

COUNCIL MEETING

Wednesday, 21st March, 2018
at 2.00 pm

Council Chamber - Civic Centre

This meeting is open to the public

Members of the Council

The Mayor – Chair

The Sheriff – Vice-chair

Leader of the Council

Members of the Council (See overleaf)

Contacts

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WARD	COUNCILLOR	WARD	COUNCILLOR
Bargate	Bogle Noon Dr Paffey	Millbrook	Denness Furnell Taggart
Bassett	L Harris Hannides B Harris	Peartree	Houghton Keogh Lewzey
Bevois	Barnes-Andrews Burke Rayment	Portswood	Claisse O'Neill Savage
Bitterne	Jordan Letts Murphy	Redbridge	McEwing Pope Whitbread
Bitterne Park	Fuller Inglis White	Shirley	Chaloner Coombs Kaur
Coxford	Morrell D Thomas T Thomas	Sholing	J Baillie Hecks Wilkinson
Freemantle	Moulton Parnell Shields	Swaythling	Mintoff Painton Vassiliou
Harefield	P Baillie Fitzhenry Laurent	Woolston	Mrs Blatchford Hammond Payne

PUBLIC INFORMATION

Role of the Council

The Council comprises all 48 Councillors. The Council normally meets six times a year including the annual meeting, at which the Mayor and the Council Leader are elected and committees and sub-committees are appointed, and the budget meeting, at which the Council Tax is set for the following year.

The Council approves the policy framework, which is a series of plans and strategies recommended by the Executive, which set out the key policies and programmes for the main services provided by the Council. It receives a summary report of decisions made by the Executive, and reports on specific issues raised by the Overview and Scrutiny Management Committee. The Council also considers questions and motions submitted by Council Members on matters for which the Council has a responsibility or which affect the City.

PUBLIC INVOLVEMENT

Questions:- People who live or work in the City may ask questions of the Mayor, Chairs of Committees and Members of the Executive. (See the Council's Constitution ref Part 4 Council Procedure Rules 10.8)

Petitions:- At a meeting of the Council any Member or member of the public may present a petition which is submitted in accordance with the Council's scheme for handling petitions. Petitions containing more than 1,500 signatures (qualifying) will be debated at a Council meeting. (See the Council's Constitution ref Part 4 Council Procedure Rules 10.1)

Representations:- At the discretion of the Mayor, members of the public may address the Council on any report included on the agenda in which they have a relevant interest. Any member of the public wishing to address the meeting should advise the Democratic Support Officer (DSO) whose contact details are on the front sheet of the agenda.

Deputations:- A deputation of up to three people can apply to address the Council. A deputation may include the presentation of a petition. (See the Council's Constitution ref Part 4 Council Procedure Rules 10.7)

MEETING INFORMATION

Use of Social Media:- The Council supports the video or audio recording of meetings open to the public, for either live or subsequent broadcast. However, if, in the Chair's opinion, a person filming or recording a meeting or taking photographs is interrupting proceedings or causing a disturbance, under the Council's Standing Orders the person can be ordered to stop their activity, or to leave the meeting. By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and or/training purposes. The meeting may be recorded by the press or members of the public.

Any person or organisation filming, recording or broadcasting any meeting of the Council is responsible for any claims or other liability resulting from them doing so.

Details of the Council's Guidance on the recording of meetings is available on the Council's website.

Mobile Telephones – Please switch your mobile telephones to silent whilst in the meeting.

The Southampton City Council Strategy (2016-2020) is a key document and sets out the four key outcomes that make up our vision.

- Southampton has strong and sustainable economic growth
- Children and young people get a good start in life
- People in Southampton live safe, healthy, independent lives
- Southampton is an attractive modern City, where people are proud to live and work

Access – Access is available for disabled people. Please contact the Council Administrator who will help to make any necessary arrangements

Smoking policy – The Council operates a no-smoking policy in all civic buildings

Fire Procedure – In the event of a fire or other emergency, a continuous alarm will sound and you will be advised by Council officers what action to take.

Proposed dates of meetings (Municipal year 2017/18)	
2017	2018
19 July	21 February (Budget)
20 September	21 March
15 November	16 May (AGM)

CONDUCT OF MEETING

FUNCTIONS OF THE COUNCIL

The functions of the Council are set out in Article 4 of Part 2 of the Constitution

RULES OF PROCEDURE

The meeting is governed by the Council Procedure Rules as set out in Part 4 of the Constitution.

BUSINESS TO BE DISCUSSED

Only those items listed on the attached agenda may be considered at this meeting.

QUORUM

The minimum number of appointed Members required to be in attendance to hold the meeting is 16.

DISCLOSURE OF INTERESTS

Members are required to disclose, in accordance with the Members' Code of Conduct, **both** the existence **and** nature of any "Disclosable Pecuniary Interest" or "Other Interest" they may have in relation to matters for consideration on this Agenda.

DISCLOSABLE PECUNIARY INTERESTS

A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

- (i) Any employment, office, trade, profession or vocation carried on for profit or gain.
- (ii) Sponsorship: Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
- (iii) Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.
- (iv) Any beneficial interest in land which is within the area of Southampton.
- (v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.
- (vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interests.
- (vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:
 - a) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or
 - b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

Other Interests

A Member must regard himself or herself as having an, 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

Principles of Decision Making

All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

Service Director, Legal and Governance
Richard Ivory
Civic Centre, Southampton, SO14 7LY

Tuesday, 13 March 2018

TO: ALL MEMBERS OF THE SOUTHAMPTON CITY COUNCIL

You are hereby summoned to attend a meeting of the COUNCIL to be held on WEDNESDAY, 21ST MARCH, 2018 in the COUNCIL CHAMBER CIVIC CENTRE at 2:00pm when the following business is proposed to be transacted:-

1 APOLOGIES

To receive any apologies.

2 MINUTES (Pages 1 - 28)

To authorise the signing of the minutes of the Council Meeting held on 15th November 2017 and 21st February 2018, attached.

3 ANNOUNCEMENTS FROM THE MAYOR AND LEADER

Matters especially brought forward by the Mayor and the Leader.

4 DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

To receive any requests for Deputations, Presentation of Petitions or Public Questions.

5 EXECUTIVE BUSINESS (Pages 29 - 40)

Report of the Leader of the Council detailing the business undertaken across the Council since 15th November 2017.

6 MOTIONS

(a) Councillor P Baillie to move:

This Council is dismayed at the lack of new homes built by this administration. This Council calls upon the administration to recognise that we are in a housing crisis, that it has wasted six years, now needs to start actually building homes and to have a coherent plan for future home building.

(b) Councillor Savage to move:

This Council notes with alarm the sudden closure of the South Western Arms, St. Denys, Portswood. We urge the Executive to take necessary measures to safeguard and protect this community asset.

(c) Councillor Denness to move:

Council believes that worrying recent increases in recorded crime – following a long period of steady decline since the mid 1990s – is a direct result of reductions in police numbers following year-on-year cuts in budgets.

Council believes that our police are doing a fantastic job in holding the line against increasing crime levels but we are worried that a dangerous tipping point may now have been reached. Council notes the particular impact of these Policing cuts on Southampton and urges the police and crime commissioner to spend more of his resources in the city.

Council, therefore, urges the Leader of the Council to work with other political leaders in Hampshire to lobby the Home Secretary on the issue of the underfunding of Hampshire police. Council notes a particular issue in the city around motorcycle nuisance. It calls on the Executive to work with the Police to bring in affective preventive interventions in relation to this issue on public land.

7 QUESTIONS FROM MEMBERS TO THE CHAIRS OF COMMITTEES OR THE MAYOR

To consider any question of which notice has been given under Council Procedure Rule 11.2.

8 APPOINTMENTS TO COMMITTEES, SUB-COMMITTEES AND OTHER BODIES

To deal with any appointments to Committees, Sub-Committees or other bodies as required.

9 APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

Following interviews taking place on 13th March 2018 to approve the appointment of Chief Executive and Head of Paid Service.

10 PAY POLICY 2018/19 (Pages 41 - 68)

Report of the Service Director HR and OD seeking approval of the 2018/19 Council Pay Policy, attached.

11 DEVELOPMENT OF AN OFFER FOR CHILDREN WITH DISABILITIES

(Pages 69 - 118)

Report of Cabinet Member for Children's Social Care, proposing the implementation of a new eligibility criteria and short break offer for children with disabilities.

12 SAFE CITY STRATEGY 2017-2020 UPDATE (Pages 119 - 130)

Report of Cabinet Member for Health and Community Safety seeking approval for an updated and amended Safe City Strategy 2017-2020.

13 YOUTH JUSTICE STRATEGY 2017-20 UPDATE (Pages 131 - 184)

Report of Cabinet Member for Health and Community Safety seeking approval for an updated Youth Justice Strategy 2017-2020.

14 PROCUREMENT OF A CLIENT CASE MANAGEMENT SYSTEM (Pages 185 - 210)

Report of Cabinet Member for Finance seeking approval for the procurement of a Client Case Management System.

NOTE: There will be prayers by the Mayor's Chaplain John Attenborough in the Mayor's Reception Room at 1.45 pm for Members of the Council and Officers who wish to attend.



Richard Ivory
Service Director, Legal and Governance

Agenda Item 2

Minutes of Council Meetings:

- 15 November, 2017
- 21 February, 2018 - Budget

SOUTHAMPTON CITY COUNCIL

MINUTES OF THE COUNCIL MEETING HELD ON
15 NOVEMBER 2017

Present:

The Mayor, Councillor L Harris
The Sheriff, Councillor Barnes-Andrews
Councillors P Baillie, J Baillie, Mrs Blatchford, Bogle, Burke, Chaloner,
Claisse, Coombs, Fitzhenry, Fuller, Furnell, Hammond, Hannides, B Harris,
Hecks, Houghton, Inglis, Jordan, Kaur, Keogh, Laurent, Letts, Lewzey,
McEwing, Mintoff, Morrell, Moulton, Murphy, Noon, O'Neill, Dr Paffey,
Painton, Payne, Pope, Rayment, Savage, Shields, Taggart, D Thomas,
T Thomas, Vassiliou, Whitbread, White and Wilkinson

49. APOLOGIES

It was noted that apologies had been received from Councillors Denness and Parnell.

50. MINUTES

RESOLVED that the minutes of the meeting held on 20th September 2017 be approved and signed as a correct record.

51. ANNOUNCEMENTS FROM THE MAYOR AND LEADER

It was noted that there were no announcements from the Mayor and the Leader.

52. DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

It was noted that there were no Deputations, Petitions or Public Questions.

53. EXECUTIVE BUSINESS REPORT

The report of the Leader of the Council was submitted setting out the details of the business undertaken by the Executive.

The Leader and the Cabinet made statements and responded to questions.

The following questions were submitted in accordance with Council Procedure Rule 11.1.

1. Appearance of the High Street Above Bar

Question from Councillor Laurent to Councillor Rayment

What plans are there to improve the sorry state of the High Street Above Bar?

Answer

A deep clean was carried out in early September of this year. The Business Improvement District provided some support and we are liaising with them over continued support.

2. Maintenance of the Cenotaph

Question from Councillor Laurent to Councillor Rayment

The Cenotaph is the focus of Remembrance Day in the City. Why is it not maintained to a high standard?

Answer

The Cenotaph is maintained on a routine basis within the resources we have the teams involved include Parks, Street Cleansing and the Ancient Monuments Teams. The routine tasks include:

- On a daily basis we litter pick, empty bins, and inspect the paving and monument for any obvious defects.
- During the spring and summer the grass is cut in line with our city wide program (approximately every 4 weeks)
- Hedges are cut two to three times per year dependant on growth
- Graffiti is removed from the monument as required
- Chewing gum, detritus etc. is jet washed from the paving as required
- Leaf debris is swept and cleared away during autumn.

In the weeks leading up to remembrance Sunday the teams work together to ensure that the Cenotaph and surrounding area is to a good standard. During this time they will usually:

- Ensure that the hedges are all clipped
- Ensure that the grass is cut
- Ensure that there is no residual litter
- Undertake a deep clean of the paving areas
- Ensure the glass panels are all thoroughly cleaned
- Ensure the monument itself is cleaned

The standard therefore is in line with the resources available to the Council. We usually get good feedback after the remembrance event.

3. Fly Tipping Fines

Question from Councillor Laurent to Councillor Rayment

It has been reported that Southampton has not fined anyone for fly tipping. What is the reason for this?

Answer

The investigation of serious fly tipping offences is carried out by the Environmental Health service, sometimes working in partnership with the Environment Agency. These investigations focus on organised commercial activity or fly-tips that have an impact on public health (e.g. the deposit of asbestos containing material). The covert nature of fly tipping, together with restrictions on the use of covert CCTV evidence presents challenges to these investigations.

In 2016, legislation allowed local authorities to issue a £200 fixed penalty notice as an alternative to prosecution. Southampton City Council has not issued any fixed penalties for fly tipping using these powers due to the need to witness the fly-tip or to have evidence beyond all reasonable doubt to identify the culprit.

Smaller fly tips where there is some indication as to who may have dumped the rubbish or who the rubbish may belong to are followed up, but without the necessary evidence formal action cannot be taken.

4. Guildhall Square

Question from Councillor Fuller to Councillor Letts

Can the Leader provide a date for the pedestrianisation of Guildhall Square?

Answer

Examinations into the pedestrianisation of Guildhall Square have commenced in conjunction with Council's Highway Delivery Partner. The examination has identified the need for some vehicle access into the Square to be retained to service Council's Civic Building,

At this stage, Council's Highway Delivery Partner has indicated that once the appropriate approvals are in place, works will commence March 2018 with a delivery window of 1 to 3 months in total (with vehicle access restrictions to occur early on in the delivery process).

5. City Welfare Wardens

Question from Councillor Fuller to Councillor Letts

Where have the resources come to fund the new City Welfare Wardens and are these posts secured in future or reliant on government money?

Answer

Dealing with the beggars and the homeless on our streets and in our car parks is a priority for this administration. The two City Welfare Wardens will be working to deal with the street litter and antisocial behaviour sometimes associated with these activities. They will also signpost those in need of support to agencies that can offer assistance.

Funding for these posts has been identified from existing general revenue fund budgets and from the Off Street Parking reserve fund, so these posts are not reliant in any way on government funding.

6. Determining Planning Applications

Question to Councillor Fuller from Councillor Letts

Does the Leader believe that the timescales for determining planning applications in Southampton is acceptable?

Answer

The answer is Yes.

Assuming the Member was trying to ask – is the Cabinet member happy with the performance of the planning team in respect of the speed that planning applications are being determined? Then the answer is as follows.

We have not been hitting the target of eight weeks in recent months. As the cabinet member I have raised this issue with officers following representations by applicants. I am now content that the reasons for the delays (staffing and IT) are being addressed and that we will soon be back on track.

7. Hawthorns Centre

Question from Councillor O'Neill to Councillor Rayment

Many establishments in urban parts of the city are dog friendly. In stark contrast The Hawthorns Centre takes an opposite position and is dog-unfriendly. Since the Common is one of the main dog walking areas in the city doesn't it make sense to welcome dog walkers (and their dogs) into the Hawthorns?

Answer

Historically the Hawthorns has excluded dogs from the buildings and grounds for the following reasons:

- There used to be animals kept at the study centre and it was considered not appropriate to allow dogs in the same area;
- The centre is an education centre where many children come and learn about environmental subjects, as with Schools and their grounds which are dog exempt, it is not considered appropriate for dogs to enter the premises whilst school children are present as many children are nervous around dogs;
- Dogs have not been kept under control within the garden area which has sensitive wildlife areas within it, including the European protected Great Crested Newt and a colony of lizards, this has resulted in dog fouling and disruption of the sensitive areas;
- There is no facilities for washing dogs paws before entering the centre and owners have brought wet and muddy dogs into the building causing mess to floors and walls.

Although most of the animals have now gone, with the exception of a tank with newts in, the other reasons for exclusion are still relevant.

In addition to these historical reasons the centre now also runs a café and although not a legal requirement to exclude dogs, the café licensee does have the right to exclude dogs if they wish. It is a legal requirement that dogs are kept out of food preparation areas.

At the Hawthorns dog walkers are welcome to use the picnic benches situated at the front of the building and can also use the tying up rings next to the front door. There is always a bowl of water just outside the front door for dogs to drink from.

Assistance dogs are not banned from the premises.

8. Penalties for Landlords

Question from Councillor O'Neill to Councillor Hammond (Councillor Shields)

Can Cllr Shields answer the supplementary questions I asked at July Council Questions? Cllr Shields promised to provide answers but has not done so despite 2 email reminders. In particular, what resources are provided to wardens to assist with enforcement activities? What are the extreme circumstances of non-compliance? And what is the enforcement action that will be taken?

Answer

The Houses in Multiple Occupation (HMO) Warden role is to investigate issues, complaints and take action relating to the HMO Additional Licensing scheme currently operating in 8 central wards of the city. This includes liaising with landlords over issues such as waste, noise and antisocial behaviour with the ability to refer any enforcement work to the wider environmental health and waste team as necessary.

Extremes of non-compliance could include serious waste build up at licensed properties, pests, noise nuisance, anti-social behaviour and failure to license an HMO. Formal enforcement of these issues is referred and dealt with by the environmental health team or HMO licensing EHO, and could result in service of enforcement notices (Environmental Protection Act 1990, Prevention of Damage by Pests Act 1949, Clean Neighbourhoods & Environment Act 2005). Failure to comply with such notices is an offence which could lead to prosecution.

In addition serious breaches of HMO license conditions would lead to enforcement action under the HMO Management Regulations 2006 or Housing Act 2004. Failure to license a property can result in prosecution. There have been 15 successful prosecutions since the licensing scheme started in 2013.

9. Keeping bins off pavements

Question from Councillor O'Neill to Councillor Rayment

Does the council have a policy regarding the use of black and clear bin bags for properties where it is inconvenient for residents to keep bins on their property and off of the pavement?

Answer

Yes, Southampton City Council does have a policy regarding the use of black and clear bin bags for properties where it is inconvenient for residents to keep bins on their property and off of the pavement.

Paragraph 6.3 of the Managing the Local Environment Policy and Customer Charter states:

“Where there is no space available to store a wheeled collection bin within the premises the council will, on a six monthly cycle, deliver black sacks for general waste and clear sacks for recycling.”

