and full Council.
- (5) That the changes referred to in paragraph 3.6 (limiting the time for debates on reports for information) come into force following annual Council and that the changes referred to in paragraphs 3.19 to 3.23 (delegations regarding field offices) come into force as soon as the field officers are appointed.

Recommendation:

That the proposed changes to the Council's constitution recommended in resolution (2) above be approved and adopted.

Paragraphs 3.2 to 3.19 of the report:

Audit and Standards Committee

- 3.2 Revised terms of reference have been agreed by the Audit and Standards Committee Working Group, which met at the direction of the Audit and Standards Committee in November 2016.
- 3.3 The proposed new terms of reference are attached at Appendix 1 with tracked changes. The changes update the current terms of reference and bring them in line with current best practice in this area.

Council Procedure Rules

- 3.4 Amendments to committee reports are required to be submitted before 10am on the date of committee. Officers have raised concerns about substantive and complex amendments requiring legal and financial advice being submitted close to or after the deadline. This creates issues for the committee in being able to consider an amendment if the relevant financial or legal implications are not available.
- 3.5 In addition, where members seek to move oral amendments, this can make the proposals difficult to follow. It is therefore recommended that express provision be inserted into the Council Procedure Rules requiring the proposer to provide written copies of any late amendments. The proposed additional wording is shown at Appendix 2 with tracked changes.

Council meetings

- 3.6 The CWG considered a number of proposals regarding the timing and efficient running of Council meetings. The CWG supported the proposal to introduce a time limit of 15 minutes on the time allowed for consideration of reports for information (as opposed to decision) at full Council from the start of the next municipal year.
- 3.7 CWG noted the need to secure collaboration between the Groups, as well as the desire to ensure that Council meetings were more evenly spread throughout the year.

Review of the Officer Employment Procedure Rules

- 3.8 The terms and conditions of service for the Chief Executive are laid down by the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities. With effect from 13 October 2016, a new model procedure for dealing with disciplinary matters became part of the Chief Executive's conditions of service.

- 3.9 As a result of these changes, it is necessary to review the Officer Employment Procedure Rules at Part 7.6 to ensure that disciplinary matters relating to the Chief Executive will be undertaken in accordance with the JNC model procedure. Policy, Resources & Growth Committee is asked to note that the Officer Employment Procedure Rules will be reviewed to ensure that they comply with legislative requirements and with the JNC Terms and Conditions of Service.

Budget and Policy Framework

- 3.10 Where a decision of committee has consequences for the Council's ability to manage within the budget it has allocated, there is currently no requirement that the relevant decision include specific detail setting out how the budget deficit will be met.
- 3.11 It is proposed that this be remedied by specifying a requirement that any committee making a decision which creates a financial commitment on the Council that sits outside the agreed budget and policy framework shall specify the detail of how the relevant commitment will be funded. Any alternative proposal must also be consistent with virement rules set out in the Council's Financial Regulations.
- 3.12 It is proposed that the additional wording set out at Appendix Three be included in the Scheme of Delegations to Committees and Sub-Committees and the Budget and Policy Framework Part 7.2.

Proposal to remove the requirement to consult a valuer before officers exercise their authority to enter into leases

- 3.13 In April 2009, the Cabinet Member for Housing authorised the Council to lease accommodation for up to 10 years for the purposes of providing long term temporary accommodation for households who were homeless, including those who ASC and Children's services had a duty to provide accommodation for.
- 3.14 Authority to negotiate the final heads of Terms with each landlord was delegated to the Director ASC & Housing in consultation with the Council's Valuer (as well as the Head of Law and Finance and Property). However, this process is prone to cause delay.
- 3.15 Both Housing and Property & Design agree that the expertise in relation to appropriate valuation of leases for temporary accommodation rests with the Housing Service.
- 3.16 It is proposed that the requirement relating to consulting the Council's Valuer before officers exercise their authority to enter into leases for up to 10 years is removed. It is recommended that authority be given to amend the Constitution in these terms subject to the following assurances:-
- The lease templates used are agreed by Legal Services;
 - The leases are sealed by Legal Services at completion;

- Internal Audit review a sample of the leases twice per year;
- The proposed rent is signed off by the Acquisitions Manager and the payments signed off by the Head of Temporary Accommodation & Allocations.

Incorporation of PREVENT duty to Schemes of Delegation

- 3.17 It is proposed to incorporate reference to the PREVENT duty for local authorities to the Scheme of Delegation to Committees and Sub-Committees (Neighbourhoods, Communities and Equalities Committee) and the Scheme of Delegations to Officers (Executive Director Neighbourhoods, Communities and Housing). This duty was introduced by s26 of the Counter Terrorism and Security Act 2015 and it requires local authorities, in the exercise of their functions, to have 'due regard to the need to prevent people from being drawn into terrorism'.

Changes to the NCE Committee

- 3.18 The CWG proposed that the name of the Neighbourhoods, Communities and Equalities Committee be amended to include the word 'Inclusion' so that the Committee would be named the Neighbourhoods, Inclusion, Communities and Equalities Committee (NICE).

Scheme of Delegations to Officers, including Field Officer delegations

- 3.19 It is proposed that new 'Field Officer' posts be created to carry out enforcement and inspection activities across the full range of Council functions. This will enable officer resources to be maximised so as to increase overall effectiveness.

Revised paragraph 2(c) in appendix 3:

- (c) Where any Committee or Sub-Committee, subsequent to approval of the budget at Budget Council, intends to make a change which creates a financial commitment (including removal or deferral of approved savings) which is not provided for within the approved budget and policy framework set by full Council, the Committee shall identify from which funds the relevant commitment shall be met, **or alternatively, propose other savings measures for consideration by Policy, Resources & Growth Committee.** Any such proposals must be consistent with virement rules set out in the Council's Financial Regulations.

BRIGHTON & HOVE CITY COUNCIL

POLICY, RESOURCES & GROWTH COMMITTEE

4.00pm 9 FEBRUARY 2017
COUNCIL CHAMBER, HOVE TOWN HALL

MINUTES

Present: Councillors Morgan (Chair), Hamilton (Deputy Chair), G Theobald (Opposition Spokesperson), Mac Cafferty (Group Spokesperson), Chapman, Janio, Mitchell, A Norman, Sykes and Wealls.

PART ONE**129 REVIEW OF THE CONSTITUTION**

- 129.1 The Committee considered a report of the Executive Lead Officer for Strategy, Governance & Law in relation to Review of the Constitution. The report proposed changes to the Council's Constitution for approval by the Committee and Council. The issues set out in the report had been considered by the cross party Constitutional Working Group and Leaders Group.
- 129.2 Councillor G. Theobald expressed his concern in relation to paragraph 3.11 in the report which required any Committee making a decision outside the budget policy framework to specify how this would be done – he was concerned this could obstruct elected Members being able to propose amendments at Committees. Officers confirmed that any Member would be well within their rights to ask Officers to assist in finding this information; the responsibility would be with the Committee to ensure the funding was costed to prevent unfunded commitments.
- 129.3 In response to Councillor Sykes it was confirmed that whilst Budget Council made resourcing decisions these could be changed by service Committees within their agreed virement, if a decision was outside the budget 'envelope' this decision would have to be referred to the Policy, Resources & Growth Committee as it had the power to make such budget decisions.
- 129.4 Councillor Janio proposed an amendment to Appendix Three, paragraph 2(c) to insert the words shown below in italics, and read:
- (c) Where any Committee or Sub-Committee, subsequent to approval of the budget at Budget Council, intends to make a change which creates a financial commitment (including removal or deferral of approved savings) which is not provided for within the approved budget and policy framework set by full Council, the Committee shall identify from which funds the relevant commitment shall be met, **or alternatively, propose other savings measures for *consideration by Policy, Resources & Growth Committee***. Any such proposals must be consistent with virement rules set out in the Council's Financial Regulations.

- 129.5 Councillor G. Theobald formally seconded amendment, and this was then put to the vote and **carried**.
- 129.6 Councillor A. Norman highlighted the proposed changes to the Audit & Standards Committee's terms of reference; the changes had come from a self-review looking at three main areas: playing a more effective role to create a control environment; supporting greater help from Members and creating more flexible means to focus on issues. All Members on the Committee and the Independent Persons had worked to achieve the aims which had led to more detailed reviews, more training and more internal meetings. Part of this work had been to review the terms of reference to ensure that the Committee acted as a critical friend to the Council, and make it clear that the Committee had a special role to secure value for money by explicitly stating this.
- 129.7 In response to Councillor G. Theobald it was explained that the currently agreed standards framework was considered to be the minimum that was legally required. The Council was obliged to have arrangements for dealing with complaints, this had to have a degree of objectivity and have independent persons. The Council had reduced the committee burden by combining the work with that of the committee audit functions, whilst most authorities still had a standalone standards committee. It was the view of the Monitoring Officer that it would be difficult to minimise the regime further.
- 129.8 The Chair then put the amended recommendations to the vote. These were **carried** with 6 in support and 4 against.
- 129.9 **RESOLVED:**
- (1) That the Committee approves the recommendations set out at paragraphs 3.20 and 3.21 (Scheme of Delegations, including to Field Officers) and notes the information at paragraphs 3.8 and 3.9 (Officer Employment Procedure Rules).
 - (2) That the Committee recommends to full Council the proposed changes to the Council's constitution as set out at paragraphs 3.2 to 3.19 in the report and Appendices 1-3 (together with the amendment to paragraph 2(c) in Appendix 3)
 - (3) That the Chief Executive and Monitoring Officer be authorised to take all steps necessary or incidental to the implementation of the changes agreed by the Committee or Full Council and that the Monitoring Officer be authorised to amend and re-publish the Council's constitutional documents to incorporate the changes.
 - (4) That, subject to resolution (5) below, the changes come into force immediately following approval by PR&G and full Council.
 - (5) That the changes referred to in paragraph 3.6 (limiting the time for debates on reports for information) come into force following annual Council and that the changes referred to in paragraphs 3.19 to 3.23 (delegations regarding field offices) come into force as soon as the field officers are appointed.
- 129.10 **RESOLVED TO RECOMMEND:** That the proposed changes to the Council's constitution recommended in resolution (2) above be approved and adopted.