The policy can be found on SCC webpages at:

<http://www.southampton.gov.uk/bins-recycling/waste-mgt-policy.aspx>

10. Access to services for the elderly

Question from Councillor O'Neill to Councillor Payne

If an elderly person without internet access wants to get in touch with Actionline how do they do it?

Answer

They should ring on 023 8083 3006 (option 2) or speak to a Neighbourhood Warden or Supported Housing scheme staff.

11. LED Lighting

Question from Councillor O'Neill to Councillor Rayment

What percentage of Southampton's street lights are now using LEDs?

Answer

9.58% of Southampton's street lights are now using LEDs. Data correct as at end October 2017.

12. Local investment

Question from Councillor P Baillie to Councillor Payne

Research has shown that councils that implement a strategy of buying locally can boost the economy and increase jobs. For example Preston has increased local spending and created 800 local jobs last year alone. What percentage of Southampton's budget is spent locally?

Answer

I am delighted that the Councillor chooses to single out 'Jeremy Corbyn's favourite Councils Preston as an exemplar for Southampton. Having spoken to

Preston Leader Cllr Peter Rankin about this matter, the Strategy referred to in the question isn't about what the council does (it's a district council with responsibility for a small proportion of public spending) but about what the whole public sector does in Preston. An approach I am keen to pursue in Southampton.

The situation for us is complicated by the fact that the procurement function lies with Capita. The contract extension agreed last year with the support of all three council groups included a procurement guarantee which incentivises savings above other factors (like local procurement). However the administration is keen that these procurement processes are made as simple as possible to encourage local smaller companies to seek work with the council.

The exact amount of our current contracts spent locally is not known (or even easy to define) and the amount of research required to determine it could not have been completed in the timescales allowed for the answering of questions.

13. Direct Payments

Question from Councillor P Baillie to Councillor Payne

The number of Direct Payment users has gone down by 7% over the last 12 months. Yet, you still have the target of increasing the current number of users receiving Direct Payments by 50% by March 2018, and by a further 20% by March 2019. Why should we have any confidence in your ability to meet these targets?

Answer

The percentage of people receiving a direct payment (excluding carers) has remained stable at 18% over the last year. The council's target is to increase this to 27% by 31 March 2018. In order to achieve this, approximately 175 new or existing clients will be supported to take up a direct payment. Several workshops have recently been held to fundamentally redesign the process. The new process makes it easier and quicker for individuals to take up a direct payment, and to benefit from the extra choice and flexibility that this brings. A new team is also now in place with additional staff to support delivery. The number of carers taking up a direct payment remains on target at 79%, which has increased significantly from 52% over the last year.

14. Southampton's Suicide Rate

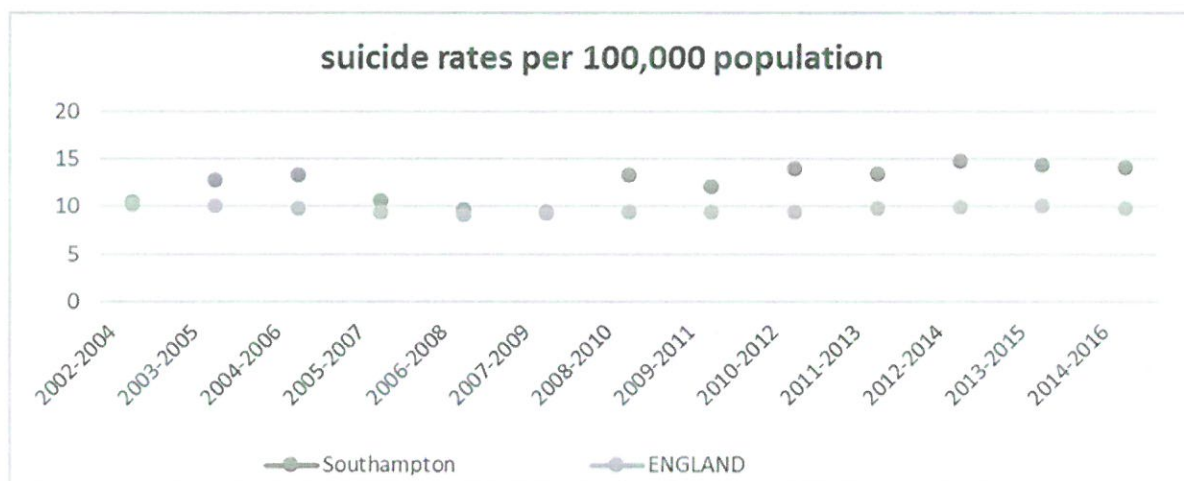
Question from Councillor P Baillie to Councillor Shields

Southampton's suicide rate is some 40% higher than the national average, 6th worst in England, and worst in the ONS comparator rankings. Each suicide has a cost of well over one million pounds. When are you going to introduce some funded policies to reverse this terrible blot on your administration?

Answer

In the three year period 2002-2004 the City's age-standardized suicide rate (10.5 per 100,000 population) was very similar to the England rate (10.2 per 100,000).

However in the latest three year period for which data is available (2014-16) Southampton's rate – following a period of steady decline immediately prior to the economic crash in 2008 – had risen quite markedly to 13.3 suicides per 100,000 population compared with a slight fall in the England rate to 9.9 per 100,000.



Southampton's national rankings on this indicator are 4th highest amongst England's unitary authorities – behind only Middlesbrough, Cornwall and Brighton & Hove. Torbay, the Isle of Wight and Portsmouth also rank amongst England 10 worst performing upper tier local authorities on this indicator. Six out of the ten worst areas for suicide, therefore, are to be found in the south of England.

Currently our priorities are to: reduce the risk of suicide in high risk groups; tailor approaches to improve mental health and wellbeing; reduce access to the means of suicide; provide better information and support to those bereaved or affected by suicide; support the media in delivering sensitive approaches to reporting suicide and suicidal behaviour and support further research, data collection and monitoring.

Our biggest challenge is the limit on the available level of resources to support us in providing suicide prevention training and development of a suicide bereavement service. This is primarily due to the reduction by central government in the Council's public health grant. Whilst the government has outlined its expectations for suicide prevention from local authorities no new resources have been assigned. Indeed the City Council currently faces a £3 million p.a. shortfall in its public health grant allocation by 2020.

The council has a statutory obligation to take steps to improve the health of the city which includes responsibility for coordinating and implementing work on suicide prevention. In 2012 the government published a national strategy "Preventing Suicide in England" whose objectives are to (1) reduce the suicide rate in the general population and (2) provide better support for those bereaved or affected by suicide. Southampton's Suicide Prevention Plan was adopted by the Health & Wellbeing Board in 2016 and it supports the Public Mental Health Strategy "Be Well" which aims to reduce suicides in the city by 10% although there is a growing body of support locally for adopting a far more challenging

target in line with the zero suicide ambitions adopted in other parts of the country experiencing unacceptably high rates.

15. Leaking Pipes

Question from Councillor P Baillie to Councillor Payne

Would you explain the health benefits of tenants living in flats next to pipes leaking liquid including effluent?

Answer

The down pipes referred to are common to Redbridge and Canberra Towers and Millbrook Towers. They are designed to carry surface water run off to balconies and waste from kitchen sinks. They are not connected to bathrooms or toilets and the systems are not connected so they should not carry effluent from these sources.

The original pipes are cast iron and have corroded in places. We have already completed a programme of replacement with plastic pipework at Redbridge Towers and Millbrook Tower.

Replacement pipework has been ordered for Canberra Towers and is expected to be delivered on 27th November. Our Housing Operations team plan to commence work to replace the pipes week commencing 4th December.

16. Housing and Adult Care Portfolio Schemes

Question from Councillor P Baillie to Councillor Payne

Over the last two years, how many schemes in your portfolio have gone ahead, despite you personally being against that scheme?

Answer

None I can recall, but if Councillor P Baillie has a particular scheme(s) in mind that he feels I shouldn't have supported, in order to save time I'd suggest he contacts me before the meeting with those concerns to avoid any further delay.

17. Health and Well Being of Southampton

Question from Councillor P Baillie and Councillor Shields

The Health and Well Being of Southampton seems to have relatively worsened over your tenure as Chairman of the Health and Wellbeing Board. Indeed, you said you had become distracted with other matters. Was the health of the people in Southampton of so little concern to you that you were unable to focus? and since you are now going to focus, what four areas will be your top priority?

Answer

The 2015 Index of Multiple Deprivation shows Southampton has become relatively more deprived since the beginning of the Government's austerity programme in 2010. Of the 326 councils in England Southampton is now ranked 54th most deprived (worse than its 72nd ranking in 2010).

The latest public health profile for the city (2017) shows how the health of people in Southampton is generally worse than the England average. About 23% (10,000) of children live in low income families. Life expectancy for men is lower than the England average. Life expectancy is 8.4 years lower for men and 5.7 years lower for women in the most deprived areas of Southampton than in the least deprived areas.

In Year 6, 22.5% (508) of children are classified as obese, worse than the average for England. The rate of alcohol-specific hospital stays among those under 18 is 77 per 100,000 population, worse than the average for England. This represents 37 stays per year. Levels of teenage pregnancy, GCSE attainment and smoking at time of delivery are all worse than the England average.

The rate of alcohol-related harm hospital stays for adults is 753 per 100,000 population, worse than the average for England. This represents 1,651 stays per year. The rate of self-harm hospital stays is 347 per 100,000 population, worse than the average for England and representing 963 stays per year.

The rate of smoking related deaths is 354 per 100,000 population, worse than the average for England. This represents 368 deaths per year. Estimated levels of adult smoking are worse than the England average. Rates are also worse than average for: hip fractures; sexually transmitted infections; and the number of people killed and seriously injured on the roads.

The Health & Wellbeing Strategy seeks to create physical, social and legislative environments to encourage and enable healthy lifestyles and in particular reduce physical inactivity and the harms from smoking, alcohol and other substance use. Our Key priorities are:

1. Maintaining a Focus on Mental Health (including Suicide Prevention; Drug and Alcohol-related Harm and action on Stigma and Discrimination)
2. Ensuring a Healthy Start in Life (including reduced Smoking in Pregnancy, action on Childhood Obesity and reduced preventable admissions to Hospital – e.g. from injuries and poor Dental Health)
3. Addressing some of the key Wider Determinants (including exercise as part of everyday living; tackling the health effects of Poor Air Quality; reduced Excess Winter Deaths)
4. Tackling Loneliness and Isolation amongst Older People and preventing falls.

We want to adopt a 'whole city' approach to improving people's health by (a) putting health into all Council policies and making every contact count. Our biggest challenge, though, is the reduced level of resources available to the Council due to the cuts by central government to the public health grant. The City Council currently faces a £3 million p.a. shortfall in its public health grant allocation by 2020 which will severely limit our ambitions to stem and reduce the city's widening and unacceptable levels of health inequality.

18. Improving Secondary Education

Question from Councillor J Baillie to Councillor Paffey

What are the council's priorities for improving the standard of secondary education in Southampton?

Answer

The Council's priorities for improving secondary education in Southampton necessarily reflect the improvement priorities of the Department for Education. The key focus continues to be Maths, English and Science and the progress of students from key stage 2 to 4.

The Progress 8 measure across the city's schools has improved since last year and reflects well on the forensic focus on monitoring and tracking students' progress over the time they are at school. This has led to a marked improvement in a number of schools in the authority.

In addition, the top three performing schools in 2017 in the whole of Southampton and Hampshire are within this local authority area, and schools in more challenging circumstances have seen their improvements recognised recently by Ofsted, with one no longer in special measures, and another making good progress.

54. MOTIONS

(a) Southampton University Student Tower Block on Wessex Lane

Councillor Painton moved and Councillor Vassiliou

This Council expresses its concern that the former Southampton University Student Tower Block on Wessex Lane still remains empty after 7 years and believes that it is an eyesore that impacts adversely on the local area and is a waste of valuable land at a time when there is great need for both housing for local people and indeed university accommodation.

Council notes the strong desire from local ward councillors, residents and the Woodmill Neighbourhood Watch to see something done with the site.

Council urges the Executive and the Chief Executive to have urgent dialogue with the University of Southampton and to push for a plan for the site.

Amendment moved by Councillor Mintoff and seconded by Councillor Letts:

First paragraph:

Lines 1 – 2: Delete "the former Southampton University Student Tower Block"
Replace with "South Stoneham Tower"

Line 2: Delete “7”
Replace with “12”

Line 3: After “local area and is” delete the remainder of that paragraph “a waste of valuable land at a time when there is great need for both housing for local people and indeed university accommodation.”

Replace with “costing the University a considerable amount of money to maintain the scaffolding around it. Additionally, it is a waste of valuable land at a time when there is a great need for housing for local people and purpose-built accommodation for our student population.”

Third paragraph:
Line 1: Delete “have”
Replace with “continue”

Amended Motion to read:

This Council expresses its concern that South Stoneham Tower on Wessex Lane still remains empty after 12 years and believes that it is an eyesore that impacts adversely on the local area and is costing the University a considerable amount of money to maintain the scaffolding around it. Additionally, it is a waste of valuable land at a time when there is a great need for housing for local people and purpose-built accommodation for our student population.

Council notes the strong desire from local ward councillors, residents and the Woodmill Neighbourhood Watch to see something done with the site.
Council urges the Executive and the Chief Executive to continue urgent dialogue with the University of Southampton and to push for a plan for the site.

UPON BEING PUT TO THE VOTE THE AMENDMENT IN THE NAME OF
COUNCILLOR MINTOFF WAS DECLARED CARRIED

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED CARRIED

RESOLVED that the motion be approved.

(b) Welfare Reforms

Councillor Kaur moved and Councillor Savage seconded:

Council notes that the Welfare Reforms have created hardship in Southampton for individuals and families both in work and out, since 2013. Universal Credit, the so-called ‘flagship’ of these reforms, has proven not to be without its issues, especially for the most vulnerable. Since its full rollout in Southampton earlier this year, we have seen individuals wait as long as three months for their first payment, a 22% increase in the use of foodbanks and a rise in rent arrears with private landlords refusing to take families on benefits.

Having already written to the Minister of Work and Pensions expressing our concerns prior to rollout of Universal Credit, Council will continue to work with and support local charities and organisations raising these important issues locally and nationally.

Council supports the national campaign to pause the roll out of Universal Credit, but also calls on Government to commit to fixing the problems raised in places like Southampton, and asks all three Southampton MPs to do the same.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED CARRIED

RESOLVED that the Motion be approved.

(c) Tourism

Councillor Hecks moved and Councillor J Baillie:

Council recognises the considerable contribution that tourism makes to the local economy. Southampton is an historic city with many surviving elements of its mediaeval past, many of which, regrettably, are inaccessible to residents and visitors alike, are deteriorating and are in urgent need of repair and restoration. Of particular concern are the many mediaeval vaults off High Street, French Street, Simnel Street and Western Esplanade.

Council therefore calls upon the executive, as a matter of urgency, to undertake a comprehensive review of the condition of our entire mediaeval heritage and bring forward a programme of repair and refurbishment with a view to greatly increasing public access to these historic but sadly underused elements of the City's heritage to the benefit of visitors and residents alike.

In addition, Council calls upon the executive to open discussion with partners to re-establish a conveniently located and meaningful Tourist Information Centre to actively promote tourism within the City.

Amendment moved by Councillor Kaur and seconded by Councillor Bogle:

Typo correction "medieval"

First paragraph, third line:

Delete "many" and replace with "some"

Second paragraph, first line:

Delete "therefore calls upon the executive, as a matter of urgency,"
Replace with "notes the significant investment the executive has put in place for heritage in recent years. It is pleased by the decision already taken by the executive"

Second line:

After "comprehensive review" insert ", which is currently in process,"
After "medieval heritage" insert "in order to" delete "and"

Third paragraph, first line:

Delete “calls upon the executive to open discussion” replace with “is pleased by efforts that have already taken place”

Amended Motion to read:

Council recognises the considerable contribution that tourism makes to the local economy. Southampton is an historic city with many surviving elements of its medieval past, some of which, regrettably, are inaccessible to residents and visitors alike, are deteriorating and are in need of urgent repair and restoration. Of particular concern are the many medieval vaults off High Street, French Street, Simnel Street and Western Esplanade.

Council notes the significant investment the executive has put in place for heritage in recent years. It is pleased by the decision already taken by the executive to undertake a comprehensive review, which is currently in process, of the condition of our entire medieval heritage in order to bring forward a programme of repair and refurbishment with a view to greatly increasing public access to these historic but sadly underused elements of the City’s heritage to the benefit of visitors and residents alike.

In addition, Council is pleased by efforts that have already taken place with partners to re-establish a conveniently located and meaningful Tourist Information Centre to actively promote tourism within the City.

(d) Right to Buy Receipts

Councillor Fuller moved and Councillor P Baillie seconded:

This Council condemns the shameful incompetence of the Labour administration who have handed back over £2 million from Right to Buy Receipts to Central Government. This is money that could have been used to build affordable housing in Southampton and help some of the thousands of households, including families with children, on the housing waiting list in the city.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED LOST

RESOLVED that the Motion be rejected.

(e) NJC Pay Claim

Councillor Shields moved and Councillor McEwing seconded:

This Council notes that:

- NJC basic pay has fallen by 21% since 2010 in real terms
- NJC workers had a three-year pay freeze from 2010-2012
- Local terms and conditions of many NJC employees have also been cut, impacting on their overall earnings
- NJC pay is the lowest in the public sector
- Job evaluated pay structures are being squeezed and distorted by bottom-loaded NJC pay settlements needed to reflect the increased National Living Wage and the Foundation Living Wage
- There are growing equal and fair pay risks resulting from this situation

This Council therefore supports the NJC pay claim for 2018, submitted by UNISON, GMB and Unite on behalf of council and school workers and calls for the immediate end of public sector pay restraint. NJC pay cannot be allowed to fall further behind other parts of the public sector. This council also welcomes the joint review of the NJC pay spine to remedy the turbulence caused by bottom-loaded pay settlements.

This Council also notes the drastic ongoing cuts to local government funding and calls on the Government to provide additional funding to fund a decent pay rise for NJC employees and the pay spine review.

This Council resolves to:

- Call immediately on the LGA to make urgent representations to Government to fund the NJC claim and the pay spine review and notify it of its action in this regard;
- Write to the Prime Minister and Chancellor supporting the NJC pay claim and highlighting that cross-party effort is meeting the need to reduce the council's budget and that pay increases to the level sought requires additional funding;
- Meet with local NJC union representatives to convey support for the pay claim and the pay spine review.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED CARRIED

RESOLVED that the Motion be approved.

55. QUESTIONS FROM MEMBERS TO THE CHAIRS OF COMMITTEES OR THE MAYOR

It was noted that there were no Questions from Members to the Chairs of Committees or the Mayor.

56. APPOINTMENTS TO COMMITTEES, SUB-COMMITTEES AND OTHER BODIES

Council noted that the Putting People First Group had given notice that they would be taking up their allocated seats on Overview and Scrutiny Management Committee with immediate effect.

57. TRIENNIAL REVIEW OF THE GAMBLING ACT 2005 STATEMENT OF LICENSING PRINCIPLES

The report of the Service Director Transactions and Universal Services seeking approval of the Triennial Review of the Gambling Act 2005 Statement of Licensing Principles was submitted.

RESOLVED that Council considered the draft revised Gambling Act policy attached at Appendix 1 and adopted it as its Statement of Licensing Principles for the Gambling Act 2005.

58. TREASURY MANAGEMENT STRATEGY AND PRUDENTIAL LIMITS MID YEAR REVIEW 2017/18

The report of the Service Director Finance and Commercialisation seeking approval of the Treasury Management Strategy and Prudential Limits Mid Year Review 2017/18.

RESOLVED:

- (i) To note the current and forecast position with regards to these indicators and approve any changes;
- (ii) To note that the continued proactive approach to Treasury Management has led to reductions in borrowing costs and safeguarded investment income during the year;
- (iii) To note the cost implication of the Capital Programme on the Authority as detailed in Table 5;
- (iv) To note the proposed changes to the Prudential and Treasury Management Codes, in particular the inclusion of non-treasury investments such as commercial investments in properties in the definition of “investments” as well as loans made or shares brought for service purposes, as detailed in paragraphs 13 to 17 below;
- (v) Continue to delegate authority to the Service Director – Finance & Commercialisation, following consultation with the Cabinet Member for Finance to approve any changes to the Prudential Indicators or borrowing limits that will aid good treasury management. For example increase the percentage for variable rate borrowing to take advantage of the depressed market for short term rates. Any amendments will be reported as part of quarterly financial and performance monitoring and in revisions to this strategy.

59. OVERVIEW AND SCRUTINY - SUMMARY OF CALL IN ACTIVITY

It was noted that there had been no use of the call-in procedure since last reported to Council.

SOUTHAMPTON CITY COUNCIL

MINUTES OF THE COUNCIL MEETING HELD ON
21 FEBRUARY 2018

Present:

The Mayor, Councillor L Harris
The Sheriff, Councillor Barnes-Andrews
Councillors P Baillie, J Baillie, Mrs Blatchford, Bogle, Burke, Chaloner,
Claisse, Coombs, Denness, Fitzhenry, Fuller, Furnell, Hammond, Hannides,
B Harris, Hecks, Inglis (except items 63 and 64), Jordan, Kaur, Keogh,
Laurent, Letts, Lewzey, McEwing, Mintoff, Morrell, Moulton, Murphy, Noon,
O'Neill, Dr Paffey, Painton, Parnell, Payne, Rayment, Savage, Shields,
Taggart, T Thomas, Vassiliou, Whitbread, White and Wilkinson

60. APOLOGIES

It was noted that apologies had been received from Councillors Houghton, Pope and D Thomas.

61. DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

- (i) The Council received and noted a deputation from Mrs Amanda Guest and Mrs Lisa Stead concerning the Adult Social Care financial budget (Kentish Road Respite Centre); and
- (ii) The Council received and noted a deputation from Mrs Sue Atkins, Chair of Southampton TUSC concerning proposals for a Southampton People's Budget to end cuts to city services, as part of a campaign to restore Central Government Council funding and vital services lost since 2010.

62. INTERIM APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

The Leader of the Council reported to Council that the Chief Officer Employment Panel met on the 19th February, 2018. Shortlisting for the permanent role of Chief Executive and Head of Paid Service was completed and an interview for the interim role. Following interview the Panel selected Richard Crouch, Chief Operating Officer, as a suitable candidate for the interim position.

In accordance with the Local Government and Housing Act 1989 and The Local Authorities (Standing Orders) (England) Regulations 2001 the appointment was confirmed by Council that Richard Crouch as interim Chief Executive and Head of Paid Service effective from 23rd March, 2018 until a new permanent appointment was made.

63. COUNCIL TAX SETTING AND RELATED MATTERS

(a) The Revised Medium Term Financial Strategy 2018/19 to 2021/22

(b) The General Fund and Housing Revenue Account Capital Strategy and Programme 2017/18 to 2021/22

The reports of the Cabinet Member for Finance were submitted seeking approval to the Revised Medium Term Financial Strategy 2018/19 to 2021/22, and the General Fund and Housing Revenue Account Capital Strategy and Programme for 2017/18 - 2021/22 and outlining the main issues that needed to be addressed in considering the Cabinet's budget and Council Tax proposals. The recommendations therein as amended by Executive Budget Resolution 2018/19 to comprise the Executive's budget proposals were moved by Councillor Chaloner and seconded by Councillor Letts (a copy of the amended Executive Budget resolution as circulated at the meeting attached as Appendix 1 to these minutes).

The Council agreed to suspend Council Procedure Rules 14.2, 14.4, 14.5, 14.6, 14.7, 14.8, 14.9 and 16.2:-

- (i) to enable the above items to be considered together;
- (ii) to enable any amendments to be proposed, seconded and considered at the same time;
- (iii) to enable any amendment to be re-introduced later into the meeting; and
- (iv) to revise the time allowed for speakers as follows:-
 - Movers of motions - 20 minutes
 - Seconders - 10 minutes
 - Other Speakers - 4 minutes
 - Right of Reply (Executive only) – 10 minutes

With the consent of the Mayor, Honorary Alderman Vinson addressed the meeting.

Amendment moved by Councillor Hannides and seconded by Councillor Moulton:

“Add £250,000 from general resources to the Adult Services GF capital programme for 2018/2019 for the refurbishment and upgrade of the former respite centre at 32 Kentish Road, to enable the centre to be reopened to deliver 7 day a week respite and other services to those with learning difficulties, in co-operation with local charities.”

UPON BEING PUT TO THE VOTE THE AMENDMENT WAS DECLARED LOST

NOTE – FOR THE AMENDMENT: Councillors J Baillie, P Baillie, Claisse, Fitzhenry, Fuller, Hannides, B. Harris, L. Harris, Hecks, Laurent, Morrell, Moulton, O'Neill, Painton, Parnell, T. Thomas, Vassiliou, White and Wilkinson.

NOTE – AGAINST THE AMENDMENT: Councillors Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Coombs, Denness, Furnell, Hammond, Jordan, Kaur, Keogh, Letts, Lewzey, McEwing, Mintoff, Murphy, Noon, Paffey, Payne, Rayment, Savage, Shields, Taggart and Whitbread.

Amendment moved by Councillor Morrell and seconded by Councillor T Thomas:

“This Council agrees to amend the Executive's 2018/19 General Fund Budget proposals as follows:

1. Make a revenue provision of £110,000 (in addition to the existing Budget provision of £190,000) to enable the re-opening of the Kentish Road Respite

- Centre on a full-time basis, to be funded from the recently-received Adult Social Care Grant of £693,000;
2. Make a capital funding provision of £175,000 to carry out a refurbishment and enhancement of the Centre and its facilities, to be funded from reserves.”

UPON BEING PUT TO THE VOTE THE AMENDMENT WAS DECLARED LOST

NOTE – FOR THE AMENDMENT: Councillors J Baillie, P Baillie, Claisse, Fitzhenry, Fuller, Hannides, B. Harris, L. Harris, Laurent, Hecks, Morrell, Moulton, O’Neill, Painton, Parnell, T. Thomas, Vassiliou, White and Wilkinson.

NOTE – AGAINST THE AMENDMENT: Councillors Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Coombs, Denness, Furnell, Hammond, Jordan, Kaur, Keogh, Letts, Lewzey, McEwing, Mintoff, Murphy, Noon, Paffey, Payne, Rayment, Savage, Shields, Taggart and Whitbread.

UPON BEING PUT TO THE VOTE THE SUBSTANTIVE MOTION AS AMENDED WAS DECLARED CARRIED

RESOLVED that the Revised Medium Term Financial Strategy and Budget 2018/19 to 2021/22 including the General Fund and Housing Revenue Account Capital Programmes 2016/17 to 2021/22, as amended by the Executive Budget Resolution 2018/19 (Appendix 1 to these minutes) be adopted.

NOTE: All Members of the Council declared a pecuniary interest in the above matter, as payers and setters of Council Tax, and remained in the meeting during the consideration of the matter.

ABSTAINED – Councillors Morrell and T Thomas.

NOTE – FOR THE SUBSTANTIVE MOTION: Councillors Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Coombs, Denness, Furnell, Hammond, Jordan, Kaur, Keogh, Letts, Lewzey, McEwing, Mintoff, Murphy, Noon, Paffey, Payne, Rayment, Savage, Shields, Taggart and Whitbread.

NOTE – AGAINST THE SUBSTANTIVE MOTION: Councillors J Baillie, P Baillie, Claisse, Fitzhenry, Fuller, Hannides, B. Harris, L. Harris, Hecks, Laurent, Moulton, O’Neill, Painton, Parnell, Vassiliou, White and Wilkinson.

64. TREASURY MANAGEMENT STRATEGY AND PRUDENTIAL LIMITS 2018/19 TO 2021/22

The report of the Service Director Finance and Commercialisation was submitted detailing the context within which the Council’s treasury management activity operates and setting out a proposed strategy for 2018/19 to 2021/22.

RESOLVED:

- (i) To approve the Council's Treasury Management (TM) Strategy and Prudential Indicators for 2018/19, 2019/20, 2020/21 and 2021/22, as detailed within the report.
- (ii) To approve the 2018 Minimum Revenue Provision (MRP) Statement as detailed in paragraphs 85 to 94 and to delegate authority to the Chief Financial Officer (CFO) to approve any changes necessary that aid good financial management whilst maintaining a prudent approach.
- (iii) To approve the Annual Investment Strategy as detailed in paragraphs 43 to 66.
- (iv) To note that at the time of writing this report the recommendations in the Capital update report, submitted to Council on the 21 February 2018, have not yet been approved. The indicators in the report are based on the assumption that they will be approved, but should the recommendations change, the Prudential Indicators may have to be recalculated.
- (v) To continue to delegate authority to the Chief Financial Officer (CFO) to approve any changes to the Prudential Indicators, Minimum Revenue Provision or borrowing limits that will aid good treasury management. For example, agreeing an increase in the percentage for variable rate borrowing to take advantage of the depressed market for short term rates. Any amendments will be reported to cabinet as part of quarterly financial and performance monitoring and in revisions to the TM Strategy.

Medium Term Financial Strategy and Budget

- i) Note the position on the forecast adverse outturn position for 2017/18 as set out in paragraphs 32 to 38 of the revised Medium Term Financial Strategy and Budget 2018/19 to 2021/22 report on the Council agenda.
- ii) Approves the revised Medium Term Financial Strategy (MTFS) 2018/19 to 2021/22 detailed in Appendix 2 of the revised Medium Term Financial Strategy and Budget 2018/19 to 2021/22 report on the Council agenda.
- iii) Approves the aims and objectives of the Medium Term Financial Strategy.
- iv) Notes that the Executive's budget proposals are based on the assumptions detailed within the MTFS and that this includes a Council Tax increase of 5.99%, 2.99% under general powers to increase Council Tax without a referendum and 3.00% Social Care Precept in 2018/19.
- v) Approves additional general fund pressures totalling £10.07M as detailed in paragraphs 42 to 46 and 58 to 59 of the revised Medium Term Financial Strategy and Budget 2018/19 to 2021/22 report on the Council agenda, along with the proposed funding mitigations.
- vi) Approves direct investment in services totalling £2.46M, with a further sum of £1.18M invested in an Enterprise Resource Planning Programme in 2018/19 as detailed in paragraph 60 of the revised Medium Term Financial Strategy and Budget 2018/19 to 2021/22 report on the Council agenda, along with the proposed funding mitigations.
- vii) Notes that further proposals will need to be considered to address the 2019/20 and future years budget gap.
- viii) Notes and approve the arrangements made by the Leader, in accordance with the Local Government Act 2000, for the Cabinet Member for Finance to have responsibility for financial management and budgetary policies and strategies, and that the Cabinet Member for Finance will in accordance with the Budget and Policy Framework Rules as set out in the council's Constitution, be authorised to finalise the Executive's proposals in respect of the Budget for 2018/19, in consultation with the Leader, for submission to full Council 21 February 2018.
- ix) Delegates authority to the Service Director - Finance & Commercialisation (S151 Officer) following consultation with the Cabinet member for Finance, to do anything necessary to give effect to the proposals contained within the Medium Term Financial Strategy and Budget 2018/19 to 2021/22 report and any implications from the Final Local Government Settlement
- x) Sets the Council Tax Requirement for 2018/19 at £95.93M as per Appendix 3 and of the Medium Term Financial Strategy and Budget 2018/19 to 2021/22 and item c) of the resolution
- xi) Notes the estimates of the precepts on the council tax collection fund for 2018/19 as set out in Appendix 4 of the Medium Term Financial Strategy and Budget report 2018/19 to 2021/22.
- xii) Delegates authority to the Service Director – Finance & Commercialisation (S151 Officer), to implement any variation to the overall council tax arising from the final notification of the Hampshire Fire and Rescue Authority precept and the Police

and Crime Commissioner for Hampshire precept.

Housing Revenue Account

- xiii) To approve that from the 1st April 2018 a standard decrease to be applied to all dwelling rents of 1.0% as set out in paragraph 107 of the Medium Term Financial Strategy and Budget report 2018/19 to 2021/22, equivalent to an average decrease of £0.85 per week in the current average weekly dwelling rent figure of £84.57.
- xiv) To approve an increase in weekly service charges of 3% from 1st April 2018 (including supported accommodation) based on a full cost recovery approach – as detailed in paragraph 108 of the Medium Term Financial Strategy and Budget 2018/19 to 2021/22.
- xv) To approve an increase in the charges to council tenants for garages by 15% and parking spaces by 10% from 1st April 2018 as detailed in paragraph 106 of the Medium Term Financial Strategy and Budget 2018/19 to 2021/22.
- xvi) To approve savings totalling of £3.94M in 2018/19 as laid out in Appendix 9 of the Medium Term Financial Strategy and Budget 2018/19 to 2021/22.
- xvii) To approve the Housing Revenue Account Revenue Estimates as set out in the Medium Term Financial Strategy and Budget 2018/19 to 2021/22 report.
- xviii) To approve the 30 year Business Plans for revenue and capital expenditure set out in Appendices 7 and 8 respectively of the Medium Term Financial Strategy and Budget 2018/19 to 2021/22., that based on current assumptions are sustainable and maintain a minimum HRA balance of £2M in every financial year.
- xix) To note that rental income and service charge payments will continue to be paid by tenants in 48 instalments across a 52 week period.
General Fund and Housing Revenue Account Capital Strategy & Programme
- xx) Approve the revised General Fund Capital Programme, which totals £194.43M (as detailed in paragraph 77 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22) and the associated use of resources.
- xxi) Approve the revised HRA Capital Programme, which totals £216.89M (as detailed in paragraph 77 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22) and the associated use of resources.
- xxii) Note that £1.21M has been added to the programme, with approval to spend, either under delegated powers or by Cabinet subject to the relevant financial limits. These additions are detailed in paragraph 7 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxiii) Approve the addition of £0.25M to the Communities, Culture & Leisure programme and the request for approval to spend £0.25M as detailed in paragraph 10 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxiv) Approve the addition of £67.45M to the Education & Childrens Social Care programme and the request for approval to spend £67.45M as detailed in paragraph 11 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxv) Approve the reduction of £1.53M to the Education & Childrens Social Care programme as detailed in paragraph 11 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.

- xxvi) Approve the addition of £0.16M to the E&T – City Services programme and the request for approval to spend £0.16M as detailed in paragraph 12 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxvii) Approve the addition of £1.20M to the Finance programme and the request for approval to spend £1.20M as detailed in paragraph 13 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxviii) Approve the reduction of £1.50M to the Housing & Adult Social Care programme as detailed in paragraph 14 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxix) Notes the addition of £0.09M to the Leaders programme and the request for approval to spend £0.09M as detailed in paragraph 15 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxx) Approve the virement of £7.13M within the Leaders programme as detailed in paragraph 16 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxxi) Approve the reduction of £20.10M to the Leaders programme as detailed in paragraphs 17 – 18 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxxii) Approve the addition of £11.97M to the Transport – E&T programme and the request for approval to spend £11.97M as detailed in paragraphs 19 - 21 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxxiii) Approve the addition of £34.01M to the HRA programme and the request for approval to spend £34.01M as detailed in paragraphs 22 - 26 and Appendix 1 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxxiv) Approve the slippage and re-phasing as set out in paragraph 27 – 70 and as detailed in Appendix 2 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.
- xxxv) Notes that the capital programme remains fully funded up to 2021/22 based on the latest forecast of available resources although the forecast can be subject to change; most notably with regard to the value and timing of anticipated capital receipts and the use of prudent assumptions of future Government Grants to be received.
- xxxvi) Approve the Capital Strategy as detailed in Appendix 4 of the General Fund & Housing Revenue Account Capital Strategy & programme 2017/18 to 2021/22.