Council6th April 2017**Agenda Item 96(a)**

Brighton & Hove City Council

Subject:	Corporate Parenting Strategy – Extract from the proceedings of the Health & Wellbeing Board meeting held on the 31st January 2017		
Date of Meeting:	6 April 2017		
Report of:	Executive Lead for Strategy, Governance & Law		
Contact Officer:	Name:	Mark Wall	Tel: 01273 291006
	E-mail:	mark.wall@brighton-hove.gov.uk	
Wards Affected:	All		

FOR GENERAL RELEASE***Action Required of Council:***

To receive the item referred from the Health & Wellbeing Board for information:

Recommendation:

That the report be noted.



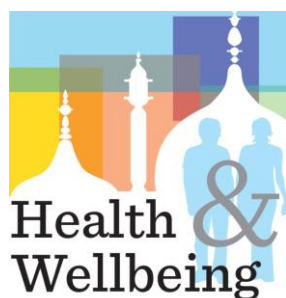
4.00pm 31 January 2017

Council Chamber
Hove Town Hall

Minutes

58 CORPORATE PARENTING STRATEGY 2016-19

- 58.1 This item was introduced by Gerry Brandon, Head of Service, Leaving Care Contact and Social Work.
- 58.2 The Chair welcomed the strategy, stressing that it is important that looked after children understand that elected members and council officers take seriously their responsibilities as corporate parents.
- 58.3 Cllr Brown welcomed the strategy and suggested that a link to the strategy be made available to all elected members and council members. This was agreed by other Board members.
- 58.4 Pinaki Ghoshal told the Board that the strategy reflects young people's views much more than the previous strategy did. It is also important to remember that this is a citywide strategy, not just for the council.
- 58.5 Cllr Penn told members that she had visited the 67 Centre to see young people contributing to the strategy. This was a really good example of effective engagement. Cllr Tom Bewick should also be congratulated for all his work in developing the strategy.
- 58.6 Cllr Penn noted that young people had raised concerns with her about the process of getting referred to Child & Adolescent Mental Health Services (CAMHS). Ms Brandon responded that this is a recognised issue and is being addressed.
- 58.7 Cllr Page welcomed the strategy and proposed that it be referred to Full Council for information.
- 58.8 Graham Bartlett offered his congratulations to the team for an excellent and lucid strategy, which showed particularly good practice in capturing user voices.
- 58.9 Ms Brandon agreed to feedback the Board's comments to the Children in Care Council and to thank her team on the Board's behalf.
- 58.9 **RESOLVED:** That the Corporate Parenting Strategy be approved; and that the strategy be referred for information to Full Council.



Although a formal committee of the city council, the Health & Wellbeing Board has a remit which includes matters relating to the Clinical Commissioning Group (CCG), the Local Safeguarding Board for Children and Adults as well as Healthwatch. Papers come from a variety of sources. The format for Health & Wellbeing Board papers is consequently different from papers submitted to the city council for exclusive city council business.

1. Title of Paper : Corporate Parenting Strategy

- 1.1. The contents of this paper can be shared with the general public.
- 1.2 This paper is for the Health & Wellbeing Board meeting on the 31st January 2017.
- 1.3 Author of the Paper and contact details: Helen Gulvin – Assistant Director of Children’s Services – Brighton & Hove City Council, helen.gulvin@brighton-hove.gcsx.gov.uk

2. Summary

This paper is the final version of the revised Corporate Parenting Strategy for 2016-19 which is presented for approval.

Work was undertaken to revise the existing Corporate Parenting Strategy 2013-16. As a result the revised draft Corporate Parenting Strategy 2016-19 was presented to the Corporate Parenting Board on 17th October 2016, following a 3 month consultation process with looked after children, key partners and Members.



3. Decisions, recommendations and any options

- 3.1 This paper is the final version of the revised Corporate Parenting Strategy for 2016-19 which is presented for approval.
- 3.2 It is recommended that the Board approves the Strategy and supports the recommendations and declarations of intent contained within.
- 3.3 That the Board agree to adopt the revised Corporate Parenting Strategy 2016-19 and for this to be disseminated and circulated across Brighton & Hove.

4. Relevant information

An overview of the Corporate Parenting Strategy is set out at page 16 of the attached document and details our declarations of intent.

The purpose of this strategy is to outline a vision of our role as corporate parents and to ensure that we are all working together to achieve common goals and ambitions for our children and young people in care to Brighton and Hove City Council and care leavers. As partner agencies, we recognise that the best outcomes for children looked after and care leavers can only be achieved through effective partnership working.

The strategy has been developed using information from a range of sources to ensure that it reflects what is most important to children looked after and care leavers in Brighton & Hove. This included the following;

- Consultation with children looked after via 'Our Choice' – 3 days of activities
- Feedback questionnaires with children attending the Children in Care Council
- Workshops with corporate parents

This strategy sits alongside our Pledge to children looked after and care leavers which outlines to children and young people our commitments to them, and the support they can expect from us.

The Brighton & Hove Pledge is a set of promises that set out the support and care we will provide to children looked after and those preparing to leave care. It has been written with our Children in Care Council and the



format of the two age-related pledges has been designed by a young person who has left care.

The Pledge (outlined at page 18-19 of the Strategy) sets 6 key statements/pledges demonstrating the commitment of councillors and staff to enable children in care to achieve to the best of their ability and comparable to their peer group. We want all of our children to live full, active lives and become confident individuals, responsible citizens and contributors These Pledges are:

1. We will involve you in making choices and decisions about you
2. We will keep you safe
3. Your Health and Activities
4. Your Education, Employment and training
5. Where you live
6. Preparation for the Future.

Our Vision is set out at Page 17 of the strategy and outlines that: “Brighton and Hove should be the best place in the country for children and young people to grow up. We want to ensure all children and young people have the best possible start in life, so that everyone has the opportunity to fulfil their potential, whatever that may be”.

“Love us like your family, love us like we are your own” is a key message from our looked after children.

Brighton & Hove is committed to being an effective, caring, and ambitious corporate parent. We must care *about* our children in care, not just *for* them, and ensure the same standard of care as any good parent. We will ensure that children and young people feel safe and secure, have stability in their lives and that we help them to achieve their full potential by supporting them in fulfilling their ambitions and aspirations.

The Corporate Parenting Strategy requires all partners to own what their organisation brings to the table and what is committed to provide for Children In Care(CIC) - this in the context of all organisations being aspirational for CIC and those being supported as a young adult under the terminology of ‘ Leaving Care’. This involves a commitment by agencies to deliver the best services we can for our Children in Care and for each agency to detail what this looks like.

The Final Page of the Corporate Parenting Strategy sets out the following key things we have agreed to do in 2016-19 :

2016-17



- **Care Leavers Trust:** A fund is being established to support young people when they leave care at the age of 18 to increase the opportunities available to them. This will bring together charitable donations from a range of individuals and businesses. All young people leaving care will be able to apply to the fund. Any money awarded will be in addition to the money and grants that already exists for care leavers.
- **Social Work Profiles:** As part of the relationship based social work, all workers will exchange a 'profile' of themselves with children and families. The social work profile will include personal as well as professional information about the social worker. The young person will also complete their own profile which they can exchange with their social worker.
- **Provide an additional mental health resource** within social work pods to support young people, carers and social workers and to link with mainstream mental health services.

2017-18

- **The Children in Care Council** will be actively involved in the recruitment and training of foster carers.
- **Increase the visibility of children in care and care leavers** by putting anonymised case summaries and video clips of their achievements on the BHCC internal website, the Wave.
- **Launch the Asdan Independent Living Skills Programme** with children looked after from the age of 16
- **Corporate Parenting Mentors** We will link senior officers with children looked after and care leavers to enable the development of their aspirations and interests in future employment options and developing a strategic partnership with Brighton and Hove Connected.

2018-19

- **Develop a Training Module for Managers** in BHCC to support care leavers employed in apprenticeships.
- **Foster carers to develop profiles** that young people can see before they move to the placement.
- **Care Leaver Mentoring Scheme** for younger children looked after.

5. Important considerations and implications

Legal:



- 5.1 Corporate Parenting describes the responsibilities that all elected members and employees of Brighton & Hove City Council and its partner organisations have towards the children and young people in the care of the local authority

The Children and Young Persons Act 2008 places a statutory duty on all parts of a local authority to co-operate in promoting the welfare of children and young people in care and a duty on other partners and agencies to co-operate in fulfilling that duty

The strategy sets out the ways in which the local authority and other agencies can meet their statutory and ethical obligations and pledges to some of the most vulnerable children in the city, for whom the state by way of the local authority has adopted legal responsibility in a role as corporate parent.

Lawyer consulted: Natasha Watson Date: 11.1.17

Finance:

- 5.2 There are significant financial pressures on services for Children in Care and Social Work that will need to be closely monitored going forwards to ensure that the Corporate Parenting Strategy can be met from within existing financial resources.

Finance Officer consulted: Louise Hoten Date:11.1.17

- 5.3 Equalities :

There are no specific equalities issues for the Health & Wellbeing board in relation to this report regarding the Corporate Parenting Strategy.

Sustainability:

- 5.4 There are no specific Sustainability issues for the Health & Wellbeing board in relation to this report regarding the Corporate Parenting Strategy.



Health, social care, children's services and public health:

5.5 Given the central focus of the Corporate Parenting Strategy on health and social care this is already covered within the paper.

6. Supporting documents and information

6.1 Draft Corporate Parenting Strategy (attached).





Brighton & Hove's Corporate Parenting Strategy: 2016-19

Acknowledgements

Thank you to the children and young people who participated in the 'Your Choice' 3 day group work programme 23-25th Aug 2016. Without your involvement it would have been difficult to write the corporate parenting strategy as your wishes and feelings are central to its development. Thank you also for the excellent artwork which you produced and which has been used throughout the strategy document.