Council Tax Setting Matters

- xxxvii) Approves the following amounts now calculated by the Council for the year 2018/19 in accordance with Section 32 and Sections 34 to 36 of the Local Government Finance Act 1992 as amended (the Act).
- xxxviii) Determines in accordance with Section 52ZB of the Act that the Council's relevant basic amount of Council Tax for 2018/19 is not excessive in accordance with principles approved by the Secretary of State under Section 52ZC of the Act.

a)	Aggregate the amounts which the Council estimates for the items set out in Section 32(2) of the Act.		£537,753,757
b)	Aggregate the amounts which the Council estimates for the items set out in Section 32(3) of the Act.		£441,819,401
c)	Calculation in accordance with Section 32(4) of the Act, of the Council's council tax requirement for the year, being the amount by which the aggregate at a) above exceeds the aggregate at b) above. (Item R in the formulae in Section 33(1) of the Act.		£95,934,356
d)	The amount at c) above (Item R), divided by the Council Tax Base of 64,345.0 (Item T in the formula in Section 33(1) of the Act), as the basic amount of Council Tax for the year.		£1,490.94
e)	Precepting Authority – Southampton City Council	Valuation Band	Amount
		A	£993.96
		B	£1,159.62
		C	£1,325.28
		D	£1,490.94
		E	£1,822.25
		F	£2,153.58
		G	£2,484.89
		H	£2,981.87
	Being the amounts given by multiplying the amount of d) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in the proportion is applicable to dwellings listed in valuation band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amount to be taken into account for the year in respect of the dwellings listed in different valuation bands.		
f)	That it be noted for the year 2018/19 that the Police and Crime Commissioner for Hampshire is provisionally recommending the following amounts of precepts issued to the Council in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown in the following table:	Valuation Band	Amount
		A	£118.31
		B	£138.02
		C	£157.74
		D	£177.46
		E	£216.90
		F	£256.33
		G	£295.77
		H	£354.92
g)	That it be noted for the year 2018/19 that the Hampshire Fire and Rescue Authority is		

	provisionally recommending the following amounts of precepts issued to the Council in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown in the following table:	Valuation Band	Amount
		A	£43.83
		B	£51.13
		C	£58.44
		D	£65.74
		E	£80.35
		F	£94.96
		G	£109.57
		H	£131.48
h)	That, having calculated the aggregate in each case of the amounts at e), f) and g) above, the Council in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby set the following amounts of the Council Tax for the year 2018/19 for each of the categories of dwellings shown below subject to final notification of the precepts for the Police and Crime Commissioner for Hampshire and the Hampshire Fire and Rescue Authority:	Valuation Band	Amount
		A	£1,156.10
		B	£1,348.77
		C	£1,541.46
		D	£1,734.14
		E	£2,119.50
		F	£2,504.87
		G	£2,890.23
		H	£3,468.27

DECISION-MAKER:	COUNCIL		
SUBJECT:	EXECUTIVE BUSINESS REPORT		
DATE OF DECISION:	21 MARCH 2018		
REPORT OF:	LEADER OF THE COUNCIL		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Felicity Ridgway, Service Lead - Policy, Partnerships and Strategic Planning	Tel: 023 80833310
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STATEMENT OF CONFIDENTIALITY	
None	
BRIEF SUMMARY	
This report outlines the executive business conducted since the last Executive Business Report to Full Council on 15 November 2017.	
RECOMMENDATIONS:	
(i)	That the report be noted.
REASONS FOR REPORT RECOMMENDATIONS	
1.	This report is presented in accordance with Part 4 of the Council's Constitution.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	Not applicable.
DETAIL (Including consultation carried out)	
3.	On 21 February 2018, Full Council approved the update of the Medium Term Financial Strategy and Budget for 2018/19 to 2021/22. The balanced position for 2018/19 did not require any further savings proposals or cuts against General Fund services and also provides for additional direct investment in services. I would like to place on record my Administration's gratitude to the Chief Executive, her management team and staff across the council who have worked extremely hard to achieve this.
4.	I am very pleased to report that Southampton City Council continues to influence national policy; the council has submitted several high level consultation responses to the government over recent months. These include responses to: <ul style="list-style-type: none"> • 'Improving Access to Social housing for Victims of Domestic Abuse' (MHCLG),

	<ul style="list-style-type: none"> • ‘Restraint and restrictive intervention: draft guidance’ (DoH) • Two consultations on ‘Funding for Supported Housing’. (MHCLG) <p>Officers from the Tenant Participation Unit also took ten tenants to Basingstoke so that they could engage directly with the newly appointed Minister of State for Housing, Dominic Raab MP, at an event for social housing tenants in Hampshire and Surrey. The Minister is leading on the government’s Social Housing green paper and is currently on a roadshow around the country to meet social housing tenants and gather evidence.</p> <p>The council also contributed to Public Health England’s evidence review on adults with complex needs, with a particular focus on street begging and street sleeping.</p>
5.	<p>I would like to congratulate the Legal Services Partnership for their fantastic achievements in the Local Government Legal Awards which took place on 24 November 2017 in Birmingham. The team won the Project Related Team of the Year category and the judges commented that the Partnership ‘exemplifies the very best in collaborative working... this team delivered high stake projects across Southampton and Fareham with huge community benefits and vast financial savings.’ In addition to this the team also received the following awards:</p> <ul style="list-style-type: none"> • Junior Lawyer of the Year - Highly commended (Tom Pugh) • Legal Professional of the Year - Commended (Sarita Riley) • Legal Team of the Year - Commended
6.	<p>I would also like to offer my warmest congratulations to Jacqui Westbury, Principal Social Worker, who has been named ‘Newcomer of the Year’ at the Research in Practice Link Officer Awards. Research in Practice is a not for profit, national organisation which champions evidence-informed practice in children’s services. Southampton Children and Families Service has adopted this approach as part of its drive to improve practice and outcomes for our children.</p>
7.	<p>February 2018 marked the 100th anniversary of the Representation of the People Act 1918, which allowed some women over the age of 30 to vote for the first time. I am delighted that we will be marking the centenary of the women’s vote throughout the year in Southampton with talks, walking tours, races and theatre productions. It was wonderful to see the Suffragette flag flying outside the front steps of the Civic Centre on International Women’s Day, 8 March 2018.</p>
8.	<p>I was extremely proud to watch Southampton snowboarder Billy Morgan in the 2018 Winter Olympics in PyeongChang, and I was overjoyed when he claimed the fifth medal of the games in the Big Air event. I would like to congratulate Billy on behalf of Southampton City Council for his momentous achievement. I know that Billy’s talent, hard work and dedication to snowboarding will be an inspiration to many people in the city.</p>
	<p>STRONG AND SUSTAINABLE ECONOMIC GROWTH</p>
9.	<p>I am very pleased to announce that Southampton is the third highest ranking English city in the Demos-PwC Good Growth for Cities report 2017. This is a huge boost for Southampton and follows on from a very successful year of continuing to put our city firmly on the map for economic development. I look forward to the completion of several large developments during 2018</p>

	including the completion of Bow Square and Phase 1 of Itchen Riverside (Chapel Riverside) which will provide residential, commercial and retail property on the waterfront. Looking further ahead, we will see Potters Court completed, a new scheme which will see 84 assisted care homes built in Maybush. We will also see the old Bargate Shopping Centre demolished in 2018 and the new Bargate Quarter come to life fully in 2019.
10.	I am pleased to report that Southampton has been selected by the Ministry of Housing, Communities & Local Government to take part in the 100% Business Rates pilot in 2018/19 in partnership with Portsmouth City Council and Isle of Wight Council. During this national trial which will start in April 2018, the Solent Pool will keep 100% of business rates growth collected in the city which will allow for greater control and flexibility of finances.
11.	I am delighted to announce that the City Deal Solent Jobs Programme has achieved an important milestone in engaging its 1,000th participant. Over the last 18 months the programme has enabled over 350 positive outcomes for individuals who face multiple barriers to employment. The Solent Jobs programme partners (Southampton City Council, Portsmouth City Council and Wheatsheaf Trust) provide intensive one to one support and utilises a variety of local services including the occupational health service, the ACRE project for autism research at University of Portsmouth and SAFE for their health and well-being courses. The programme also provides help to small businesses with their recruitment and is proving to be popular with participants and local employers alike. The programme runs until December 2018.
12.	I am pleased to report that the council has been successful in a funding application to the Ministry of Housing, Communities and Local Government's Migration fund. A fund of £161,976 will be awarded to us to offer English as a foreign language learning opportunities to residents. The project will be commissioned by the Adult and Community Learning Team (recently awarded good with elements of outstanding in Ofsted inspection) and will be delivered by framework providers in the city who will aim to engage up to 384 learners over a 24 month period. All learning opportunities will be thoroughly quality assessed and crèche provision will be offered to learners in order to ensure that lack of childcare is not a barrier to adult learning.
13.	I am also pleased to report that a new Life Skills project will soon be implemented in the city. The project aims to expand the range and accessibility of provision for young people and adults with a learning disability and will aim to support around 150 individuals a year. The project will maximise employment opportunities for people with learning disabilities, ensure pre-employment support such as post-16 education, apprenticeships, supported internships and other innovative approaches and work with day and domiciliary care services to enhance skills development.
14.	I am delighted to announce that an important milestone has been achieved in our efforts to set up a Southampton-led southern region energy supply company, with the completion of the procurement of a partner to work with us. We are working with over thirteen other local authorities from Bournemouth to Oxford to ensure the benefits will be available to residents, and in the future, also businesses, within the region. The aim of the energy supply company is to offer a trusted service to all, and reduce the amount our residents and businesses spend on energy whilst working to reduce fuel poverty in Southampton and beyond. I am pleased to report that the project is on track to

	be fully live and available in the market by mid-summer 2018.
15.	I am pleased to report that the council has received confirmation of the award of £3.75M grant funding from the Government's Housing Infrastructure Fund towards the regeneration of Townhill Park. The additional funding will allow the council to accelerate the delivery of this important project and provide a range of affordable housing opportunities for Southampton.
	CHILDREN AND YOUNG PEOPLE GET A GOOD START IN LIFE
16.	To celebrate the success of the Youth Forum in 2017, our Youth Forum Champions group enjoyed a Christmas meal in December 2017 at which they reflected on their achievements throughout the year. Achievements included two large scale events, for primary and secondary school pupils, in partnership with the Saints Foundation. The events were designed and delivered by our Youth Forum Champions and focussed on the importance of life skills education. Looking forward to 2018, I am very pleased to announce that the Youth Forum have chosen their top three priorities for the year: mental health awareness, a cleaner city, and routes from education into employment. The group will address each priority through social action projects and will be formulating a plan of action which includes aims, objectives targets and end goals.
17.	I am delighted to announce that seven young Southampton residents between the ages of twelve and eighteen have won the exciting opportunity to undertake a sailing trip with Ocean Youth Trust South in April 2018. The five day trip aims to support young people overcome their unique challenges and hopefully motivate and inspire them to engage with other activities, education or training as well as meet new people.
18.	The children and young people in the council's Children in Care Council, (CICC) enjoyed some fantastic events over the February 2018 half term. The junior CICC enjoyed a golf lesson with pro-golfer, Paul Smith, at Southampton Municipal Golf Course followed by lunch. The teen CICC opted for lunch at Nando's and a tour of the old police station underneath the Civic Centre. I am also pleased to report that CICC are getting involved in various projects across the council including the Virtual School Awards, World Social Work Day and have also been attending the Corporate Parenting meetings.
19.	I am pleased to report that we are continuing to receive promising numbers of enquiries from residents in regards to fostering and adoption. There were 19 adoption enquiries and 30 fostering enquiries in December and January. March 5th-11th 2018 was LGBT Fostering & Adoption Awareness Week and the council focused efforts on reaching out to potential LGBT carers and adopters in an effort to increase the number of enquiries from those considering to become carers or adopters.
20.	I would like to congratulate staff, governors, pupils and their families and carers at all of our secondary schools in Southampton for the progress students have made throughout their secondary education. The Progress 8 indicator takes into account the education level that pupils enter secondary school at as well as the results of their top eight GCSE results. Progress 8 in Southampton in 2017 was -0.02 which was above the National average of -0.03. A special congratulations to three schools in Southampton which achieved the best results across Hampshire: St Anne's, St George and Regents Park.
21.	I am sure you will also want to join me in congratulating all the staff,

	governors, pupils and their families and carers at Redbridge Community College for achieving a 'good' Ofsted rating, this is a noteworthy improvement from the 'requires improvement' rating which was received at the last inspection. This result is a testimony to the commitment and hard work of staff at the school, supported by families and carers.
22.	On 6 March 2018 the Children and Families Service held an extremely popular and successful open evening and recruitment event in the Civic Centre for job seekers to learn more about the service and speak directly to staff and managers about the current vacancies. Just under 100 people attended and there was very a promising level of interest from potential candidates about bringing their skills to the council. Attendees were encouraged to bring their CVs with them to enable hopeful candidates with the right qualifications and experience to be booked in for interviews the following week. Graham Robb, Chair of the Restorative Justice Council, delivered an exceptional presentation in restorative practise following his work with the council taking to service users about their experiences of the council and how Southampton could develop more restorative work in the way that social workers, mental health workers and other work with young people and their families.
	PEOPLE IN SOUTHAMPTON LIVE SAFE, HEALTHY, INDEPENDENT LIVES
23.	I am delighted to report that this year's Housing Winter Conference on 16 January 2018 was attended by over 100 leaseholders and tenants which makes it the most popular to date. The conference provides a platform for officers and Members to update council tenants on key housing issues and to receive customer feedback. The focus this year was on tenant safety and the steps that we are taking to make our properties even safer. The impact of the third year of rent reductions and the effects that this is having on the service was also discussed. There were also well received presentations on the repairs service and our decent neighbourhood improvement programme. We also provided information stands and opportunities for tenants to chat with staff informally. I am pleased to report that evaluation following the conference revealed that 98% of tenants rated the conference very good or good.
24.	I am pleased to report that as part of the work the council is doing to improve services for people with autism the Integrated Commissioning Unit have encouraged and enabled 38 people in the city to be Autism Ambassadors. 'Autism Ambassador' is a scheme launched by the Autism Partnership Boards of Hampshire, Portsmouth, Southampton and the Isle of Wight to enable all our communities to become more autism-friendly. All volunteer Autism Ambassadors receive autism awareness training, pledge how they will make a difference and meet fellow ambassadors. The ambassador project aims to create autism awareness, challenge stigma and discrimination and to support people with autism to be able to access community resources.
25.	I am delighted to report that, in their latest national report, the Care Quality Commission stated that 85% or more services in Southampton are rated as 'good' or 'outstanding'. This is the highest increase in ratings of 'good' care upon re-inspection in the Wessex region (the counties of Hampshire and Dorset).
26.	I was delighted to sign the Time to Change Pledge with the Director of Public Health, Jason Horsley, on behalf of the council on 1 February 2018 to mark Time to Talk Day. The Pledge demonstrates Southampton City Council's commitment to change how we think and act about mental health in the

	<p>workplace and to make sure that employees who are facing these problems feel supported. On the day there was an event in the Mayor's Parlour attended by local leaders and council officers. Our guest of honour was a national mental health campaigner, Jonny Benjamin MBE, who shared his experience of mental health issues, alongside Neil Laybourn who helped in his recovery. The event was also attended by ITV Meridian News who helped us shared the message about being open about mental health and beating stigma with the city.</p>
27.	<p>I am pleased to report that the Integrated Commissioning Unit successfully secured £25,000 from NHS England's 'Mental Health Winter Pressures Fund'. Southampton CCG have added an additional £10,000 and this combined funding will ensure that people made vulnerable by their concerning use of alcohol receive personalised and robust care coordination throughout their community treatment journey. This is to help them gain control over their problematic use of alcohol, to improve their physical and mental health and to reduce non-elective presentations and admissions to hospital. Alcohol related non-elective admissions form a significant proportion of admissions to University Hospital Southampton in the working age adult population. I am therefore pleased to also report that a pilot to employ an 'In Reach' worker from Commissioned Community Substance Misuse Services to engage and support people with alcohol use disorders, identified in University Hospital Southampton, into community based support and treatment is well underway and already evidencing its impact on alcohol related non-elective admissions.</p>
28.	<p>I am also pleased to report that we achieved some good results from our Christmas and New Year alcohol awareness campaign. A poster campaign reached an estimated 250,000 people and we engaged with more than 60,000 people through social media. The media, including the Daily Echo and several regional radio stations, reported positively on our efforts and helped us share the message about the health harms of drinking too much alcohol. The campaign reflected the aims of council's alcohol strategy which sets our vision to work with key partners in the public and private sector to make Southampton a safe, healthy and vibrant city where people who choose to drink alcohol do so safely and responsibly.</p>
29.	<p>In Autumn 2017, concerns were raised of a challenging winter flu season ahead; with vulnerable people more likely to be hospitalised due to flu. As a result, additional actions were taken to improve flu vaccination uptake across the population. At the time of writing, official figures for flu vaccination have not been released, but early indicators suggest that in Southampton it has significantly improved compared to this time last year, with uptake higher across all at risk groups of people.</p>
30.	<p>I am pleased to report that Southampton's Independent Domestic Violence Advice service has retained its Leading Light accreditation. This accreditation scheme, run by the national charity SafeLives, is the mark of quality for domestic abuse services. Southampton is one of only 49 accredited Independent Domestic Violence Advice services in the country which is a great reflection of the work the team are doing.</p>
31.	<p>In the July 2017 Executive Business Report, I announced that Housing and Adult Services secured just under £400,000 of funding from the Department of Communities and Local Government's 'Rough Sleepers' Grant'. I am delighted to now report on the successes that we are seeing; the funding is being used to deliver a two year project, delivered by the charity, Two Saints, to engage with people who are street homeless to support them into accommodation and</p>

	<p>to positively impact their physical and mental well-being. Since it started, the project has engaged with 34 individuals, 17 have accepted housing and 12 of those have sustained accommodation to date. All individuals are engaging in primary care, 11 have reduced or ceased street begging behaviours and 16 are being supported in their engagement with community substance misuse services. The project continues to develop and show the benefits of closer joint working relationships to support people into more a stable and positive life.</p>
32.	<p>I am pleased to report that on 19-20 January 2018 delegates from Southampton City Council attended the two day 'Beds, Begging and Business' conference, organised by Love Southampton and Southampton Voluntary Services. Delegates from over 30 organisations and businesses shared ideas and considered new and innovative solutions which could reduce the number of rough sleepers and beggars in the city. Working groups have now been established to ensure that actions from the conference are followed up and efforts to reduce rough sleeping and begging are progressed across the city.</p>
	<p>SOUTHAMPTON IS AN ATTRACTIVE AND MODERN CITY WHERE PEOPLE ARE PROUD TO LIVE AND WORK</p>
33.	<p>Christmas may now seem like a distant memory, however in Southampton we enjoyed an extremely special and successful festive period. The switching on of the Christmas lights, attended by thousands of people, signalled the opening of the Southampton Christmas Festival which came back for its third year. The city looked spectacular and I am pleased to report that the Flying Santa returned for his most successful year yet. A People's Panel poll revealed that 21% of all visitors to the city centre over the Christmas period came to town specifically to visit the event and 60% of respondents rated the event as either excellent or good, which is an improvement on the previous year. Another fantastic draw to the city was the ice rink hosted in Westquay Esplanade and I am delighted that we have received confirmation that it will be returning for Christmas 2018.</p>
34.	<p>Christmas is a time for giving and I would like to personally thank everyone who donated presents to the Christmas Toy Appeal. In particular, I would like to extend a special thanks to Colin McPherson, Children and Families Social Worker, for giving a huge amount of his own time over the year, linking up with lots of organisations and companies, including the police, asking them to join in and donate presents to be shared with children in Southampton. The council provided gifts for approximately 1,700 children in need across city. I would also like to thank everyone who took part in Christmas Jumper Day; the council raised £834 for Save the Children.</p>
35.	<p>It is essential that the city of Southampton remembers its past, and we are therefore preparing plaques to honour those from our city who worked aboard the Titanic. I am pleased to report that the council have identified the houses in the city that were once the homes of crew members and current owners will be offered plaques at no charge. Some of the resource for the plaques will come from money recently raised for the Titanic window at St Mary's Church, as part of the Mayor of Southampton's charities work last year. The window was funded by other grants, so we are able to use some of those funds to support this important project and we anticipate that these funds will be topped up by developer contributions.</p>

36.	I am delighted to report that Southampton is increasing recycling provision in the city. The Waste and Recycling service has recently provided ten mixed plastic recycling banks at seven locations around the city to enable residents to recycle the plastics that are not currently collected as part of the kerbside collection scheme. The banks will be in place for at least two years to give residents the opportunity to recycle additional plastic materials until an alternative solution can be found.
37.	I am delighted to report that the council has been successful in our bid to the Department for Transport for the Clean Bus Technology Fund. Southampton City Council will receive £1.17M in year one and £1.5M in year two. This funding will allow older buses to meet the minimum standards in the Clean Air Zone Framework, by retrofitting vehicles with technology to reduce tailpipe emissions of nitrogen dioxide, as part of a drive to help ensure that more buses and coaches contribute to improving air quality in the city. A total of 145 buses that operate in Southampton will be retrofitted with the equipment which will help achieve the council's ambitions to improve local air quality on busy bus corridors. The programme of retrofitting these older buses will commence in spring 2018 and it will take approximately ten months to fully retrofit the identified vehicles.
38.	I am delighted to report that in March 2018 the Clean Air Network launch event was attended by over 150 people and over 60 new members joined. The council started putting the Clean Air Network into place at the end of 2017, the network is a central point for various discussions, initiatives and concerns regarding air quality and the potential impact that this, or any corrective actions might have on the city. Key stakeholder groups were identified and we have held forums for specific groups, such as the taxi industry, attended a number of established forums, including the Hampshire Chamber of Commerce, Travel Plan Network and Cycle Forum and specific meetings and discussions.
39.	I was very pleased to see the council's first electric vehicles delivered in February 2018. The six new Nissan E-NV200 electric vans replaced the diesel vehicles in the Parking Services team; this will help cut fuel and energy costs by an estimated 97% as well as reducing maintenance costs. In March 2018, 30 recharging points are being added to five council owned city centre car parks including: East Gate, Grosvenor Square, West Park, Bedford Place and Marlands. As part of our commitment to cleaner air, the council aims to convert 20% of the fleet to electric vehicles by 2020. This will put us at the forefront of the electric vehicle revolution, reducing our emissions and costs. The council aims to lead by example and this switch to electric vehicles strongly supports our campaign to persuade everyone, from residents to businesses, to do what they can to reduce their emissions.
40.	I am happy to announce that Southampton will be one of the first places in the UK to design how drone technology could be used to support local needs. We will be part of a new project, Flying High, overseen by Nesta, as announced on national BBC breakfast news in February 2018. Southampton City Council has a vision to accelerate the safe delivery of public services and commercial activity using remotely piloted and autonomous drone systems, notably around port safety, blue light services and offshore logistics. The council is working in collaboration with the University of Southampton, which has very strong drone and autonomous systems expertise as the leader of a large consortium

	project, CASCADE, looking at implementation of drones in civil airspace.
41.	I was delighted to walk through Kingsbridge Lane again when it re-opened in February 2018 after undergoing a complete makeover. The walkway, which connects Central Station to the city centre and the Cultural Quarter, underwent major improvements to the footway, lighting, seating and landscaping. These improvements are part of the City Street Project which supports the city's ambitious plans for development, as outlined in the City Centre Master Plan.
42.	It was wonderful to see hundreds of residents and visitors gathered in Guildhall Square on 16 February 2018 to celebrate the opening of Studio 144. Over 100 performers including dancers and musicians marked the occasion before a dazzling firework display. The opening of Studio 144, Southampton's ambitious new venue for theatre, visual art and film, completes the city's Cultural Quarter and forms the next step in Southampton's cultural regeneration.
43.	<p>Southampton has continued to offer a wide range of interesting, family friendly events to both residents and visitors, many of which have had a festive theme. Many events were led, facilitated or supported by the council's events team and as well as the ones already referred to above, these have included:</p> <ul style="list-style-type: none"> • Remembrance Service: 12 November 2017 – More than one thousand people congregated at the Cenotaph for the annual Remembrance Service. • Santa Fun Run: 25 November 2017 - Southampton Common hosted the Naomi House & Jacksplace family fun run featuring hundreds of runners dressed as Santa • Parkrun: 13 January 2018 – The free, weekly run on Southampton Common attracted a record attendance of 1,134 participants and remains consistently the second most well attended event in the country (behind Bushy Park, London). • Winter Trees and Shrubs Walk: 3 February 2018 – A wonderful winter walk led by ecologist, Phil Budd in Peartree Garden. • Festival of Light: 9 – 18 February 2018 – Westquay brought back the breath-taking digital projections on to the city walls but with a brand new look. It featured amazing light installations including, 'Bloom' which was made up of hundreds of light spheres that change colour in audio-visual symphony.
A MODERN, SUSTAINABLE COUNCIL	
44.	<p>I am pleased to report that the Customer Strategy 2018-2022 was approved by Cabinet in January 2018. The new strategy replaces the 2015-2018 Customer Strategy. It outlines the council's strategic vision to continue to put customers at the heart of everything we do and sets out how the council intends to deliver services in a cost effective and sustainable way in a fast changing digital world. The strategy outlines the council's commitment to customers through three key outcomes which will direct activity, and deliver improvements while reducing costs and inefficiencies:</p> <ul style="list-style-type: none"> • Better customer experiences; • Digital is the first choice for most customers; • Engagement with customers influences design and delivery of services. <p>The strategy clearly recognises that while digital is the first choice for most</p>

	customers, online solutions are not appropriate and accessible for all customers or situations and the strategy therefore outlines further support solutions for such instances.
45.	<p>I am also pleased to report that the Digital Strategy 2018-2022 which closely links to, and supports, the Customer Strategy was also approved at Cabinet in January 2018. The Digital Strategy is a key strategic document that sets out a plan to:</p> <ul style="list-style-type: none"> • Make contacting the council, finding information and doing business with us easier for our customers; • Help the council run efficiently, providing staff with the right digital tools for the job; and • Grow Southampton's economy by showing digital leadership locally and working with others to improve public digital infrastructure. <p>This strategy aims to guide the council's investment in digital technology in a strategic manner, this will ensure that the council's reduced financial resources are used efficiently and that we can deliver the best customer service experience and value for money to our customers.</p>
46.	I am pleased to report that we are moving closer to establishing a Local Authority Trading Company (LATCo). The council is now seeking views on the more detailed proposals, including the services we are proposing to transfer into it, the likely changes to those services and the impact it could have on residents, businesses, partners, staff and any other stakeholders. To ensure that all council officers are aware of the plans, we have undertaken a total of 30 briefings and question and answer sessions in January and February 2018 and saw over 1000 employees to discuss the proposals.
47.	Congratulations to Claire Elton, Pete Boustred, Ian Collins, Vanessa Shahani, Tracey Tizzard and Felicity Ridgway who represented the council at the first South East Local Authority Challenge event. This is an exciting event for officers to compete with other authorities in a fast paced simulation exercise. It is an opportunity for officers to develop and gain exposure to issues outside their normal roles. The team reported that it was a successful day and a positive learning opportunity for them to bring back new skills and experiences to the council.
48.	I would also like to congratulate our Chief Executive, Dawn Baxendale and Director of Quality and Integration, Stephanie Ramsey, who have been asked by Solace (Society of Local Authority Chief Executives and Senior Managers) to produce a best practise paper on the integration work in the city. I would also like to congratulate the Chief Executive on her invitation to deliver a best practise seminar on Transforming Cities at the London School of Economics at which she will be showcasing Southampton.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
	None
<u>Property/Other</u>	
	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	

	As defined in the report appropriate to each section.
Other Legal Implications:	
	None
RISK MANAGEMENT IMPLICATIONS	
	None
POLICY FRAMEWORK IMPLICATIONS	
	The report outlines activity supporting the delivery of the Council Strategy 2016-2020.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	None
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
	None

Documents In Members' Rooms

	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	No
Privacy Impact Assessment	
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No
Other Background Documents	
Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	
2.	

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DECISION-MAKER:	COUNCIL		
SUBJECT:	PAY POLICY 2018-2019		
DATE OF DECISION:	21 MARCH 2018		
REPORT OF:	CHIEF EXECUTIVE		
<u>CONTACT DETAILS</u>			
Author:	Name:	Janet King	Tel: 023 8083 2378
	E-mail:	Janet.king@southampton.gov.uk	
Chief Executive:	Name:	Dawn Baxendale	Tel: 023 8083 2371
	E-mail:	Dawn.baxendale@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY
None

BRIEF SUMMARY

The purpose of this report is to approve the Pay Policy for 2018-2019. The proposals affect all staff of the council with the exception of: Teachers and support staff in Voluntary Aided (VA)/Trust ; Modern Apprentices (separate pay framework); Non council staff who work for the council (NHS, including Public Health staff who transferred under COSOP (Transfer of Undertakings (TUPE) equivalent) and have retained NHS pay).

RECOMMENDATIONS:

- (i) To approve the Pay Policy statement for 2018-2019.
- (ii) To note the continued implementation of the Living Wage Foundation increase as the minimum hourly rate for NJC evaluated posts from 1st April 2018.
- (iii) To note that the cost of living award has yet to be agreed for 2018 for NJC evaluated roles and Chief Officer and Chief Executive pay. Implementation of this is delegated to the Service Director HR and OD to be applied for 2018/19 once confirmed.

REASONS FOR REPORT

1. Purpose

This Pay Policy Statement ("Pay Statement") is provided in accordance with the Localism Act 2011 ("Localism Act") and is updated prior to the commencement of each subsequent financial year.

2. Scope

This Pay Statement sets out Southampton City Council's pay policies relating to its workforce (excluding the groups noted above) for the financial year 2018 - 2019, including the remuneration of its Chief Officers, lowest paid staff and the relationship between its Chief Officers and that of the staff who are not Chief Officers.

The Localism Act 2011 (the Act) reflects a requirement for improved transparency over both senior council officers' pay and that of the lowest paid staff. To support this, the Act requires councils to publish an annual Pay Policy Statement covering Chief Officers (both Statutory and Non-Statutory Chief Officers and Deputy Chief Officers), a comparison of policies on remunerating Chief Officers and other staff and our policy on the lowest paid. The Act does not apply to local authority schools. In the interests of clarity and transparency it is important for local authorities to use the opportunity to set out their overall reward strategy for the whole workforce.

The Act requires councils to include the following in their Pay Policy Statement:

- the level and elements of remuneration for Chief Officers
- the remuneration of its lowest-paid employees (together with definition of "lowest-paid employees" and reasons for adopting that definition)
- policy on the relationship between the remuneration of Chief Officers and other officers
- policy on other specific aspects of Chief Officers' remuneration
- remuneration on recruitment, increases and additions to remuneration
- use of performance-related pay and bonuses, termination payments, and transparency.

The Act defines remuneration widely, to include not just pay but also charges, fees, allowances, benefits in kind, increases in/enhancements of pension entitlements, and termination payments.

The Pay Policy Statement can be amended in-year but must be:

- approved formally by the council meeting itself
- approved by the end of March each year
- published on the authority's website (and in any other way the authority chooses)
- complied with when the authority sets terms and conditions for Chief Officers

3. **Context**

The Council Strategy and the Workforce Strategy were approved in September 2016 and the revised Medium Term Financial Strategy was approved in February 2017. Implementation of the operating model agreed in February 2015 through phased restructures of the organisation gathered pace in 2017/18 and has been completed.

4. **Changes in legislation and national policies**

There are a number of pieces of forthcoming legislation which are still in the process of consultation or deferred by the Government. If confirmed these will need to be considered by the council in a revised Pay Policy Statement.

They include:

- A proposed cap (£95,000) on termination payments to staff.
- Implementation of the Repayment of Public Sector Exit Payment Regulations which will allow public sector exit payments to be recouped where high earning individuals (salaries over £80,000 p.a.) are re-employed within the public sector within 12 months.

Final details or timelines have yet to be published, however, the council will

ensure that appropriate policies and procedures are introduced to advise staff of the recovery rules and to take action to recover exit payments where the Regulations require it.

The council's gender pay reporting requirements are published on the council's website as part of the Transparency Code. This is a new requirement.

The current pay gap shows that women's hourly rate is:

- 4% lower (mean)
- 5% lower (median)

The Council's mean and median gender pay gap is significantly lower than the UK national average, which is estimated at 18.1% based on data from the Office of National Statistics (ONS).

Whilst the council does have a much lower gender pay gap than the national average, we recognise that a small gender pay gap does still exist due to the nature of our workforce profile and the job roles that men and women do.

Whilst we have higher female representation in all of our pay quartiles, we have a larger proportion of women in our lower pay quartiles, which explains our mean and median gender pay gap of 4% and 5% respectively. Within our lower pay quartiles, the majority of these roles are part time, therefore tend to be more likely to be held by women. (It is estimated that 73% of part time workers in the UK are women).

The Council has significant female representation in our upper pay quartiles, demonstrating that we have a good gender balance amongst our most senior roles. At the time of publication, our Chief Executive is female and 46% of our Council Management Team are represented by women.

5. Definitions

For the purpose of this Pay Statement the following definitions apply:

- **“Pay”** in addition to base salary includes charges, fees, allowances, benefits in kind, increases in/enhancements to pension entitlements and termination payments.
- **“Chief Officers”** refers to the following roles within the Council:

Statutory Chief Officer roles are:

- a) Chief Executive, as Head of Paid Service
- b) Service Director – Legal & Governance (Monitoring Officer)
- c) Service Director – Children & Families (DCS)
- d) Director of Adult Social Services (DASS) incorporated into the role of Associate Director, Systems Redesign Integrated Commissioning Unit (ICU)
- e) Service Director – Finance and Commercialisation (Chief Financial Officer, as Section 151 Officer)
- f) Joint Director of Public Health (Joint role with Portsmouth City Council)

Non Statutory Chief Officer roles are

- a) Chief Strategy Officer
 - b) Chief Operations Officer
 - c) Service Director - Transactions & Universal Services
 - d) Service Director – Growth
 - e) Service Director – Digital and Business Operations
 - f) Service Director – Intelligence, Insight and Communications
 - g) Service Director – Human Resources and Organisational Development
 - h) Service Director – Adults, Communities and Housing and Communities
 - i) Director of Quality and Integration – a joint post with the Southampton City Clinical Commissioning Group (CCG) and employed by Health (lead on strategic, integrated commissioning of health and care services). The post holder is part of the Council Management Team but is not a City Council employee and hence the Pay Policy Statement does not cover this role. The post holder has management responsibility for the council’s Director of Adult Social Care (DASS) role; this was made permanent in October 2017.
- **Deputy Chief Officers** roles are those roles that report directly to/or are accountable to a statutory or non-statutory Chief Officer in respect of all or most of their duties. In the main they are Service Lead roles graded at a Chief Officer grade.
 - **“Lowest paid employees”** refers to those staff paid within Grade 1 of the council’s mainstream pay structure. This definition has been adopted because Grade 1 is the lowest grade on the council’s mainstream pay structure and the posts have been as assessed through the NJC Job Evaluation Scheme as having the least amount of complexity and responsibility.
 - **“Employee who is not a Chief Officer”** refers to all employees who are not covered under the “Chief Officer” group above. This includes the “lowest paid employees” i.e. employees on Grade 1 and all other staff up to Grade 13.

6. **Relationship between remuneration of "Chief Officers" and "employees who are not Chief Officers"**

This relates to the ratio of the council's the definition of "Chief Officers") and the median average earnings across the whole workforce as a pay multiple. By definition, the council's highest paid employee is the Chief Executive. The median Full Time Equivalent (FTE) salary has been calculated on all taxable earnings for the financial year 2017 - 2018, which includes basic salary and any contractual allowances/payments. The median salary and ratio for 2018 will be calculated using pay data for all permanently employed staff and taking account of the confirmed pay award for April 2018. The ratio of the council's highest paid employee and the median average earnings across the whole workforce will then be published for comparison with the April 2017 position.

	April 2018 (£)	April 2017 (£)
Highest paid employee	Chief Executive	176,087
Median FTE salary		27,668
Ratio	TBC once pay award confirmed	6.36:1

7. **Pay Framework and remuneration levels – general**

The pay structure and pay scales have been designed to enable the council to recruit and retain suitably qualified staff at all levels to meet the outcomes detailed in the Council Strategy and associated outcome plans within an affordable financial framework. With a diverse workforce the council recognises that the Pay Policy needs to retain sufficient flexibility to cope with a variety of circumstances that can arise and may necessitate the use of market supplements or other such mechanisms for individual categories of posts where appropriate. The decision to apply a market premium will be approved by the Chief Executive and the Organisational Design Board based on advice from the Service Director HR and OD. Any approved premium will be subject to an annual review.