Thank you also to Tina James, Quality Assurance Programme Manager, for her invaluable support in writing this strategy.



Preface

Dear Corporate Parent,

You are responsible for looking after us. Yes – YOU. You might not feel like you are; you are definitely not our Mum or Dad. But, you are our ‘Corporate Parent’, and we are your Corporate Children.

A few of us got together over the summer to have a bit of a think about how you’re doing. You’re doing all right but we noticed that there were some common things that you, and people that work for you get wrong.

We’re not going to go through and list them, but we had some ideas about things you could do to make sure you are being better Corporate Parents, for us, your corporate children.

But before you do that, we want to offer to you a challenge. We are often being asked our opinions about how things work and what could be better yet we see very little change. Some of us don’t even believe you will read this letter, let alone do anything about it. Some of us don’t think you will act at all on the advice we give in this letter in a meaningful way.

Prove us wrong.

From,

Children and young people who attended the ‘Our Choice’ activity days in August 2016.

Dear Children in Care and Care Leavers,

The first thing I want to say is that I did read your letter - every word of it. And it touched me deeply. I am one of 54 councillors and 'corporate parents' elected to Brighton and Hove City Council. But more importantly, I was a looked after child from the age of 6. After years of foster care and social workers, I left school with few qualifications. Life was tough for a while, until I got the chance to volunteer on an overseas community project that would change the rest of my life.

As lead councillor for children and a former foster child, I bring to my role a steely determination to be both resilient and ambitious. Ambitious for you and all our looked after children. I've said to social workers that I want our city to be the best place to grow up in care. Whatever your specific background or challenges, 'being in care' is not something you should ever feel ashamed of.

Today, I run a successful small business and I have three children of my own. I love them dearly. I take an interest in who they are as individual characters and what they want to do in life. Like all families, we can fall out. But it is that strong bond of love and shared trust that always brings us back together.

You've given me a renewed resolve to ensure our children never again think 'you won't read this'. I want children who are looked after by us to never doubt that 'we love them as our own'. My children never doubt that I will not listen, not fight for them, not ensure their own individual needs are met and support them to dream and to achieve their dreams. All our children have an amazing capacity; they do not want to be seen as different but they are special. You are our children, and we love you as we would love our own. Our children demand special treatment, they need excellent focused services, there should be no gap to impair any recovery or development need. This strategy demonstrates this commitment across Agencies and the Local Authority and will be a living document. We will ensure that we work with every child and young person to ensure their demands are met.

You have my word.

Cllr Tom Bewick, Chair of the Children, Young People and Skills Committee

17th October 2016

Brighton & Hove's Corporate Parenting Strategy

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Dear Corporate Parent.....

To embed the voice of our looked after young people throughout the Corporate Parenting Strategy the BHCC Youth Service Advocacy & Participation team delivered a three-day group work programme 'Your Choice' with children and young people in August 2016. The aim of the programme was to find out from children and young people how we were doing as their corporate parents. Over three days children and young people designed the art work for the Corporate Parenting Strategy and provided feedback about the CiC Pledge and Care Leaver's Pledge.

The priority throughout was to listen to young people and act on what they tell us, ensuring that their voices were heard throughout the strategy. At the end of the 3 days, children & young people compiled a letter to their Corporate Parents;

Dear Corporate Parent,

You are responsible for looking after us. Yes – YOU. You might not feel like you are; you are definitely not our Mum or Dad. But, you are our 'Corporate Parent', and we are your Corporate Children.

A few of us got together over the summer to have a bit of a think about how you're doing. You're doing all right but we noticed that there were some common things that you, and people that work for you get wrong.

We're not going to go through and list them, but we had some ideas about things you could do to make sure you are being better Corporate Parents, for us, your corporate children.

But before you do that, we want to offer to you a challenge. We are often being asked our opinions about how things work and what could be better yet we see very little change. Some of us don't even believe you will read this letter, let alone do anything about it. Some of us don't think you will act at all on the advice we give in this letter in a meaningful way.

Prove us wrong.

We understand that we can't always get what we want, and that sometimes you and those that work with you will make decisions

which we don't like, but please make sure you are gentle with us. Like most young people, we often don't get what we want, but just because this is common with 'most teenagers' doesn't mean it is always okay. We still need help dealing with this and we need you to be understanding about the situation. Have time for us and understand that if we have been told that we will get a certain outcome and then that doesn't come about, it hurts. Please be able to comfort us.

A lot of us felt that at times whilst we have been in your care, we have been told things just to make us comply or to keep our hopes up. This is not okay; it's the main reason we have when we are struggling to trust you, just tell us the truth and give us the facts – always. We want you to be more 'trustable'. We are your corporate children and you should always be comfortable talking about issues with us. They will come up at some point so you might as well be straight with us. We do appreciate that it can definitely be hard, but if you love us like your family, love us like we are your own you'd just go ahead and tell it to us.

When we have different ideas about decisions that need to be made, you should still trust and respect what we say. We think those things for a reason and they should be respected even if you disagree. It feels like you guys already have complete power over us and our lives, this makes it very easy for us to be intimidated by you or angry at you with little in between. Because of this it feels bad when our decisions are dismissed. It feels like 'you come in, overrule us, then disappear' and forget about us until next time. At least listen to us, respect our decisions and opinions, and try to understand why we have the opinions we do because then we will probably be more open to understanding yours. We have needs and rights and this will be a great way of having a mutual understanding of both.

We need to be sure that we can tell you things, so make us feel like you have time for us even when you don't, and make us feel like it's not just your job, even though it is. You will never know how important what we want to say is until we have said it. This also counts for when we visit you, if we're in your hub or your offices or something, please make us feel welcome – even if our visit is a bit inconvenient. Smile at us in the corridor, say hello. Let us have a voice about our care as individuals and the care you give as a corporate parent. And listen to all of what we say. All of it. It's the bits you don't want to hear that you need to hear the most.

Good parenting 101: We need you to not just care for us, but be caring towards us. Make us feel like you are loving towards us. Don't shout at us (remember, there are reasons we do what we do), make sure we are living in a safe environment with healthy food options that we like, help us to maintain friendships with support and advice and guidance, like all good parents would. Make sure we attend our check-ups and don't just forget about us as soon as you are allowed to – you are our corporate parent not a forest animal, make sure we have support once we have left your care.

As well as being cared for, we want to be happy. We want our placements to be fun filled. We want help to play and socialise with friends. We want to be able to go to fun places and do fun activities. Sometimes there are barriers to our happiness. Please support our carers in this, and allow us to have priority referrals for CAMHS - lots of us are bored whilst ill or waiting for help we know we need. Sometimes we just need some TLC from you all.

We think there needs to be a bit more education. Let's help each other to educate our peers and potential friends about what being looked after by not-a-birth-parent is. As well as this, we're kind of on our own once you stop caring for us. Most kids can pop back to their parents if things aren't working out. We can't. So, our life skills education needs to be a bit better. This will also help us now, as it will help us to be less anxious about when the time comes to leave care.

Messages from children & young people to their Corporate Parents

Listen

Be understanding

- Have time for us

Teach us life skills

Be comfortable to talk about issues

- Respect our decisions

Don't treat us like a job

Give us time and happiness

- Be able to comfort us
- Support after care
- Trust

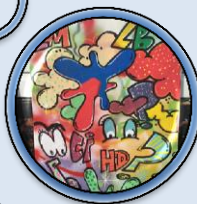
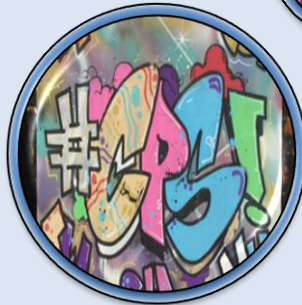
Respect our needs and rights

Allow us to live in a safe environment

Be caring towards us

- Allow us to have a voice

Don't say something you don't know



Introduction

Corporate Parenting

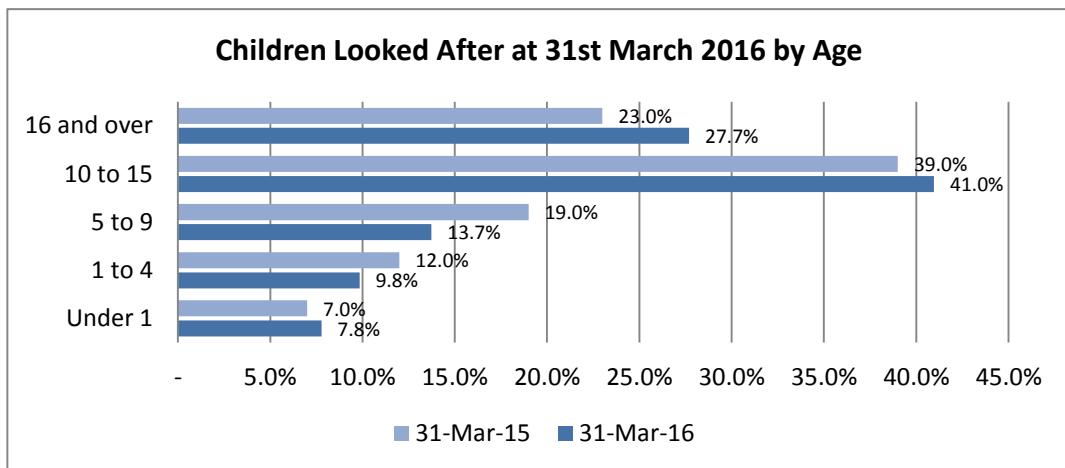
Corporate Parenting describes the collective responsibilities that members and officers of Brighton & Hove City Council and its partner organisations have towards children and young people in the care of the Local Authority.

Our children and young people

The term Child Looked After (CLA) refers to any child or young person for whom the authority has, or shares, parental responsibility, or for whom the authority provides care and accommodation to the child or young person on behalf of their parent. The local authority also has a duty and responsibility to those young people who leave their long term care after the age of 16 years until they reach the age of 21 years or up to the age of 25 if they are in higher education.