8. **Responsibility for decisions on pay structures**

It is essential for good governance that decisions on pay are made in an open and accountable manner. The council's locally determined pay structures are based on the outcome of recognised job evaluation schemes (Hay and National Joint Council (NJC)). This is in line with the national requirement for all Local Authorities to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer and to comply with employment legislation as well as the economic climate locally.

The current mainstream pay structure was implemented in June 2015 under the Pay & Allowances Framework collective agreement. The pay structure for Chief Officers and Service Leads on CO Grades (Deputy Chief Officers)

is determined separately and pay rates are assessed through the Hay job evaluation process.

The Service Director HR and OD has the delegated authority to amend the pay levels to reflect the nationally agreed pay award for 2018 once confirmed.

Pay scales and grading framework

9. All staff below the level of Chief Executive, Chief Officers and some Service Leads (Deputy Chief Officers) are within the main council Pay Scale (with the exception of teachers).
10. The main council pay scale consists of 62 pay spine points (SCP) within 13 grades with grade 1 being the lowest and grade 13 the highest. All staff will be on one of the 13 grades based on their job evaluated role. Each grade contains several spinal column points (SCP) to allow for incremental advancement within the grade. In line with the approved Pay & Allowances Framework (June 2015) each grade in the main pay scale has been reduced in length; one more point was removed from the bottom of grades 5 to 13 in April 2016 and the same again applied in April 2017, to leave a maximum of 6 SCP in each grade. All main scale posts are paid within the range £16,867 (Foundation Living Wage 2018) to £60,004 (2018 pay award pending) per year.
11. The council has committed to ensuring that all staff receive a rate of pay at least equal to a Living Wage (in line with the Living Wage Foundation review and recommendations) and currently applies an additional payment to staff on any SCP which falls below the Living Wage. This has had the on-going effect of increasing annual salaries for the lowest paid council staff.
12. The Chief Executive and Chief Officer pay grades reflect similar principles as the main council pay structure. From 1st April 2016 the full range of pay points on the SMG Pay Rate were applied and this saw the re-introduction of pay points pay points 70-73 (CO5) and CO1A (pay points 103-104) to provide a more differentiated approach in line with the council's operating model at senior levels and the inherent requirement for increased spans of control and responsibility across services.
13. Details of the Chief Officer pay scales (**Appendix 1**) and the council's **mainstream pay structure (Appendix 2)** are appended to this Statement, are published on the council's website and reflect the position with effect from 1st April 2018. These will be amended in 2018 once pay awards are confirmed.
14. Pay awards are considered annually for all employees but are subject to restrictions imposed nationally by the Government and/or negotiated locally. The outcome of national consultations by the Local Government Association in negotiation with the Trade Unions in relation to the settlement of the annual pay award is normally applied. If there is an occasion where to do so would distort the local pay structures, alternative proposals are developed, discussed with the trade unions and brought to Elected Members for formal approval.

Remuneration – level and element

15. **Salaries**

“Chief Officers” are identified at 3 above. They are all paid within the council’s pay structures as follows:

- a. Chief Executive, as Head of Paid Service will be paid a salary within the grade range £148,272 to £176,087. (2017/18 pay level)
- b. Statutory and Non-Statutory Chief Officers and Service Leads (deputy chief officers) will be paid a salary within the grade range £62,377 to £143,258 (2017/18 pay levels) according to post rating under the Hay scheme (CO5 to CO1A).

Details of Chief Officer and Heads of Service remuneration are published on the council’s website.

16. **Bonuses and Performance related pay**

There is no provision for bonus payments or performance related pay awards to any level of employee. There is, however, an honorarium provision for a one off agreed sum or an accelerated increment which may be awarded where an employee performs duties outside the scope of their post over an extended period or where there are agreed, short term additional duties and responsibilities. All such payments/increments are subject to approval by a Service Director and an HR Service Lead.

17. **Other pay elements**

The pay structure for Chief Officers takes account of the clearly defined additional statutory responsibilities in respect of the Section 151 and Monitoring Officer roles.

18. **Charges, fees or allowances**

Allowances or other payments, for example linked to irregular or unsocial hours working, standby, first aid / fire responsibilities etc. are paid, as appropriate, to staff below Chief Officer pay grade in connection with their role or the pattern of hours they work and in accordance with the council’s standard framework (**Appendix 3**) and national collective agreements.

19. The council recognises that some staff incur necessary expenditure in carrying out their responsibilities, for example travel, parking and subsistence costs. Reimbursement for reasonable expenses incurred on council business are paid in accordance with the council’s collective agreement and List of Rates and any subsequent amendments to these as published.

20. The council's Returning Officer for elections and the Deputy Returning Officers receive a fee payable according to a scale of costs, charges and expenses set by the Hampshire and Isle of Wight Election Fees Working Party and allowed under the Local Government Act 1972. This fee is for the performance of election duties in respect of local (Council) elections. (The scale is published on the council's website.)

21. **Benefits in kind**

The council is conscious of the requirement to demonstrate that staff are paid fairly and in supporting this key principle removed all benefits in kind from its Pay and Reward structure and introduced a standard Allowance

framework. (June 2015) The framework is reviewed annually to reflect pay award changes negotiated and agreed at national level.

22. **Pension**

All staff, as a result of their employment, are eligible to join the Local Government Pension Scheme (LGPS). There will be no increases or enhancement to pension entitlements. Some Public Health staff remain under the NHS pension scheme – there are no increases or enhances to this scheme. Teachers are eligible to join the Teachers' Pension Scheme.

23. **Severance payments**

The council publishes its policy on discretionary payments on early termination of employment and flexible retirement as well as publishing its policy on increasing a member of staff's total pension membership and on awarding additional pension. This policy cover all levels of staff and is applied in support of efficient organisational change and transformation linked to the need for efficiencies and expenditure reduction. Details of the council's policy is attached as **Appendix 4**.

24. It is possible that the government will implement the Repayment of Public Sector Exit Payment Regulations during 2018. The Regulations as drafted will introduce new measures to cap exit payments and allow public sector exit payments to be recouped where high earning individuals are re-employed in the public sector within 12 months. Final details have yet to be published, however, the council will ensure that appropriate policies and procedures are introduced to advise staff of the recovery rules and to take action to recover exit payments where the Regulations require it.

25. The council will retain the flexibility to respond to unforeseen/exceptional circumstances as regards re-employing former local government and other public sector staff. If the council were to re-employ a previous local government/public sector member of staff who had received a redundancy or severance package on leaving, or who was in receipt of a pension covered by the Redundancy payments (Continuity of Employment in Local Government Modification Order 1999, known as the Modification Order) (with the same or another authority), then the council's policy is to ensure that the rules of the Modification Order and the anticipated Repayment of Public Sector Exit Payment Regulations are applied. In addition, the council will ensure that an open and fair selection process has taken place before any appointment is confirmed. The same principle would be applied to such a person if they were to be engaged by the council on a "contract for services" basis.

26. **New starters joining the Council**

Staff new to the council will normally be appointed to the first point of the salary scale for the evaluated grade of the job. In some circumstances a different starting salary point within the grade may be considered by the recruiting manager, e.g. where the candidate's current employment package would make the first point of the salary scale unattractive (and can be demonstrated by the applicant in relation to current earnings) or where the member of staff already operates at a level commensurate with a higher salary. Approval will be required from the Service Director and the

candidate's level of skill, competencies and experience should be consistent with that of other staff at a similar point on the salary scale within the grade.

27. Use of consultants, contractors and interim or temporary staff

The council always seeks to fulfil its obligation to secure value for money in the employment of its own staff and those who carry out work on its behalf. Staff will be employed directly by the council in most circumstances; where particular circumstances deem it necessary, staff may be employed through external agencies or the Temporary Employment Agency (TEA). When this situation arises the council will give detailed consideration to the benefit of doing so and will ensure value for money is achieved. [Add reference to policy and attach as Appendix]

Where the use of consultants is considered for their specific expertise or short term project work, any such arrangements will require prior approval by the Chief Strategy Officer or Chief Operations Officer in consultation with the Chief Financial Officer, in line with the internal "Use of Consultants Policy" (published November 2017) and with due regard to HMRC requirements and IR35 rules.

RESOURCE IMPLICATIONS

Capital/Revenue

27 None

Property/Other

28 None

LEGAL IMPLICATIONS

28 The publication of an annual Pay Policy is required under the Localism Act 2011

Other Legal Implications:

29 None

POLICY FRAMEWORK IMPLICATIONS

30 None

KEY DECISION n/a

WARDS/COMMUNITIES AFFECTED:	none
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SUPPORTING DOCUMENTATION

Appendices

1.	SMG Pay Rates: Chief Officer Pay Structure
2.	SCC Main Pay scale (with Living Wage adjustment for 2018)
3.	SCC Allowance Framework
4.	Discretionary Arrangements for Severance and Pensions Payments

Documents In Members' Rooms

1.	None
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Equality Impact Assessment

Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out.	No
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Privacy Impact Assessment

Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No
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Chief Officer Pay Structure 2017

2018 Pay Award Pending

S.C.P.	Salary April 2017 £	Grades
70	62,377	CO5
71	63,888	CO5
72	65,428	CO5
73	67,014	CO5
74	68,636	CO4APR08
75	70,298	CO4APR08
76	72,002	CO4APR08
77	73,739	CO4APR08
78	75,522	CO4APR08 CO3APR08
79	77,351	CO3APR08
80	79,224	CO3APR08
81	81,138	CO2.5APR08 CO3APR08
82	83,105	CO2.5APR08 CO3APR08
83	85,118	CO2.5APR08
84	87,175	CO2.5APR08
85	89,282	CO2.5APR08 CO2.3APR08
86	91,448	CO2.3APR08
87	93,657	CO2.3APR08
88	95,925	CO2.3APR08
89	98,242	CO2.3APR08
90	100,625	
91	103,059	CO2.1APR08
92	103,487	CO2.1APR08
93	105,983	CO2.1APR08
94	108,551	CO2.1APR08
95	111,175	CO2.1APR08
96	113,870	
97	116,601	
98	119,399	CO1.2
99	122,267	CO1.2
100	125,739	CO1.2
101	129,209	CO1.2
102	133,341	CO1.1
103	138,414	CO1.1
104	143,258	CO1.1
105	148,272	CHIEF
106	153,459	CHIEF
107	158,836	CHIEF
108	164,391	CHIEF
109	170,139	CHIEF
110	176,087	CHIEF

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Agenda Item 10

Appendix 2

SCC Pay Scales with effect from 1 April 2018 (Excl. Pay Award)

Annual Living Wage Payment April 2018 £	Annual Salary April 2018 (Excl. Pay Award) £	Monthly £	37 Hourly £	S.C.P.	GRADES	
1,615.30	15,266	1,406.77	8.75	6	1	
1,514.30	15,367	1,406.77	8.75	7	1	
1,383.30	15,498	1,406.77	8.75	8		2
1,254.30	15,627	1,406.77	8.75	9		2
1,016.30	15,865	1,406.77	8.75	10		3
815.30	16,066	1,406.77	8.75	11		3
499.30	16,382	1,406.77	8.75	12		3
131.30	16,750	1,406.77	8.75	13		3
	17,040	1,420.00	8.83	14		4
	17,329	1,444.08	8.98	15		4
	17,678	1,473.17	9.16	16	5	4
	18,031	1,502.58	9.35	17	5	4
	18,334	1,527.83	9.50	18	5	
	19,008	1,584.00	9.85	19	5	
	19,694	1,641.17	10.21	20	5	6
	20,403	1,700.25	10.58	21	5	6
	20,924	1,743.67	10.85	22		6
	21,530	1,794.17	11.16	23		6
	22,226	1,852.17	11.52	24		6
	22,658	1,888.17	11.74	25		6
	23,398	1,949.83	12.13	26		7
	24,174	2,014.50	12.53	27		7
	24,964	2,080.33	12.94	28		7
	25,951	2,162.58	13.45	29		7
	26,822	2,235.17	13.90	30		7
	27,668	2,305.67	14.34	31		7
	28,485	2,373.75	14.76	32		8
	29,323	2,443.58	15.20	33		8
	30,153	2,512.75	15.63	34		8
	30,785	2,565.42	15.96	35		8
	31,601	2,633.42	16.38	36	9	8
	32,486	2,707.17	16.84	37	9	
	33,437	2,786.42	17.33	38	9	
	34,538	2,878.17	17.90	39	9	
	35,444	2,953.67	18.37	40	9	
	36,379	3,031.58	18.86	41	9	10
	37,306	3,108.83	19.34	42		10
	38,237	3,186.42	19.82	43		10
	39,177	3,264.75	20.31	44		10
	40,057	3,338.08	20.76	45		10
	41,025	3,418.75	21.26	46		10
	41,967	3,497.25	21.75	47		
	42,899	3,574.92	22.24	48		11
	43,821	3,651.75	22.71	49		11
	44,689	3,724.08	23.16	50		11
	45,617	3,801.42	23.64	51		11
	46,551	3,879.25	24.13	52		11
	47,480	3,956.67	24.61	53		11
	48,418	4,034.83	25.10	54		12
	50,134	4,177.83	25.99	55		12
	51,564	4,297.00	26.73	56		12
	52,799	4,399.92	27.37	57	13	12
	54,086	4,507.17	28.03	58	13	
	55,383	4,615.25	28.71	59	13	
	56,884	4,740.33	29.48	60	13	
	58,422	4,868.50	30.28	61	13	
	60,004	5,000.33	31.10	62	13	

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SOUTHAMPTON CITY COUNCIL

Standard Hours

The **standard week** is based on **37 hours** Monday to Friday; Existing contractual hours will be retained and any changes to these will be subject to consultation with the recognised trade unions with a view to reaching agreement; where **existing contractual hours are over 37 the additional hours will be paid at plain time (Mon-Fri)** and overtime enhancements will be paid once contractual hours have been achieved.

Weekend Working as part of normal working week (Except Irregular Hours Working which carry separate enhancement)

Time and a half for hours worked on Saturday / Sunday as part of normal working week

Additional/Overtime Hours Payments:

Any approved hours worked beyond standard 37 hour week (or above the contractual hours where these are currently set at more than 37) for posts at or below Grade 7

Time and a half OR time and a half off in lieu

Note: approved overtime hours in areas of irregular hours working **will** include the enhanced rate of pay for the post; overtime to be managed and monitored;

Overtime payments for posts above Grade 7 will be a plain time only unless the hours are at the weekend where all approved hours are paid at time and half OR time and a half off in lieu

Public and Extra Statutory Holiday*

All public holidays -(apply to all – inc. irregular hours areas)

Those required to work: Normal pay for the day + plain time for all hours worked within normal hours + (at a later date) time off with pay: half day (where hours worked are less than half normal working day); full day (where hours worked are more than half normal hours worked on that day)

Final Framework V3 09022017

Rotating Irregular Hours Working (Contractual Service hours include evenings / nights/weekends –enhancement is for all hours all days including weekends) Time bands: 1830 to midnight; 12.01am to 0730
Note: Public / Extra Statutory Holiday are paid at rate shown* and will include enhancement

1. Postholder works an agreed and rotating pattern of hours over the week(s); and **contractual** hours include time **BEFORE 0730 AND** after 1830; hours vary week to week as part of a planned rota;
15% enhancement added to basic salary covers all days including weekends

2. Postholder works an agreed and rotating pattern of hours over the week(s); and **contractual** hours include time **BEFORE 0730 OR** after 1830; hours vary week to week as part of a planned rota;
10% enhancement added to basic salary covers all days including weekends

Fixed Unsocial Hours and/or Night Workers
Public / Extra Statutory Holiday paid at rate shown* and will include enhancement*

Postholder works an agreed fixed and regular pattern of hours over a week and **30% or more of the contractual hours fall EITHER before 0730 OR after 1830:**

6% enhancement for all hours worked on **weekdays** (Mon- Fri)

Hours worked Saturday / Sunday paid at time and half (weekend working forms part of normal working week)

Apprentices

Not covered by this framework: will remain on existing terms and conditions in line with National Red Book Agreement

Tool Allowance

Will be paid as monthly allowance, by trade, in line with Red Book rates, for designated posts.

ALLOWANCES PAPER: **NOTE: If allowances are not shown on this framework they will no longer be valid / paid**

Any new / additional allowances will be subject to approval from the Service Director HR and OD before being included in the standard framework

Standby & Callout

Standby payment
 Monday – Friday £13.58
 Saturday £15.70
 Sunday/Bank Holiday £20.90
 (Weekly: £104.50 where week excludes Bank Hol)
Stand-by Allowance for Social Workers/ Managers £27.90 per night pro rata per 24 hours (Green Book) includes first hour of any calls after which additional hours can be claimed subject to management authorisation, monitoring and approval and in line with the additional hours/ overtime framework

Call out – for out of hours, emergency issues or areas requiring duty of care / making safe.
In service areas where attendance on site is not required and the “call-out” can be achieved by telephone from a remote location the stand-by payment *only* will apply.
The qualifying period is a minimum of 1 hour per call out – at the rate of time and a half and payments are then calculated for each additional 30 minute period the call out requires.
 In addition to the Standby flat fee “Call out” payments will be paid at **the rate/grade of the post.**
 Travel element includes to site and back home.

General Notes

NOTES:
Call-out and Stand-by is voluntary for all staff; rotas must be approved in advance by the line manager.

Irregular and additional hours’ payments will only be paid with management approval and/or as part of the approved contractual requirements of the post.

No additional hours payments will be made to employees on Chief Officer grades unless agreed in advance in exceptional circumstances.

Standby and Call out rates will apply to Emergency Planning rota / affected posts;

Stand-by payments are subject to increase in line with national pay awards / agreements.

Call out payments for Bank Holiday hours will be paid at the Bank Holiday rate; i.e. time and half for the call out minimum hour + plain time for actual hours worked + time off with pay at later date for hours worked

Mileage Rates

Category	Engine Size	Rate per mile
All car users HMRC rates	All	1-10000 miles 45 pence
		10,000+ miles 25 pence
Motorcycles HMRC rates	All	24 pence
Bicycles HMRC rates	N/A	20 pence
Mileage rates will only be changed as when they are reviewed by the HMRC		

Car User

Contractual Car User: monthly allowance of £40 plus non-contributory car park pass; mileage will be paid at HMRC rates;
 Casual Car User: mileage at HMRC rate; Car parking – open scheme for all other posts

First Aid/ Fire Marshall Allowance

A standard Allowance of £137.80 per annum (First Aid) and £137.80 (Fire Marshall) will be paid to qualified and in-date, trained volunteers, **where there is an agreed and approved business need.** This allowance **is not paid** to employees whose job requires them to be First Aid or Fire Marshall trained as this is taken into account in the evaluation of the post.

Emergency Planning: Duty Volunteer Allowance

A standard Allowance of £137.80 per annum (paid as monthly sum) will be paid to in-date, trained volunteers. Volunteers will be on the duty rota. In addition to the flat allowance fee “Call out/duty” payments will be paid at **the normal hourly rate for the emergency planning duty post as / when volunteer role is required.**

ALLOWANCES PAPER: NOTE: If allowances are not shown on this framework they will no longer be valid / paid
 Any new / additional allowances will be subject to approval from the Service Director HR and OD before being included in the standard framework

Southampton City Council

Severance & Pensions Payments: Discretionary Powers Policy

Severance and Pension Payments: Discretionary Powers Policy			
Version	V1	Feed back: Approved by:	SD Legal and Governance
Date last amended	Feb 2018	Approval date	
Lead officer	Janet King	Review date	January 2019
Contact	Janet.king@southampton.gov.uk		



Severance & Pension Payments: Discretionary Powers Policy

Purpose

1. To set out the Council's policy on each of the compulsory discretions available under the Regulations* and confirm the position on relevant optional discretions.
2. The policy explains the context of discretions, whether or not they will be applied and the circumstances and criteria for applying them in relation to existing staff (members) and ex-staff (deferred members).

**Regulations: The Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006, the Local Government Pension Scheme Regulations (LGPS) 2007/2008 and 2013, and the LGPS (Transitional Provisions & Savings) Regulations 2014.*

Scope

3. The Council will approach the application of any discretions in a fair and consistent manner, in line with the Regulations, equality legislation and the specific provisions and criteria of the policies and procedures relating to pensions, organisational change, redundancy and retirement.
4. This policy is applicable to Council staff and staff in schools where the Council is the scheme employer for LGPS purposes.
5. The policy covers discretionary arrangements relating to early retirements that result from redundancy, flexible retirement, or those that are staff-led i.e. where the member of staff meets the scheme criteria to be able to choose to retire without employer consent (see Appendix A).

Roles and Responsibilities

6. In the formulation and review of this policy the Council:
 - Is satisfied that the policy is workable, affordable and reasonable, having regard to the foreseeable costs;
 - Has considered the potential for the application of its discretionary powers (unless properly limited) to lead to a loss of confidence in the public service.
7. The responsibility for payment of discretionary pension arrangements has been delegated to officers named in the Scheme of Delegation, with the exception of payments for Schools, which will continue to be decided by the Governance Committee.

Discretionary Powers – Severance

Redundancy Pay Calculations

8. A redundancy payment will be due to any member of staff with at least two years' continuous local government service at the date of dismissal that fulfils the statutory definition of redundancy. Redundancy pay (including any severance pay) under £30,000 is not taxable.
9. *Discretion:* Whether to base redundancy payments on an actual weeks' pay where this exceeds the statutory weeks' pay limit.
10. The Council/school will calculate redundancy payments on the basis of actual weeks' pay (capped at the top of Grade 13) where this exceeds the weeks' pay limit in the statutory calculation.
11. The council will calculate redundancy pay based on age, continuous local government service and actual weekly pay (capped at the top of Grade 13), up to a maximum of 30 weeks' pay, using the following formula:
 - (Age factor) x (number of complete years of continuous local government service - capped at 20 years) x (gross weekly salary capped at the top of grade 13) = Redundancy Entitlement.

The age factor is calculated as follows:

- 0.5 for each full year of service where the employee's age was under 22;
 - 1 for each full year of service where the employee's age was 22 or above, but under 41; and
 - 1.5 for each full year of service where the employee's age was 41 or above.
12. Voluntary "redundancy" payments will be an enhanced lump sum payment that applies a 1.25 multiplier to the above formula. Any pay in lieu of notice is taxable and will be funded by the employing service. All voluntary severance payments must be in line with the Council's Scheme of Delegation. The Service Director HR and OD will exercise the delegation after consulting the Council's Exits' panel which comprises the Chief Strategy Officer, Service Director Finance and Commercialisation, Service Director Legal and Governance and Service Director HR and OD (or their nominated deputies); staff who exit the Council this way will not be re-employed by the council within a two year period.
 13. Where a redundant employee commences subsequent local government employment (or employment with a body included in The Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999, as amended) within a month and a day of leaving the Council, there will be no entitlement to a redundancy payment. However if an employee starts employment after a break of at least a month and a day, their continuous employment under the Modification Order will be broken and redundancy compensation is payable.

Compensations Payments

14. The 2006 Regulations allow employers to award lump sum compensation payments within certain parameters. A lump sum payment can only be granted where the employer is not making Additional Pension Contributions on behalf of a member of staff. Any redundancy payment must be offset against the lump sum compensation payment.
15. *Discretion*: Whether to award lump sum compensation of up to 104 weeks' pay in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment.
16. The Council/school will calculate redundancy payments, including any separate calculations for voluntary redundancy, in line with agreed policies applicable at the time, subject to such payments not exceeding the equivalent of 104 weeks' pay.

Use of Redundancy Payment to Purchase Additional Pension

17. The Local Government Pension Scheme Regulations (LGPS) allow redundancy payment in excess of the statutory amount (e.g. where actual weekly pay is higher than the statutory maximum figure used for the calculation) to be used to buy additional pension where the employer permits this.
18. *Discretion*: Whether to allow employees to use any redundancy payment in excess of the statutory amount to be used to buy additional pension.
19. The Council/school will allow any redundancy payment in excess of the statutory amount to be used to buy additional pension. The staff member must request prior to leaving their employment. All of the non-statutory amount must be transferred to pension. It is not possible to relinquish only part of the payment.

Discretionary Powers – Pensions

20. Members of the LGPS are entitled to receive a pension at their Normal Pension Age (which will be equal to the person's State Pension Age - a minimum of age 65). Pension scheme members aged 55 and over, with a minimum of 2 years pension scheme membership, are entitled to elect to retire and receive their pension. The Council's consent is not required. The pension will be reduced to reflect the fact that it is being taken earlier than 65 (or Normal Pension Age if this differs). See Appendix A.
21. *Discretion*: Whether to agree to apply the 85 year rule to a scheme member (current or deferred beneficiary) wishing to voluntarily draw pension benefits on or after 55 and before age 60. (The protection would apply to pre 1 April 2014 accrued benefits, there is no 85 year protection on post April 2014 benefits).
22. The Council/school will not permit unreduced benefits for employees voluntarily retiring between ages 55 -59.
23. *Discretion*: Whether to waive all or some of the actuarial reduction applied to member pensions (current or deferred), who are voluntarily drawing benefits on or after age 55 and before NPA, where the 85 year rule is not applied or does not

prevent an element of actuarial reduction. Actuarial reductions can be completely waived on compassionate grounds in relation to pre-2014 benefits, and/or waived in whole, in part, or not at all on any grounds in relation to post 2014 benefits.

24. The Council/school will not waive any of the actuarial reduction applicable to an employee who retires voluntarily between ages 55 and Normal Pension Age. The Council/school will not consent to ex-staff taking deferred benefits early unless there is no cost to the employer. The 85 year rule is detailed in Appendix B.
25. Members of staff who left the Council between 31 March 2008 and 31 March 2014 and opted to defer their LGPS pension, will continue to be governed by the pension regulations and employer discretions policy in force at the date they left service, irrespective of the date their pension comes into payment.
26. *Discretion*: Whether to grant consent to deferred pension scheme members aged 55-59, who request early retirement with release of pension benefits.
27. The Council/school will consider requests for early retirement from deferred members between the ages of 55 and 59 on compassionate grounds where medical evidence is provided that the individual has to provide continuous care for a sick partner or dependant and/or where it is in the Council's interests to do so, and having regard to the Pension Fund Charge for paying benefits early being affordable in each case.
28. *Discretion*: Whether to allow early payment of pension to former members of staff, who were previously in receipt of a tier 3 ill health pension, which has subsequently been suspended.
29. Early payment of deferred pension benefits following suspension of tier three ill health pensions, will be granted provided it is in the Council's interest to do so, and having regard to the Pension Fund Charge for paying benefits early being affordable in each case.
30. *Discretion*: Whether to waive an actuarial reduction of the deferred beneficiary's pension benefits on compassionate grounds.
31. The Council/school may consider waiving actuarial reductions for deferred members on compassionate grounds where the member can provide medical evidence that they are providing continuous care for a sick partner or dependent.
32. The LGPS provides the option of flexible retirement, whereby employees with at least 2 years scheme membership can take a "step down" in responsibility or in working hours, and access their accrued pension benefits. Full details are set out in the Flexible Retirement Policy & Procedure.
33. *Discretion*: Whether to allow a member aged 55 or over to draw all of the pension benefits they have already built up whilst still continuing in employment with a reduction in hours or at a lower grade.
34. The Council/school will consider requests for flexible retirement in accordance with the criteria set out in the Flexible Retirement Policy & Procedures applicable at the time.
35. Staff in the scheme may choose to buy extra annual pension, up to a maximum of £6,500, using an Additional Pension Contribution (APC) contract. The cost of any set amount of additional pension will be determined by the member of staff's age and the amount they wish to purchase. Employers may agree to meet the cost of some or all of any additional pension purchased.

36. *Discretion*: Employer Only Additional Pension Contributions (APC) - Whether to award additional annual pension of up to £6,5001 per annum to an active member, or to individuals who have taken early retirement due to redundancy or efficiency (where granted within 6 months of the leaving date). This would be by way of a one-off payment.
37. The Council/school will not exercise its discretion to award additional pension.
38. *Discretion*: Shared Cost Additional Pension Contributions (SCAPC) - Whether to agree to voluntary funding of additional pension for an active member, via a Shared Cost Additional Pension Contribution contract; where the costs of payments to increase pension (up to a maximum of £6,500 per annum) are shared between the employee and the Council. This can be either a regular ongoing contribution or one-off lump sum.
39. The Council/school will not exercise its discretion to voluntarily fund additional pension via a shared cost additional pension contribution.
40. Where a new member of staff of the Council has a deferred pension from a previous period of local government employment, it will normally be joined to the new LGPS pension unless the member of staff opts to keep them separate.
41. *Discretion*: From 1 April 2014 members re-joining the pension scheme with pension rights from previous local government employment, will have these rights automatically aggregated with their current period of membership, unless the member opts to keep them separate within 12 months of re-joining the pension scheme. An employer may allow a period longer than 12 months.
42. The Council/school will only accept elections to combine pension rights from previous and current local government employment that are made within 12 months of re-joining the scheme.
43. *Discretion*: For members re-joining the pension scheme up to and including 31 March 2014, with pension rights from previous local government employment, they will have 12 months from re-joining the scheme to elect to combine the pension rights from the previous and current periods of membership. An employer may allow a period longer than 12 months.
44. The Council/school will only accept elections to combine pension rights from previous and current local government employment which are made within 12 months of re-joining the scheme.
45. *Discretion*: Where an active member requests to transfer previous pension rights from an external pension provider into the LGPS, the member must make a request within 12 months of becoming an active member. An employer may allow a longer period than 12 months.
46. The Council/school will only accept an election for transfer of pension rights from an external pension provider into the LGPS if this election is made within 12 months of the member joining the LGPS.
47. Previous pension benefits from an external pension provider may be transferred into the Hampshire Pension Fund at the member of staff's request. Any transfer will be subject to agreement by Hampshire County Council, as the administering authority.

General Pensions Arrangements

48. From 01 April 2014 there is no requirement for pension contributions to be made for the first 30 days of authorised unpaid absence. Instead, it is the member of staff's choice as to whether or not to cover the period of absence for pension purposes. If the staff member chooses to make up the 'lost' pension this is done via an Additional Pension Contribution. Where the election is made within 30 days of returning to work the cost of the APC is apportioned 1/3 to the staff member and 2/3 to the Council. However, if an election is made after the 30 day period, the staff member must meet the full cost of the APC contract. This is applicable to unpaid periods of maternity, paternity and adoption leave, which follow paid (statutory and contractual) leave for the same reason.
49. As the LGPS pension scheme administrating authority, Hampshire County Council publish annual contribution bands and the associated contribution rates (the percentage of pensionable pay employees pay towards their pension) and provide these to scheme employers.
50. From 01 April 2014 the rate of contributions scheme members pay is based on actual pensionable pay (rather than full time equivalent salary), with contributions also payable on non-contractual overtime. The Council's policy on the operation of contribution tier banding is as follows:
- Contribution banding will be undertaken automatically each pay period (i.e. each payroll run).
 - The earnings used to determine an employee's deduction tier rate will include basic pay and other contractual fixed payments in place at the commencement of each period.
 - Contributions are payable on honoraria payments, any payments for additional hours worked, including overtime, and any other temporary allowances; but due to their fluctuating nature these will not be included in the earnings figure used to determine employee deduction bandings.
 - Where an employee has multiple posts each post will be subject to separate review against the earnings for that post.
 - Bands will only be amended historically in the event of an error.
51. The Council will include a woman's LGPS membership between 1/4/72 and 5/4/88 in the calculation of her widower's pension at no extra charge.

Links to related topics

- Organisational Change Procedure
- Flexible Retirement Procedure

Review

52. This policy does not form part of the employee's contract of employment and the council retains the right to change the policy at any time.
53. The provisions within this policy will be reviewed on a regular basis to ensure ongoing compliance with legislation and their continuing sustainability and

affordability. Any future amendments to the policy will come into effect one month after the revised policy is published.

Appendix A

Early Retirement Categories & Pension Implications

Members of the LGPS are entitled to receive a pension at their Normal Pension Age (which will be equal to an employee's State Pension Age - a minimum of age 65).

Any retirement earlier than the Normal Pension Age (NPA) is an early retirement from the perspective of the pension scheme, and may result in a reduction to pension benefits (actuarial reduction) and/or the requirement for the Council to pay a scheme charge.

Except in certain defined cases, early retirement and discretionary payments/pension enhancements are not available as of right. Any application for voluntary early retirement, discretionary payment or pension enhancement, will be considered in the context of the stated parameters within which the Council will operate its discretions, whether it is in the interest of the Council, the financial consequences to the Council of granting any such request, and the employee's personal circumstances.

Early Retirement – Compulsory Non Voluntary Redundancy

Scheme members who are made redundant and are 55 or over, with at least 2 years membership, are automatically entitled to early release of their pension, without reduction. The LGPS Regulations do not allow for the pension to be deferred in these circumstances. The Council will be liable for scheme charges for early retirements arising from redundancy in all cases.

Scheme members who are under 55 when made redundant will have a deferred pension.

Early Retirement - Employee's Choice

Pension scheme members aged 55 and over, with a minimum of 2 years pension scheme membership, are entitled to elect to retire and receive their pension. The Council's consent is not required. The pension will be reduced to reflect the fact that it is being taken earlier than 65 (or NPA if this differs).

Employees aged 55 - 59

The employee will incur an early payment reduction on their pension. The 85 year protection rules are not applicable where an employee voluntarily decides to draw benefits on or after age 55 and before age 60.

Employees aged 60+

The employee's pension will be actuarially reduced to reflect that it is being taken prior to NPA. 85 year rule protections will automatically apply where the employee qualifies, but some element of reduction may still be applied.

Flexible Retirement

The Council will consider requests for Flexible Retirement from employees aged 55 and over with at least 2 years scheme membership, who wish to take a "step down" in responsibility or in working hours, and access their accrued pension benefits.

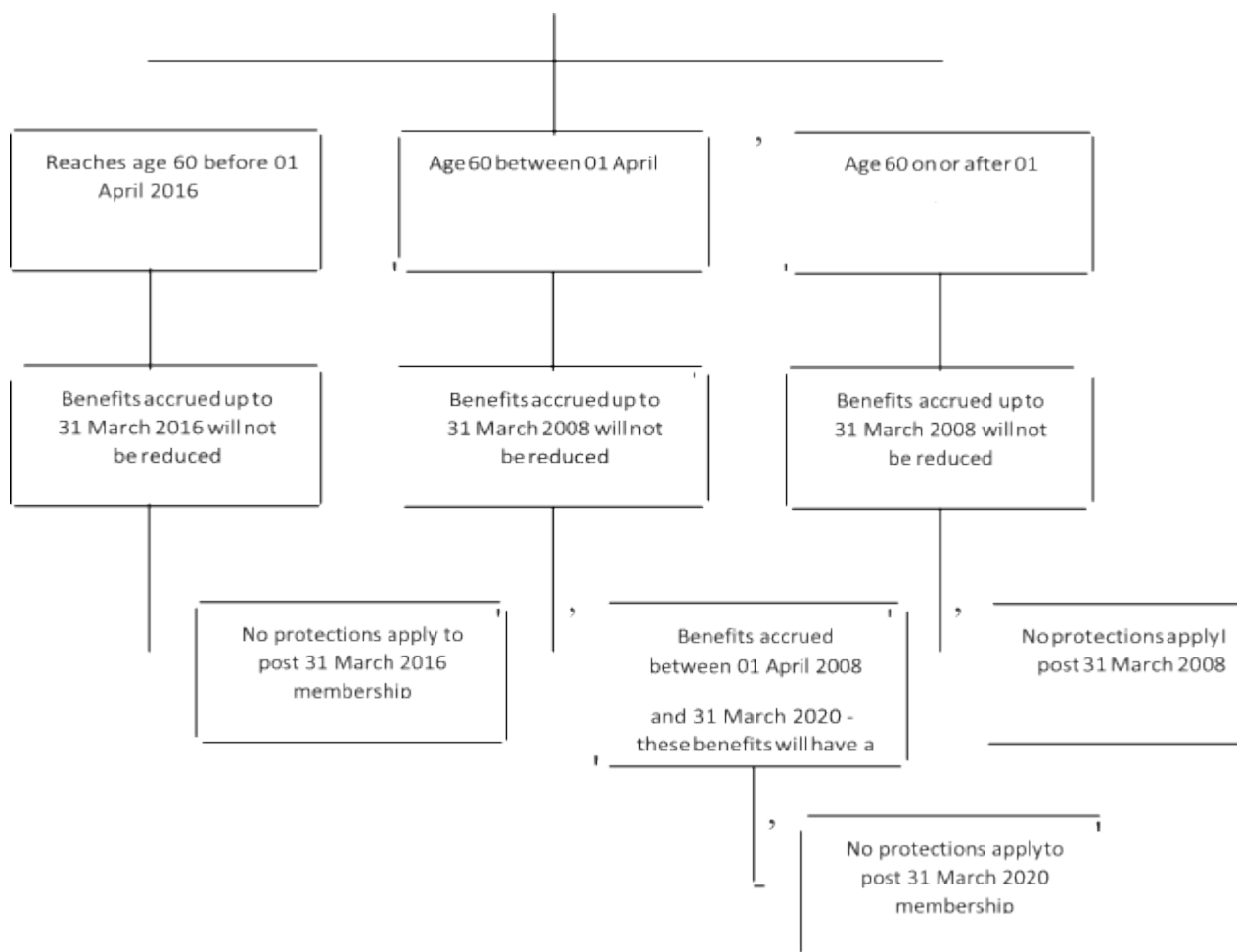
These will be subject to actuarial reduction unless the Council exercises its discretion to waive the reduction. The Council may incur a scheme charge in some cases for permitting Flexible Retirement.