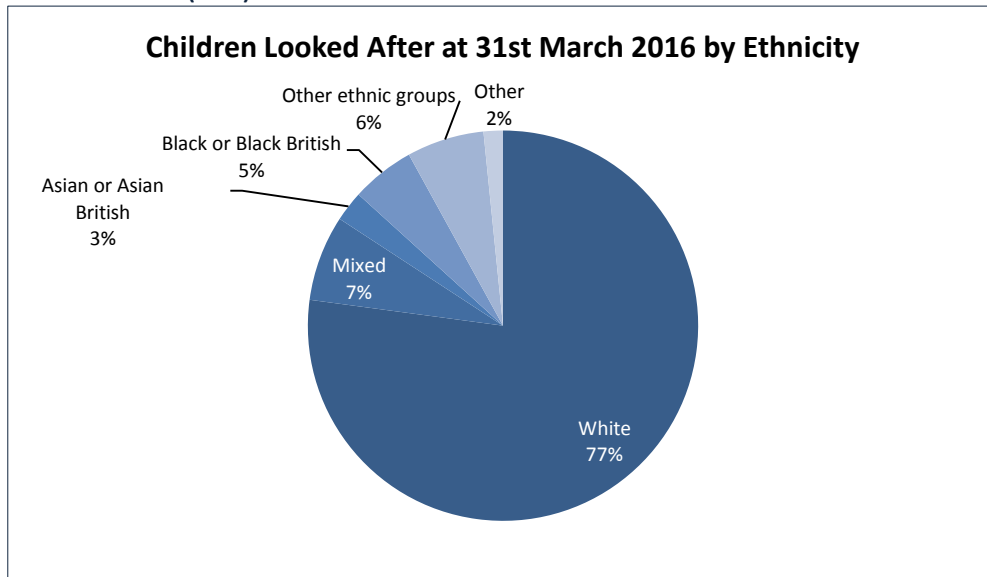
In Brighton & Hove we have 437 children and young people in our care including 34 unaccompanied children and young people. As at Sept 2016 there are 198 care leavers.

At 31st March 2016 the ratio of females to males in the children in care population was 49% to 51% which is similar to the ratio in previous years. This compares with the national average of 45% females and 55% males.



Sixty nine percent of children looked after were aged 10 years and over at 31st March 2016. The percentage of children over 16 increased in 2015-16 compared to the previous year.

At 31st March 2016, children looked after are predominantly White (77%). Children of Mixed ethnicity are the next largest group (7%) followed by Other ethnic groups (6%), Black or Black British (5%), Asian or Asian British (3%).



Brighton and Hove's rate of Children Looked After per 10,000 children aged over 18 has fallen from 93 at 31st March 2015 to 85 at 31st March 2016. However, this remains above the national average and statistical neighbour average of 60 and is the highest among our statistical and geographical neighbours.

The children and young people for whom we are responsible as corporate parents are talented, resourceful, articulate, have huge potential and many will lead successful adult lives. However, as a result of their early life experiences, the outcomes for children in care and care leavers nationally are poor, with research indicating that they are over represented amongst the homeless and prison populations; those who are not, on leaving school engaged in employment, education or training. Evidence suggests that mental health problems are over four times more likely for children looked after compared to their peers.

With the help of carefully planned support, many children looked after achieve great success in their individual lives. Responsibility and accountability for the well-being and future prospects for children looked after and care leavers rests with corporate parents.

A good corporate parent must offer everything that a good parent would offer and improving the role of the corporate parent is key to improving their children's outcomes.

This improvement relies on addressing both the difficulties which children and young people in care experience and the challenges of parenting within a complex system of different services. Equally it is important that the children and young people themselves have the opportunity to shape and influence the parenting they receive.

Roles and responsibilities

Effective corporate parenting needs a commitment from all council employees and elected members, in a council-wide approach. It involves the whole council and its partners acting as a good parent, committing resources and working together to improve the lives of all children and young people in care and care leavers. It is about prioritising their needs, caring about what they want to and supporting them to make the most of their lives.

As corporate parents, members, officers and partners need to ask two questions:

"If this was my child, would this be good enough for them?"

"If I was that child or young person, would this have been good enough for me?"

If this were my child.....

When providing a service for our children looked after and care leavers we should challenge ourselves by asking, '**would this be good enough for my child?**' The government says that once a child is in the care of the local authority, all members and officers of the council, as their corporate parents, need to be concerned as if **they were their own**.

"This concern should encompass their education, their health and welfare, what they do in their leisure time and holidays, how they celebrate their culture and how they receive praise and encouragement for their achievements."

If this were my child, DfES 2003.

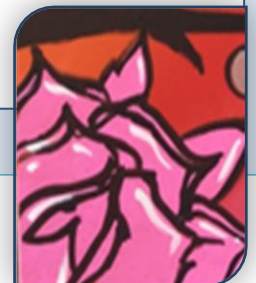


Brighton and Hove City council is committed to enabling looked after children and young people to be actively involved in services that directly affect them, including being honest about what can and cannot be changed. We want to promote the involvement of looked after children and young people in the planning and evaluation of services; the recruitment and selection of staff and carers; and in the decision making that affects their lives.

We will ensure looked after children and young people are aware of the complaints procedure if they are not happy with the way they are being treated. Their complaint will be listened to, treated seriously, investigated and acted upon, and they will have access to the Youth Advocacy Project (YAP).

The involvement and participation of young people is key to our success. We do this by;

- Our Children in Care Council which is made up of three groups (aged 8-12, 12-16 and 12-21) all of which feed into the Corporate Parenting Board and Youth Council. Meetings involving care leavers and younger members of the Children in Care Council take place regularly throughout the year, are represented at the Corporate Parenting Board, and are involved in member training.
- Ensuring all care leavers between 18-21 years are offered the opportunity of a 'Moving on from Care' interview to reflect upon their care experience. A target is set of 30% of completed interviews for the cohort of young people leaving care each year. A range of surveys and questionnaires on specific areas of service delivery are used to gain as many views as possible.
- The Young Assessors (16-21 year olds) inspect children's homes and foster care agencies by asking children in care what they think of where they are living, then write their own inspection reports based on the Ofsted standards.
- The Young Ambassadors are a group of care leavers play an increasingly important role in the recruitment and selection of social care staff.
- The Youth Advocacy Project (YAP) supports looked after children and care leavers, children with disabilities, children in Secure Accommodation, young people who attend Child Protection Conferences and Family Group Conferences. Advocates help young people make complaints or representations and provide a totally independent service for children and young people.



Consultation with young people for the Corporate Parenting Strategy, Aug 2016

To embed the voice of our looked after young people throughout the Corporate Parenting Strategy the BHCC Youth Service Advocacy & Participation Team delivered a three-day group work programme 'Your Choice' in August 2016.



16 young people attended, one young person decided it wasn't for them early on day one and returned home, one decided it was for them and attended from day 2 and the rest came back every day.



all 16 achieved a silver Brighton & Hove Youth Award



All 16 have expressed an interest in continued involvement in the Children In Care Council



7 have put themselves forward to train to be Young Ambassadors (our project which trains and supports young care leavers to take part on interview panel's in recruitment of new BHCC staff)



6 have put themselves forward to train as ARC Young assessors (our project enabling young care leavers to visit & review residential establishments which we commission as an authority with the young people placed there)



4 young people have signed up for the Duke of Edinburgh Award

This is what children & young people told us about the event;

It's given me an interest of meeting new people

It was fun and I made a couple of friends

People are awesome and making friends was easy.

Our Strategy

The purpose of this strategy is to outline a vision of our role as corporate parents and to ensure that we are all working together to achieve common goals and ambitions for our children and young people in care and care leavers. As partner agencies, we recognise that the best outcomes for children looked after and care leavers can only be achieved through effective partnership working.

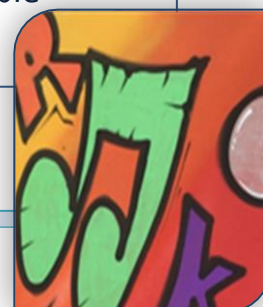
The strategy has been developed using information from a range of sources to ensure that it reflects what is most important to children looked after and care leavers in Brighton & Hove. This includes the following;

- Consultation with children looked after via 'Our Choice' – 3 days of activities
- Feedback questionnaires with children attending the Children in Care Council
- Exit Interviews with Care Leavers
- Workshops with corporate parents
- Ofsted Single Inspection Framework

This strategy sits alongside our Pledge to children looked after and care leavers which outlines to children and young people our commitments to them, and the support they can expect from us:

The Brighton & Hove Pledge is a set of promises that set out the support and care we will provide to children looked after and those preparing to leave care. It has been written with our Children in Care Council and the format of the two age-related pledges has been designed by a young person who has left care.

The Pledge sets out the commitment of councillors and staff to enable children in care to achieve to the best of their ability and comparable to their peer group. We want all of our children to live full, active lives and become confident individuals, responsible citizens and contributors.



Our Vision

“Brighton and Hove should be the best place in the country for children and young people to grow up. We want to ensure all children and young people have the best possible start in life, so that everyone has the opportunity to fulfil their potential, whatever that may be”

“Love us like your family, love us like we are your own” is a key message from our children. As professionals we are sometimes uncomfortable responding to this message of the need to love our children in care – we are committed to honouring this wish by being loving, accepting, caring, and concerned on a human level, within safe professional boundaries and evidencing this in our day to day relationship based practice by being loving, honest, reliable and consistent.

Tom Stibbs, Principal Social Worker, Families, Children and Learning states:

“We will make sure that all of our social workers know that this is what excellent social work looks like and that this is what children in care can expect from social workers. We will regularly check that our social workers are doing this and also ask children in care if this is the kind of support they are getting from their social workers.”

Brighton & Hove is committed to being an effective, caring, and ambitious corporate parent. We must care about our children in care, not just for them, and ensure the same standard of care as any good parent.

We will ensure that children and young people feel safe and secure, have stability in their lives and that we help them to achieve their full potential by supporting them in fulfilling their ambitions and aspirations.



Our Pledge

1: We will involve you in making choices and decisions about you

We will.....

- ask you what you think and listen to you
- try to do something about what you say as best we can
- tell you what we have done and when we have done it
- make sure any additional needs or disabilities you have are considered

We will always try to....

- explain what is going on in words you understand
- listen to your wishes and feelings
- make sure you are really involved in meetings about you

2: We will keep you safe

We will make sure you.....

- live in a safe place where you are well looked after
- have space to do homework and relax
- keep in touch with your family, other important people and friends including sleepovers
- have your own Social Worker
- should not have to change your Social Worker unless there is a good reason

3: Your Health & Activities

We will make sure you....

- keep you fit and healthy
- have regular health checkups and treatment if needed
- have a safe place to play
- join clubs and do sports and leisure activities that interest you
- have your achievements celebrated

4: Your Education, Employment and Training

We will make sure you....

- attend a good school
- can access a computer and the internet safely
- have extra tuition if needed
- don't have to change schools unless necessary especially in Years 10 & 11

4: Your Education, Employment and Training

- have a Personal Education Plan (PEP) so you get the best education
- are encouraged to join in-school and out-of-school activities
- know there is a teacher (called a Designated Teacher) at your school who is there to help you
If you are a care leaver we will...
- tell you what financial support is available to help you with college, university or any other courses
- make an education plan (Personal Opportunities Plan (POP)) together that includes your wishes and hopes.
- encourage you with 'later in life' learning such as re-sits or late take up of GCSE's, GNVQ's and Online learning.
- Make sure you have personal and financial support to help you with work experience, work placements, apprenticeship and training, volunteering and employment
- Provide extra support from our Employment and Training Personal Adviser and the Youth Employment Service.

5: Where you live

- We will only use Bed and Breakfast accommodation on those rare times when nowhere else is available and only those inspected and approved by us will be used.
- Over 18 we will encourage you to stay with your foster carers until you complete your studies, if you want to and with their agreement.
- When you are ready to be independent we will make sure that you have somewhere safe, secure and affordable to live.
- When you move to your own place we will give you a Setting Up Allowance to help you buy what you need to set up home.

6: Preparation for the future

- Together we will develop your Pathway Plan
- At least every 6 months we will update the plan together and this will be reviewed by your Independent Reviewing Officer or later on by your Social Worker or Personal Advisor
- By the time you are 18 we will make sure you have your National Insurance Number, passport, birth certificate and full details of your health history.

1: We will involve you in making choices and decisions about you

Our Aspirations

We will meet with children and young people to seek their views about finding the right family for them to grow up in, **Service Manager Permanence, Adoption, Family & Friends.**

Brighton and Hove City Council has a strong commitment to listening to and involving children and young people in our care in making choices and decisions about their lives.

So far we have achieved.....


- We have trained and involved young people in the recruitment of new social work staff in 2015-16 . All interview panels for social workers and senior social workers included a representative from the Young Ambassadors.
- In 2015-16 Children Looked After and Care Leavers made up 25% of the total number of referrals made to the Youth Advocacy Project (YAP).
- All care leavers between 18-21 years are offered the opportunity of a 'Moving on from Care' interview to reflect upon their care experience.
- A total of 1,171 Reviews were chaired by IROs in the year ending 31st March 2016. On a month on month basis the majority of statutory reviews of children and young people's care plans are held within the timeframe.
- Children looked after are seen regularly by social workers who know them well and who see them alone where appropriate.
- 96% of children have participated in their LAC reviews
- The evaluation of our service and our service redesign includes the views of children in care, for example, all audits now include a focus on the views of young people and children in care have completed feedback on social workers for the evaluation of our new service.
- The Virtual School have consulted with young people in its development e.g development of the new PEPs and involved young people in the delivery of training to designated teachers, for example, at its annual conference.
- Training to support the PEP process and paperwork are designed in such a way as to give the child a voice. It is vital that their own aspirations and views are heard and listened to when writing a plan.
- We have listened to the views of care leavers and other young people in reviewing the city's housing Allocation Policy, *BHCC Housing*.
- We consult with all our tenants including young people living in our housing stock, *BHCC Housing*.
- All interviews for staff have young people involved in the appointments panel, *Specialist CAMHS*.
- Young people are involved in discussions at all times about their care and treatment outcomes, *Specialist CAMHS*.

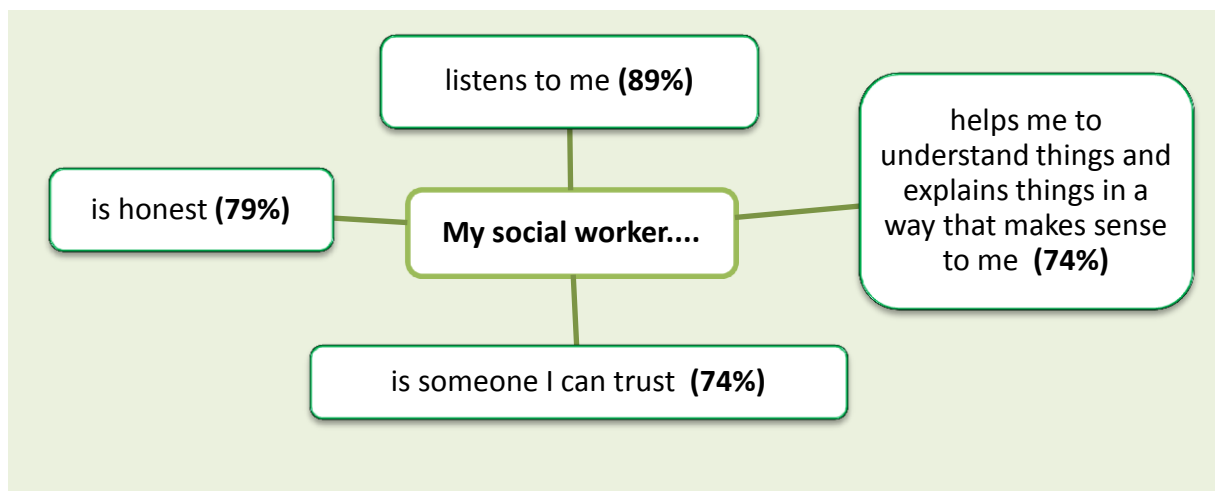
We plan to.....

- Learning from "Taking it to the Next Level" NCB and A National Voice: review our CICC and aim to have a CIC Participation worker to build on the success of the 3 day 'Your Choice' programme, August 2016, to enhance the links to key corporate parents; focus on the continued recruitment; engagement and maintaining the interest of young people; and ensure feedback (a "you said... we did" culture)
- Recruit a Looked after children Participation Worker in our Participation and Advocacy Service.
- We will meet with children and young people to seek their views about finding the right family for them to grow up in.
- The Safeguarding and Review Service plan to consult on a new, more engaging and child focused approach to Looked After Reviews. The new approach will be strengths based and will better capture the child's view and experiences to ensure that it is a process they enjoy, wish to take part in and are at the centre of.
- The Safeguarding and Review Service also plan to consult on the development of a new, more meaningful way of recording and sharing information which can contribute to children and young people's understanding of their life story.
- We respond to feedback from children and young people and display this in our waiting area on a ' You said we did' board, *Specialist CAMHS*.

Views of children and young people

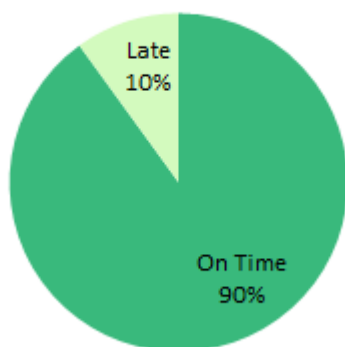
We will make sure you....

	<ul style="list-style-type: none"> try to do something about what you say as best we can 	Disagree	Unsure	Agree
		35%	24%	41%
	<ul style="list-style-type: none"> tell you what we have done and when we have done it 	Disagree	Unsure	Agree
	31%	38%	31%	
<ul style="list-style-type: none"> make sure any additional needs or disabilities you have are considered 	Disagree	Unsure	Agree	
		25%	75%	



Key Measures:

LAC Reviews On Time



- 96% of children participate in their LAC reviews
- 46% of care leavers had a Pathway Plan on time.
- 70.9% of CLA have Special Educational Needs– 28.7% with a statement or Education, Health and Care Plan or Statement and 42.2% with SEN Support.

2: We will keep you safe

Our Aspirations

We, Sussex Police, undertake to treat children and young people with dignity and respect in all encounters and with due regard to the needs and welfare of the individuals concerned. Officers and staff will apply the principles of Sussex Police – Justice, Public Service, Courage, Compassion, Personal responsibility and Innovation.

Brighton and Hove City Council has a strong commitment to making sure our children live in a safe place and are well looked after

In respect of those Children and Young People in the care of the local authority, in any form, additional consideration will be given to ensuring they are not disadvantaged by their circumstances. This will be achieved by ensuring that information is appropriately shared and that they are given full access to their legal rights, in liaison with their legal guardians, in letter and spirit. We will respond to your concerns, in respect of your safety and wellbeing, swiftly and effectively with your best interests at the forefront of our activity, **Sussex Police.**

We will continue to seek assurances from all our partners that children become looked after appropriately to meet their needs and keep them safe from harm. We will continue to hold our partners to account to ensure all our looked after children thrive in good-quality placements, are helped to keep in touch with the people who are important to them (where it is safe and within the child's best interests to do so), are supported to access a wide range of leisure and educational opportunities, have timely assessments of their health needs, are not unnecessary criminalised, and are included in, and informing, decisions made about them. **Brighton & Hove LSCB**

So far we have achieved.....

- We have developed good working relationships with Sussex Police and other key professionals, for example, social workers in fostering and adoption, to ensure children in care feel safe and protected in their placements
- We have developed clear policies so that if a child/young person goes missing, it is taken seriously and dealt with promptly
- Parents and carers of children leaving care via adoption, special guardianship and residence order have access to the Adoption Support Helpline, and Special Guardianship Support Duty Service when they are experiencing parenting challenges.

So far we have achieved....(contin)

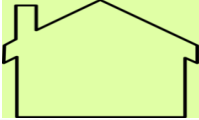



- We have commissioned an independent provider, 'Missing People' to undertake Return Home Interviews with children and young people who have been missing from their placement. The aim to find out why young people went missing, what happened while they were away, and what support they need to be safe and prevent them suffering any harm. 1-1 support is offered to children identified as vulnerable due to their missing experiences and provides one to one tailored support to help reduce their risk of harm.
- Our House in Multiple Occupation (HMO) citywide national licensing scheme, and additional licensing scheme for smaller HMOs in 12 of the city's 21 wards ensures that private rented accommodation in those areas are safe and well managed, *BHCC Housing*.
- We have a robust management of anti-social behaviour and nuisance and provide tailored victim and witness support, *BHCC Housing*.
- We have produced a Z-card 'When to be concerned' which is available on the Sussex Partnership Trust website: <http://www.sussexpartnership.nhs.uk/getting-help-children-and-young-people-sussex-kent-and-hampshire>
- We saw 95% children & young people within 4 weeks for an initial assessment and 95% of children & young people within 18 weeks for treatment, *Specialist CAMHS*.
- We work with other agencies and offer consultation to the team that supports the young person to feel they have someone to talk to about any difficulties, *Specialist CAMHS*
- We offer consultation to foster carers about how to support the young person, *Specialist CAMHS*.

We plan to....

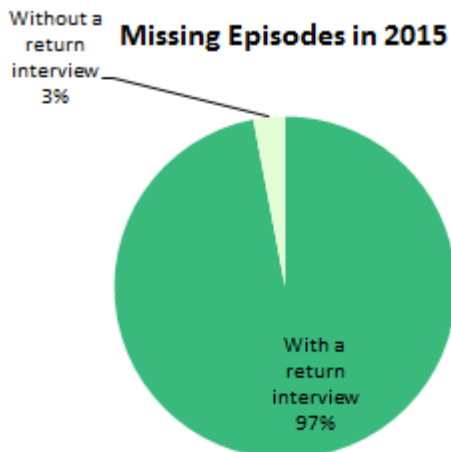
- Ensure that all of our social workers know about the 'See Me Hear Me' model of working to try and keep young people at risk of harm safe.
- Provide advice and guidance on safely navigating relationships via social media for adopted and special guardianship young people.
- Use the 10 Point check list designed by the Crown Prosecution Service to minimise looked after children in residential care being criminalised, *Sussex Police*
- Continue to work with the Youth Offending Team to reduce the rate of convictions for looked after children.
- Ensure that you have a plan to keep you safe. We call this a 'Risk Management Plan' and always discuss this with you, *Specialist CAMHS*.
- Improve our scrutiny of arrangements for children looked after outside of the City to ensure that they are not disadvantaged by this, *Brighton & Hove LSCB*
- Improve our scrutiny of pathways for looked after children to access services to support their emotional wellbeing and mental health, *Brighton & Hove LSCB*.

Views of children and young people

We will make sure you....

	<i>....live in a safe place where you are well looked after</i>	Disagree	Unsure	Agree
		47%	13%	40%
	<i>....have your own social worker</i>	Disagree	Unsure	Agree
		19%	25%	56%
	<i>.... have space to do homework and relax</i>	Disagree	Unsure	Agree
		33%	47%	20%
	<i>....keep in touch with your family, important people, friends (including sleepovers)</i>	Disagree	Unsure	Agree
		38%	38%	25%

Key Measures:



- 19 children looked after continuously for at least 12 months were convicted during 2015/16
- 13% of placements at 31st March 2015 were more than 20 miles from the child's home compared to 18% nationally.
- 28 Care Leavers were in 'Staying Put' arrangements

3: Your Health & Activities

Our Aspirations

Children and young people looked after share many of the same health risks and problems as their peers, but often to a greater degree. They often enter care with a worse level of health than their peers in part due to the impact of their early life experiences. We will contribute to meeting the health needs of children and young people looked after through commissioning effective services which provide co-ordinated care for each child and young person. Moving forward we will ensure that the mental health needs of our looked after children and young people are appropriately assessed, in a timely manner, and that as a result therapeutic interventions are provided to meet their individual needs, **Brighton & Hove Clinical Commissioning Group**.

Brighton and Hove City Council is committed to ensuring our children access a child friendly health service that is responsive and flexible to the needs of children in care, and to ensure they are supported to have an active and healthy lifestyle.

Specialist CAMHS is delighted to support the councils pledge to children and young people and will always involve you in choices and decisions regarding your mental health and wellbeing. We are keen to hear your views, thoughts and ideas and have a similar set of pledges to all the children & young people that we see. This is described in our '**Your guide to CAMHS**' booklet and in our waiting areas.

So far we have achieved.....

- Young people in care do not always have basic information about their medical history. We have developed the Brighton and Hove Health Passport for care leavers which is a document designed so young people can have a record of their health information. The Health Passport was identified by Ofsted in its April-May 2015 inspection as an area of good practice.
- Completed a Strengths and Difficulties Assessment (SDQ) with 80% of our looked after children cohort (children and young people who have been looked after continuously for at least 12 months) so that we have a good understanding of their emotional and mental health wellbeing and needs.
- Looked after Children have access to a "Listen Up" card which gives free access to Freedom leisure facilities in the City .
- The Virtual school runs clubs for CiC including for athletics, dance, table tennis and music (in association with Rhythmix). This has meant more than 25 Children in Care have had the opportunity for positive social interaction with other Children in Care and to be part of a club.

So far we have achieved...(contin....)


- We believe that young people have a right to confidential sexual health advice and are training the LAC Health Team so they are able to provide basic advice and intervention at all health assessments. We have provided a specialist outreach service for some young people.
- We believe it is important that children and young people are supported to be healthy and that those looking after them know what they need to do to meet their health needs. We ensure 100% of children and young people are offered a health assessment.
- Specialist CAMHS is part of the well being in schools project to assist education staff to support young people's emotional wellbeing and mental health and to ensure that those young people who are needing specialist support receive this in a timely manner.
- *Specialist CAMHS* offer a service to young people about substance misuse through our worker at the r-u-ok? service. We have other specialist teams across the city including the CAMHS Learning Disability Team and the TAPA Team (Teen to Adult Personal Advisors).

We plan to.....

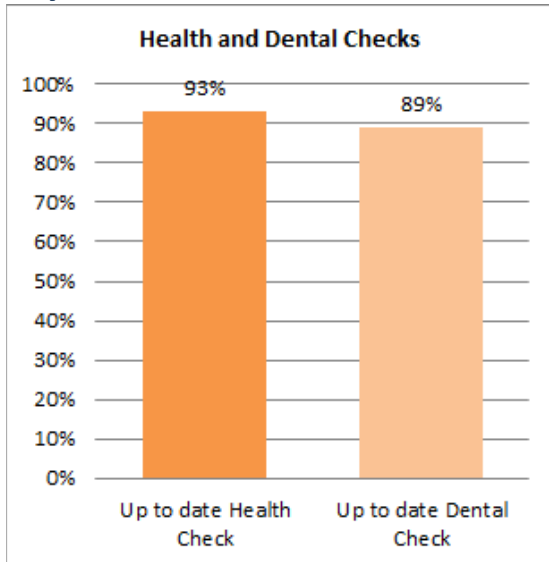
- We have identified the need for additional mental health support to children looked after as a key priority in the Brighton and Hove Children and Young People Transformation Plan. £50k of Transformation Funding has been identified in recognition of a need to improve the mental health pathway for this particularly vulnerable group across health and social care. This investment will provide an additional mental health resource within social work pods to support young people, carers and social workers and to link with mainstream mental health services.
- We will develop a briefing on SDQ's for social workers to ensure they are used to access appropriate support for children and young people experiencing emotional difficulties, Looked after children Health Nurse.
- We feel it is important that children young people are able to fully participate in their health assessments with this in mind we have developed child and young friendly health care plans which are being trialled.

Views of children and young people

We will make sure you....

	....keep fit and healthy	Disagree	Unsure	Agree
		37%	12%	50%
	....have regular check ups	Disagree	Unsure	Agree
		20%		80%
	....have a safe place to play	Disagree	Unsure	Agree
		27%	27%	47%
	....have your achievements celebrated	Disagree	Unsure	Agree
		71%	14%	14%

Key Measures:



Children looked after for at least 12 months at 31st March 2016.

- 93% of children had all of their immunisations up to date at 31st March 2016
- The average Strengths & Difficulties Questionnaire score is 15.8, up from 15.3 last year and above the 2014/15 national average of 13.9.
- 41 (14.1%) CLA were identified as having a substance misuse problem – above the 2014/15 national average of 4%.

Priority 4: Your Education, Employment and Training

Our Aspirations

“ We aim to support every child in care to attend good early years provider, schools or colleges whether within or outside the City and have the opportunity to make good progress”, **Virtual School Headteacher**

We want to ensure all children in care and care leavers are able to progress successfully into adulthood and succeed in education, employment and training.

In particular we want children in care and care leavers themselves feel that throughout their education they:

1. Feel Safe
2. Receive teaching and interventions that support them to do better
3. They are not made to feel different
4. They are listened to at school and have any processes such as PEP and pupil premium properly explained to them
5. Are prioritised for our services so being in care does not disadvantage them in any way.
6. Have opportunities in education or employment that all children and young people would receive.
7. Are believed in and people have high educational expectations of them.

So far we have achieved.....

- 20% of Children Looked After for the last 12 months at 31st March 2015 achieved 5 or more GCSEs A*-C including English and Maths compared to 14% of Children Looked After nationally, *Source: CLA –NPD Match Data, DfE 2015.*
- In 2014/15 there were no permanent exclusions of Children in Care in Brighton & Hove and there have not been any for 6 years.
- 16 Care leavers currently supported in University and a further 16 are starting in Sept 2016
- Over 120 young people through all key stages have received tuition to boost their educational attainment through bespoke 1:1 intervention packages. This marks a further significant rise in uptake and has been a huge success.
- The Virtual School has commissioned reading recovery support for 13 children in KS1 through the Every Child a Reader scheme.
- Over the last year the percentage of 16-18 children in care and care leavers (combined) who are not in education, employment or training (NEET) averaged at 21.6%, showing a general declining trend over the past two years.
- The Virtual School subscribed to The Letterbox Club programme. Last year 41 young people in school years 3 and 5 received the personalised parcels of books, games and stationery to help improve and promote their educational attainment.

So far we have achieved.....(contin)





- We consistently continue to receive positive feedback from the young people and foster carers.
- The “Support for Care Leavers Project”, a partnership between Children’s Services Care Leavers Team and the Department of Work and Pensions, Brighton Job Centre Plus started in November 2014. It’s aim is to better support care leavers in their job seeking journey.
- We have successfully offered work placements to young people seeking work experience, along with a member of staff acting as a coach, and will increase this activity to make provision available throughout the year, *BHCC Housing*.

We plan to

- Further develop our links with YES (Youth Employability Service) to access support and specialist advice and assistance (eg help with CV’s and job applications, interview preparation and practice, identifying future choices and building confidence and motivation) to our Care Leavers. They also provide targeted advice and guidance support to young people who are not in education, employment or training (NEET)
- Continue to work with The City Council’s Apprenticeship Co-ordinator who identifies council and partner apprenticeships as well as acting as an advocate in the process for young people leaving care. Care leavers are guaranteed an interview where it’s been identified by the Apprenticeship Co-ordinator that they meet the required standards.
- The Virtual school will continue to monitor the progress of all children in care and make sure they can access the resources they need for them to succeed at school. This will include access to Pupil Premium.
- We will ensure that adopted and special guardianship young people have the advice they need to locate the various options for financial support for college and university courses.
- Specialist CAMHS will always work with you to enable you to continue your education.
- We have three apprenticeship posts within the Housing service, as well as the 200 provided by our Mears contract over the duration of the contract.
- Our Work and Learning Co-ordinator will continue to provide information, advice and guidance as well as employment support on a one to one basis, *BHCC Housing*.
- We are increasing the number of trainee and apprenticeship posts we have within Housing, and will ensure these are promoted/publicised to people who are leaving or have left care e.g. through the City Council’s Apprenticeship Co-ordinator.
- We will offer volunteer opportunities to children who are looked after or to those leaving care in order to provide taster experience, to help build or increase confidence, and to help build or increase skills, *BHCC Housing*.
- Through the contracts we procure (eg repairs and maintenance contracts), we are able to offer a range of apprenticeships or work experience, *BHCC Housing*.

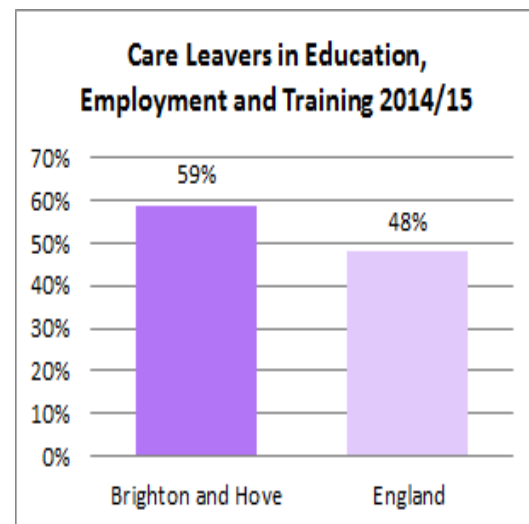
Views of children and young people

We will make sure you....

	....attend a good school	Disagree	Unsure	Agree
		20%	27%	53%
	....can access a computer and internet safely	Disagree	Unsure	Agree
		28%	6%	67%
	....know there is a teacher (called a Designated Teacher) at your school who is there to help you	Disagree	Unsure	Agree
		38%		62%
	....have extra tuition if needed	Disagree	Unsure	Agree
		31%	12%	56%

Key Measures:

- ◆ 20% of Children Looked After for the last 12 months at 31st March 2015 achieved 5 or more GCSEs A*-C including English and Maths compared to 14% of Children Looked After nationally.
- ◆ 52.5% of school age children had a PEP completed and recorded on Care First since the beginning of the summer term
- ◆ 4.6% of sessions were missed through absence for CiC in Brighton and Hove (3.5% authorised and 1.1% unauthorised) compared with 4% for CiC nationally and 4.7% for all pupils in Brighton and Hove.



Where You Live

Our Aspirations

To work preventatively through early intervention to address negative factors that could result in homelessness and/or children becoming looked after.

To promote inclusion and help our tenants meet their aspirations and achieve improved outcomes for themselves, their families and their communities.

To see that our citywide Housing Strategy and the work of the Housing Department contributes to its fullest to enabling access to safe, decent, affordable and energy efficient housing for people leaving care, **BHCC Housing**.

Brighton and Hove City Council has a strong commitment to ensuring all our young people have a safe place to live. Good placements are those that are safe, homely environments that engender a sense of belonging. Carers are an important part of this, particularly in terms of “staying the course” with young people, and are supported to deal with challenges and not be quick to end placements when things get tough.

So far we have achieved...

- Of the 134 children aged under 16 who had been looked after for at least two and a half years at 31st August 2016, 87 (65%) had been in the same placement for 2 years or placed for adoption.
- We have worked hard to reduce the numbers of placements more than 20 miles from Brighton & Hove and as at March 2015 this was 13% compared to 18% nationally
- 94% of Care Leavers in 2014/15 were in suitable Accommodation which is better than the national average of 81%.
- Supported accommodation is provided through the 16-25 yrs Accommodation and Support Pathway, a jointly commissioned arrangement between Housing, Children's Services and Downslink Group YMCA. This provides a range of options suited to the individual needs of care leavers and supported provision is allocated according to need by the Supported Accommodation Panel (SAP) This meets weekly with representatives attending from Housing, Children's Services and housing providers. In September 2015, 54 young people between 18-21 years were living in supported accommodation.
- The "Joint Housing Protocol for Care Leavers", reviewed and agreed in August 2015 ensures that care leavers can access affordable social housing when assessed as being ready for independent living. It enables Brighton & Hove City Council to meet its corporate parenting responsibilities by providing safe, secure and supportive accommodation for young people who have left care beyond the age of 18 years. It complements "Staying Put" by enabling young people to make an extended transition to adulthood and independent living.

So far we have achieved.....(contin)

- Special guardians and residence order carers have been supported to move to more appropriate accommodation to ensure the young people in their care have the space they need to achieve their potential.
- Housing has recently carried out a review of the city's social housing Allocation Policy to ensure the best use is made of the limited provision of affordable housing in the city, and has retained priority A banding for care leavers who are ready to manage their own tenancy.
- Since 2012, 50 care leavers have been housed in social housing, which represents 4% of all households housed from Band A. 16 were housing association tenancies, and 34 were council housing tenancies.
- Of the 34 council tenancies offered to care leavers since 2012, the following are annual figures for tenancies that have been sustained:-
 - 2012/13 - 5 out of 5
 - 2013/14 - 9 out of 10
 - 2014/15 - 9 out of 9
 - 2015/16 - 10 out of 10

Note: The reason for the single council tenancy coming to an end was because the tenant relinquished their tenancy to move in with another council tenant as an occupant.

- Specialist CAMHS have continued to offer a service from the local team to those children and young people who are placed within 20 mile radius of the city.
- We offer a course on emotional regulation for young people to attend once a year. This can help young people be able to be alone and support themselves, *Specialist CAMHS*.

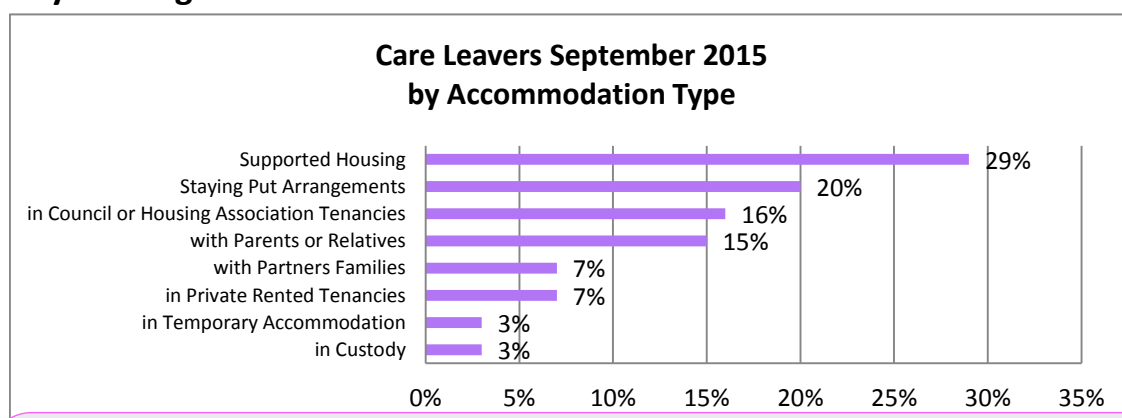
We Plan to.....

- In 2016/17 we are jointly re-commissioning supported accommodation for young people based on the principles of the 'Positive accommodation and support pathways to adulthood' framework, a national good practice model which advocates an integrated approach in terms of: achieving in education, economic independence, health, positive relationships, and involvement in meaningful activities.
- The Fostering Service aims to increase the proportion of children placed with in-house foster carers to 65% by March 2018. We plan to involve the Children in Care Council in the recruitment and training of foster carers. Foster carers to develop profiles that young people can see before they move to the placement
- We will support adopters and special guardians to provide safe and attuned care for children and young people, helping them to understand their history and preparing them for successful independent living.
- We will continue to work with colleagues and partners to provide assistance in refurbishing or extending council homes to enable people providing foster care placements to continue to do this, or to prevent children becoming placed into the care of the council, *BHCC Housing*.

We plan to....(BHCC Housing contin..)

- We will continue to work closely with social housing landlords and council colleagues to increase the supply of affordable housing in the city; being very much aware of the difficulties of housing and welfare benefit provision for young single people, *BHCC Housing*.
- Care leavers are acknowledged as a potentially vulnerable group of people and are therefore prioritised in the council's Allocation Policy where they are tenancy ready. Also, to increase their opportunities to secure social housing, they will have direct bids made for them in the choice based lettings scheme if they have not secured accommodation within 6 months of their priority banding.
- We have a range of officers (for example in housing needs, income management, tenancy sustainment, customer service and general housing management teams) who are trained and able to provide compassionate, understanding and supportive services to customers and council tenants who had formerly been children who were looked after. They understand some of the issues facing care leavers, for example how some people may have had insecure, troubled or disrupted lives or may feel isolated; and they are able to offer additional support or make appropriate referrals. Advice and guidance is offered on matters such as accessing services, money advice, budgeting, being a good neighbour etc.
- We will carry out full analysis of the reasons for tenancies failing among young people (and in particular people who have previously been children who were looked after), in order that we can increase our tailored support to prevent tenancy breakdown.
- We are developing pre-tenancy workshops which will include young people leaving care who are tenancy ready. They will include a range of matters that increase understanding of what it means to be a council or housing association tenant.

Key Messages



- 38% of CLA are placed inside Brighton and Hove; 51% are placed in East or West Sussex; 7% are placed outside of Sussex and 4% are placed for adoption
- 15% of children looked after at 31st March 2015 had three or more placements during the year, above the national average of 10%.
- 94% of Care Leavers in 2014/15 were in suitable accommodation, better than the national average of 81%.

Preparation for the Future

Our Aspirations

Brighton and Hove City Council has a strong commitment to preparing our young people to live safe, successful lives where they are supported to achieve to the very best of their ability. We aim to do this by providing a stable home base, support from people who care, support to work and to access training and educational opportunities.

So far we have achieved...

- The Ofsted inspection of services for children in help of need and protection, children looked after and care leavers took place from 14 April-8 May 2015. In its judgement on the "experiences and progress of care leavers", Ofsted found Brighton and Hove to be "Good". Ofsted found that;

The authority has high aspirations for its care leavers and supports them well. This is reflected in the numbers of young people who are engaged in employment, education and training. Tenacious efforts are made to keep in touch with care leavers and young people value the support they receive. High numbers of care leavers remain with their foster carers after they are 18. The engagement of care leavers in service design and influencing future practice is good with clear impact.

- The number of care leavers 'Staying Put' (remaining with foster carers beyond the age of 18) has increased from 24 at 30th Nov 2015 to 28 open at 31st Aug 2016
- The Leaving Care Pod runs a 2 day "Preparation for Independence" course in February, June and October every year. They are held during the half term in these months so students can attend and the average attendance is 8. Two Personal Advisors and a care leaver present this training as well as other specialist input.
- The high aspirations and support provided by Brighton and Hove can be evidenced by the number of care leavers attending University. We have 16 care leavers who have just started at University (that's 25% more than last year) – doubling the number at University making a total of 32. There is a great range of subjects being studied including Pharmacy, Civil Engineering, Performing Arts and Social Work.

So far we have achieved....(contin)

- It continues to be our aim that as many as possible of our care leavers are engaged in employment, education and training. Although Brighton and Hove is one of the better authorities in the country at achieving this, there is still much that can be done to improve. To this end regular meetings are now being held with the Youth Employability Practice Manager, Leaving Care Team Personal Advisor and Team Manager. These meetings ensure that there is an action plan to help every Care Leaver into employment, education or training.

We plan to...

- We will review our Pathway Plan assessments and reviews so that we support care leavers to prepare for the future as well as possible.
- In 2016-17 we intend to purchase an Independence Living course from ASDAN, who are an educational charity. The course will be made available for all children looked after from the age of 16 which will enable a consistent approach across the social work service. There are 60 hours of work involved in the course which can be completed at the young person's pace and can be overseen by foster carers, residential social workers, social workers and PAs. If the young person doing the course changes placement, then the course goes with them. When the young person transfers to the Leaving Care Team there will be clear information about what work has been undertaken. It covers a range of areas from career management to cooking on a budget.
- We will continue to work with our Youth Employability Service to ensure that there is an action plan to help every Care Leaver into employment, education or training
- The Virtual School will ensure all 16-18 year olds get access to careers advice
- We will ensure that adopted and special guardianship young people have the advice they need to locate the various options for financial support for college and university courses.
- We will support adopted and special guardianship young people to work through difficulties in their family relationships and maintain positive connections which will continue to support them in adult life.
- We will support you if you need to transition to adult services and we have our TAPA team who can bridge this as they work with young people aged 16-25 years, *Specialist CAMHS*.

What we will do in 2016-19

We have listened to children and young people, and in order to meet their needs, and achieve our Pledge, we will....

2016-17

Care Leavers Trust: A fund is being established to support young people when they leave care at the age of 18 to increase the opportunities available to them. This will bring together charitable donations from a range of individuals and businesses. All young people leaving care will be able to apply to the fund. Any money awarded will be in addition to the money and grants that already exists for care leavers.

Social Work Profiles: As part of the relationship based social work, all workers will exchange a 'profile' of themselves with children and families. The social work profile will include personal as well as professional information about the social worker. The young person will also complete their own profile which they can exchange with their social worker.

Provide an additional mental health resource within social work pods to support young people, carers and social workers and to link with mainstream mental health services.

2017-18

The Children in Care Council will be actively involved in the recruitment and training of foster carers.

Increase the visibility of children in care and care leavers by putting anonymised case summaries and video clips of their achievements on the BHCC internal website, the Wave.

Launch the Asdan Independent Living Skills Programme with children looked after from the age of 16

Corporate Parenting Mentors: We will link senior officers with children looked after and care leavers to enable the development of their aspirations and interests in future employment options and developing a strategic partnership with Brighton and Hove Connected.

2018-19

Develop a Training Module for Managers in BHCC to support care leavers employed in apprenticeships.

Foster carers to develop profiles that young people can see before they move to the placement.

Develop a Care Leaver Mentoring Scheme for younger children looked after.



Signatories

Councillor Warren Morgan, Leader of the Council

Geoff Raw, Chief Executive, Brighton & Hove City Council

Councillor Dan Chapman, Chair of the Children, Young People and Skills Committee

Pinaki Ghoshal, Executive Director, Families, Children & Learning

Graham Bartlett, Chair of the Brighton & Hove LSCB

Nev Kemp, Chair of Brighton and Hove Connected

19th January 2017





NOTICE OF MOTION**SUPPORT FOR UNACCOMPANIED CHILDREN AND REFUGEE CAMPS****CONSERVATIVE GROUP AMENDMENT**

That the motion be amended to delete the words as struck through and insert those shown in ***bold italics***.

That following the announcement that the so-called 'Dubs Amendment', a scheme for unaccompanied children to come to the UK is ***not*** to be closed, ***this Council accepts the Dubs Amendment concept is vital, but recognises that it does not extend to those children outside of the EU.*** This Council therefore requests that the Chief Executive write to the Home Secretary - ~~to ask that she honours~~

- (a) thanking her for honouring*** the Government's commitment to play its part in providing ~~a~~ safe-haven to unaccompanied refugee children; ~~and makes~~
- (b) asking the Home Secretary to continue making*** the requisite funding available to BHCC and all other Local Authorities willing to give a place of sanctuary for these blameless survivors; ***and***
- (c) encouraging her to continue talks with other Local Authorities to take part in the National Transfer Scheme and in the Vulnerable Children's Relocation Scheme.***

Proposed by: Cllr Bell

Seconded by: Cllr G. Theobald

Recommendation if carried to read

That following the announcement that the so-called 'Dubs Amendment', a scheme for unaccompanied children to come to the UK is not to be closed, this Council accepts the Dubs Amendment concept is vital, but recognises that it does not extend to those children outside of the EU. This Council therefore requests that the Chief Executive write to the Home Secretary -

- (a) thanking her for honouring the Government's commitment to play its part in providing a safe-haven to unaccompanied refugee children;
- (b) asking the Home Secretary to continue making the requisite funding available to BHCC and all other Local Authorities willing to give a place of sanctuary for these blameless survivors; and
- (c) encouraging her to continue talks with other Local Authorities to take part in the National Transfer Scheme and in the Vulnerable Children's Relocation Scheme.

NOTICE OF MOTION**LABOUR AND CO-OPERATIVE GROUP****TUPE PENSION PROTECTION FOR LOCAL GOVERNMENT STAFF.**

This Council calls on the Chief Executive to write to the Secretary of State for Work and Pensions Damien Green requesting that he amend the Fair Deal Guidance 2003 to include staff from Best Value Authorities such as Brighton and Hove City Council. This will ensure that local authority staff have the same rights as other public sector workers to retained their Public Service Pension Scheme when they are TUPE'D out of local government employment.

Proposed by: Cllr Moonan

Seconded by: Cllr Horan

Supported by: The Labour and Cooperative group of councillors

Supporting information

Most public sector employees (e.g. NHS, maintained schools, civil service) who are TUPE'd out to another service provider have the right to stay within their respective Public Service Pension Scheme. This protection does not apply to LA's such as BHCC - the guidance states the any new contractor can provide either the local government scheme or one that is "broadly comparable"

It is unclear if there are any alternative schemes that provide the same full package and quality of pension. The phrase "broadly comparable" is vague and can lead to many people receiving a reduced pension package when they retire. The cost to contractors of retaining the local government scheme is high. This is a disincentive for them to choose to offer the local government scheme and many offer a broadly comparable scheme instead.

It is unfair that local government employees, who may have worked loyally for many years, can find that their pension has been eroded in this way. A significant proportion of these employees may be low paid women, for whom a safe and reliable pension is an essential part of their financial security in their retirement.