Appendix B

The 85 Year Rule

Where the age of the member of staff when employment ends, and their total years in the pension scheme add up to 85 or more (and the individual was a scheme member prior to 1 October 2006), any early payment of pension benefits will not be actuarially reduced. (This only applies to pre 1 April 2014 accrued benefits, there is no 85 year protection on post April 2014 benefits.) 85 year protection is a very complex area which is being phased out over a period of years.

Individuals considering retirement before their Normal Retirement Age should contact HCC Pensions for clarification as to whether, and if so how, protections apply to their pension benefits. The following diagram (reproduced from the HCC Pensions website) sets out the general position:



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DECISION-MAKER:	CABINET		
	COUNCIL		
SUBJECT:	DEVELOPMENT OF AN OFFER FOR CHILDREN WITH DISABILITIES		
DATE OF DECISION:	20 MARCH 2018 21 MARCH 2018		
REPORT OF:	CABINET MEMBER FOR CHILDREN’S SOCIAL CARE		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Sandra Jerrim	Tel: 023 8029 6039
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	E-mail:	Stephanie.Ramsey@Southampton.gov.uk Hilary.Brooks@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY
None
BRIEF SUMMARY
<p>Short Breaks provide children and young people with disabilities or additional needs an opportunity to spend time away from their parents, engage in fun activities and enjoy time with their friends. They also offer parents and carers a break from their caring responsibilities, time to spend with other family members and to catch up on other daily tasks. One of the council’s priority outcomes is for all children and young people to have a good start in life and the council recognises the importance of Short Breaks for children and young people with disabilities or additional needs in improving their outcomes. Therefore the council is committed to maintaining the current level of funding of £1,455,000 per year for the next 5 years to achieve better outcomes, based on needs.</p> <p>This report recommends a different approach to the eligibility criteria and the Short Breaks offer as the current approach does not provide effective support based on need, has eligibility criteria that are unfair and inequitable and does not meet the legal requirements of delivering social care assessments and access to services based on need.</p> <p>The proposals are to introduce new eligibility criteria based on 4 levels, applying a needs based approach, introduce a new Short Breaks offer linked to the 4 levels and procure services for a 5 year period so that services can be delivered over the medium term with a degree of security.</p> <p>Extensive consultation has been conducted over a 12 week period and the responses show that there is considerable support for the council’s approach:</p> <ul style="list-style-type: none"> • 76% agreed the need to make changes to the Short Breaks service offer and 69% agreed with the proposed short break service offer • 72% agreed there is a need to make a change to the eligibility criteria and 74% agreed to the proposed eligibility criteria

- 73% felt there would be a significant (34%) or moderate (39%) impact as a result of the changes.

The aim is for the overall impact to be neutral or positive for the majority of children and young people with disabilities. Of the 6,785 children and young people with disabilities, around 5,000 will receive greater advice and sign posting to disability friendly services at the low levels of need. A further 1,030 children and young people are estimated to receive an enhanced service. However, it is estimated that around 10% (approximately 650 children and young people) could receive a reduced service. Specific actions will be taken to mitigate the situation for them and to address concerns expressed about the proposals. These will include interim arrangements, a phased implementation plan to co-design some services with children, young people and parents and to allow time for those affected to prepare for the loss of personal budgets. The aim of the transition period is to minimise the impact for individual children, young people and their families.

RECOMMENDATIONS:

CABINET

	(i)	To consider the responses to the consultation exercise on revisions to eligibility criteria and service offer for the short breaks service.
	(ii)	To authorise the procurement of services and activities to support the proposed new Short Break offer.
	(iii)	To approve the use of the grant process and criteria to award funding for services and activities to support the new Short Break offer.
	(iv)	To delegate authority to the Director of Quality & Integration to carry out a procurement process for the provision of services as set out in this report to support the short break offer and, following consultation with the Service Director: Legal & Governance to enter into contracts in accordance with the Contract Procedure Rules.
	(v)	To delegate authority to the Director of Quality & Integration following consultation with the Cabinet Member for Children's Social Care to decide on the final model of commissioned services to support the short breaks offer and all decision making in relation to this recommissioning.
	(vi)	To authorise the Director of Quality and Integration to take all necessary actions to implement the proposals contained in this report.
	(vii)	To note the response from the formal consultation to retain the names of the Jigsaw service and the Buzz Network.

COUNCIL

	(i)	To approve a financial envelope of up to £7,275,000 for a maximum period of 5 years (3 + 2 year extension when applied to contracts), maintaining the current level of annual investment in Short Breaks.
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REASONS FOR REPORT RECOMMENDATIONS

1.	To improve outcomes for children and young people with disabilities by offering services based on need as the current eligibility criteria and short break offer are unfair, inequitable and not financially sustainable.
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2.	To use the best available approaches (procurement and grants) to secure sustainable yet flexible services against clear and simple eligibility criteria.
ALTERNATIVE OPTION S CONSIDERED AND REJECTED	
3.	'Do nothing' is not a viable option. To do nothing would maintain an inequitable and unfair system while also placing unacceptable financial pressures on the current budgets.
4.	There are approximately 6,785 children and young people with disabilities in the city. Maintaining the current unfair and inequitable eligibility criteria for the Buzz Network could see the existing demand continue to increase and rise significantly above the existing 1,250 service users already accessing services (including personal budgets). This was considered but rejected as it does not ensure resources are allocated to ensure an appropriate level of support is provided according to the impact of the child or young person's disability on their own and their family's lives and it is financially untenable.
5.	In addition, if the current eligibility criteria were maintained it would not enable Children's Social Care to fulfil its functions under Part 3 of the Children and Families Act 2014, the Care Act 2014 and the Children Act 1989 (S17) by providing children and young people with disabilities with a social care assessment and access to services according to need.
6.	<p>The option to recommission services consistent with the current arrangements (One to one, residential and playschemes) was considered and rejected as a number of concerns and challenges were raised by parents, commissioners and providers. These would not be addressed if this option was pursued. Their concerns and challenges included:</p> <ul style="list-style-type: none"> • One to one services struggling to meet demand and not always being able to provide the same staff member on a consistent basis to support the child or young person, • The benefits of using a 'framework' approach were not realised as only one provider joined the 'framework' to provide overnight residential placements and • Playschemes were limited to specialist playschemes which some parents felt were unsuitable for their children.
DETAIL (Including consultation carried out)	
	Background
7.	Short Breaks provide children and young people with disabilities or additional needs an opportunity to spend time away from their parents and carers, engage in fun activities and enjoy time with their friends. They offer parents and carers a break from their caring responsibilities, time to spend with other family members and to catch up on other daily tasks.
8.	<p>Short Breaks are currently provided at two different levels:</p> <ul style="list-style-type: none"> • for children who have been assessed by social care and determined to have a need for Short Breaks – this level of short breaks is commonly referred to as "assessed Short Breaks" or "Jigsaw (Children with Disabilities Team) Short Breaks" • for children who have not been assessed but have access to a "universal" offer of Short Breaks for disabled children - this level of Short Breaks is commonly referred to as "Non-assessed Short

	Breaks" or "The Buzz Network Short Breaks".
9.	<p>A review of the current Short Break offer resulted in a proposal to make changes to the Short Break offer and the eligibility criteria to address the following issues:</p> <ul style="list-style-type: none"> • The current approach is providing a high level of support to some families, but restricted or no support for many other children, young people and their families with similar levels of need. • The number of families choosing a personal budget has increased significantly in the last couple of years which means that more and more of the Short Breaks budget is being used with no additional funding for any new members to the network. • Those families who receive an assessed specialist short break package through the Jigsaw team also have access to Buzz Network short breaks, thereby accessing services through two routes. • The current eligibility criteria would not support changes in the areas identified. • The eligibility criteria for access to Children's Social Care services for children and young people with disabilities in Southampton is unclear. Some children and young people with disabilities who are supported by Early Help or Safeguarding teams do not have the same access to assessed Short Break services as those with moderate to severe learning disabilities who meet the criteria for the Jigsaw team. • Recognition that the names of the Jigsaw service and the Buzz Network may make it confusing for parents.
	Consultation and engagement
10	<p>A formal 12 week consultation was carried out between 21st November 2017 and 12th February 2018. The consultation included two 'You Said, We Heard' sessions, enabling early feedback and discussion around the responses from the first 8 weeks of the consultation. The consultation covered four areas:</p> <ul style="list-style-type: none"> • New eligibility criteria • A new Short Break service offer • The name of the Jigsaw (integrated health and social care team for children with disabilities) service • The name of the service for non-assessed short breaks (The Buzz Network).
11	<p>People were able to engage with the consultation using online forms, hard copies which were available at a number of outlets and 8 events held across a range of venues including provider venues, two schools and centrally at the civic centre. Times were varied and included 2 evening events.</p>
12	<p>The Parent/Carer Forum, as the council's formal mechanism for engaging with parents and carers, was used as one of the main routes of promoting the consultation. Information about the consultation was also sent to all SENCOs (Special Educational Needs Coordinating Officers), to all 75 schools in Southampton, to the voluntary sector through local SEND charities e.g. Mencap and Rose Road, and to all special schools who have featured in newsletters or printed and shared with families. Details of the consultation were also sent to all current members of the Buzz Network (which included all JIGSAW families). Social media has also been used to promote the</p>

	consultation and events including a Facebook Live with the Parent/Carer Forum coordinator and the SEND Service manager.
	Summary of proposal and criteria
13	The proposals put forward new eligibility criteria with four levels: low, medium, substantial and critical.
14	<p><u>Low level</u></p> <p>Children who have low levels of additional needs will not be in receipt of DLA (Disability Living Allowance). They will be able to access universal services and adaptations. The suite of mainstream clubs and activities in and around Southampton is available on the Southampton Information Directory - http://sid.southampton.gov.uk/kb5/southampton/directory/home.page Information about services will be developed and improved following a Local offer event on 10 March 2018.</p>
15	<p><u>Medium level</u></p> <p>Families in receipt of Disability Living Allowance for a disabled child or young person or young people in receipt of a Personal Independence Payment and not receiving an individual package of support via services at the substantial and critical level will have access to a 'Short Breaks PLUS' card which offers easy access to a range of concessions or discounts negotiated across the city. This recognises that these children can access most services available to all children. Additionally, the Short Breaks PLUS card will offer booking rights into subsidised activities, in and around Southampton.</p> <p>The Short Breaks programme will fund these activities through either a grant making process or flexible Dynamic Purchasing System (DPS) contract arrangement. Both approaches will invite applications from providers for additional staffing, specially adapted equipment or other ideas that will enable increased access for children with disabilities. The process will take account of, and prioritise the feedback from children, both in terms of range of activities and times (e.g. weekends, Friday evenings).</p>
16	<p><u>Substantial and Critical levels</u></p> <p>Families whose needs are assessed to be substantial or critical will be supported through the relevant Social Care or Jigsaw team. These teams will carry out an assessment of need for the child and their family. If eligible the family will receive an individual package of support through a Personal Budget. The package of support will take into account any requirements for a Short Break as well.</p>
	Consultation feedback
17	<p>There were 99 responses to the consultation, either online or in hard copy. A report covering all the response is attached as Appendix 1.</p> <ul style="list-style-type: none"> • 76% of respondents agreed there is a need to make changes to the Short Breaks service offer. • 72% agreed there is a need to make a change to the eligibility criteria • 74% agreed to the proposed eligibility criteria and • 69% agreed with the proposed Short Break service offer • 73% felt there would be a significant (34%) or moderate (39%) impact as a result of the changes. 16% felt there would not be much of an impact and 2% felt there would be no impact at all.

18	In regards to changing the names, 65% did not want to change the name of the Jigsaw service and 68% did not want to change the Buzz Network name.
19	<p>A total of eight consultation sessions were also held, seven for parent/carers and one for Short Break providers. They were held on different days of the week and times of the day at five venues across the city.</p> <p>The sessions consisted of a presentation giving the background, information about the engagement work with the Parent/Carer Forum and details of the proposals. Case studies were provided to help attendees understand more clearly what the potential impact of the proposals might be on different families. The sessions were then opened up for comments and questions from attendees. A list of Frequently Asked Questions was also made available.</p> <p>A total of 52 parents/carers attended the sessions as well as 10 representatives from short break providers or schools. A Facebook Live session was held on 9th February 2018 and has been viewed nearly 700 times.</p>
20	<p>The main areas of feedback from the sessions was:</p> <ul style="list-style-type: none"> - Negative views on the use of the term 'critical' within the 4 eligibility levels. 'Complex' was suggested as an alternative. - Suggestions relating to closer working with other local authorities to have the same/similar Short Break offer - Concerns about the personal budget no longer being available at the medium eligibility level and the impact this would have on families - Questions around how the proposals (if agreed) would be implemented and whether new assessments or re-assessments would be required - Suggestion that schools could be used to provide more Short Breaks at the weekend and during school holidays - Lack of Short break provision for children aged under 5 years - Concerns about whether mainstream community activities would be sufficiently skilled to support children with disabilities or additional needs, particularly those with autism. - Questions around how the quality of community activities will be monitored.
21	Three written responses were received separately from the online survey or consultation sessions. Two were from short break providers - Royal National Institute of Blind People (RNIB) & Southampton Mencap - and one was a transcript of a Facebook conversation and poll of families on the proposals.
22	<p>RNIB</p> <p>The response from RNIB focussed on the proposed eligibility criteria. They expressed strong disagreement with the proposal and were concerned that the eligibility banding (low, medium, substantial & critical) would introduce unfair barriers to accessing short breaks and make a decision about the person before an assessment is put in place. To mitigate against this, families will be made aware of their right to request an assessment or reassessment of their needs at any time. RNIB did not comment on the proposed service offer or whether the service names should be changed.</p>
23	Southampton Mencap

	<p>The response from Southampton Mencap was broadly supportive of the proposals. However, they expressed concerns about some aspects of the new eligibility and service offer, in particular:</p> <ul style="list-style-type: none"> - The effect on families of the removal of personal budget option for those at the medium level - The significant work involved in implementing the proposals - The challenges of supporting mainstream activities to apply for funding and to adapt their services - The importance of specialist playschemes continuing to be available
24	<p>Facebook Poll</p> <p>A set of statements was posted during the consultation by a parent interested in finding out people's views. 136 people took part in the poll with the following results:</p> <ul style="list-style-type: none"> - The Buzz Budget of £200 really helps our SEN child and we want to keep this in the future – 103 votes - The budget helps us taking our son on trips and fun activities that really help his condition – 20 votes - The respite 1:1 service really helps our SEN child and we want to keep this in the future – 10 votes - I currently receive the personal budget but would choose the 1:1 service if the waiting list was shorter – 3 votes - I don't need the personal budget or 1:1 service and would not miss it if it was scrapped – 0 votes <p>The main areas of feedback were:</p> <ul style="list-style-type: none"> - Concerns about the long waiting list for 1:1 support through Buzz Network - Concerns that removal of the personal budget option would reduce the choice available for families - Positive feedback about the 1:1 service
25	<p>Facebook Live</p> <p>A Facebook Live session allowed parents to put forward questions and add comments. The session has been viewed 677 times. Questions asked for clarity around the eligibility criteria, in particular the substantial level. Other questions related to the implementation of the service, the changes to the services currently available and how Children and Families Services would develop the skills and capacity to support the changes. The importance of transition from children to adults was highlighted several times in the comments. There was also mixed views about personal budgets, with support for them and concerns raised. The session also touched on an appeals process, with an explanation about a new triage service being considered to ensure requests for assessments are considered.</p>
26	<p>In response to the feedback and subject to approval of the proposals, the following changes will be made:</p> <ul style="list-style-type: none"> - Amend the criteria wording from 'critical' to 'complex'. - Ensure assessments consider the impact on the family as well as the needs of the child. - Ensure families are aware of their right and how to request an

	<p>assessment or reassessment of their needs at any time.</p> <ul style="list-style-type: none"> - Work with families, through the Parent Carer Forum, to <ul style="list-style-type: none"> o identify and develop services that support children with autism o review services for young people as they reach the point of transition o provide clear information about personal budgets - Proactively work with agencies, families and providers to develop the range of enhanced mainstream services. - Continued provision of a reduced personal budget for an interim 12 month period for families at the Medium level of need whilst the new Short Break offer is developed. - Work with families, through the parent carer forum, to develop a Short Break card, including a Short Break plus card for those at the medium level. - Secure services using a range of commissioning and grant funded approaches.
	<p>Implementation</p>
<p>27</p>	<p>As a result of the formal consultation, an outline Implementation Plan has been prepared, subject to Cabinet approval and attached as Appendix 2. This also shows when the changes take place and an estimate of the number of children and families impacted by the changes (see also paragraph 29). A summary is set out below.</p>
<p>28</p>	<p>Eligibility Criteria</p> <p>If approved the new eligibility criteria will be implemented from 1st April 2018. Implementation will be adapted to support and reflect the level of change required.</p> <ul style="list-style-type: none"> - From 1st April all families will be required to provide evidence they are in receipt of Disability Living Allowance (DLA) or Personal Independence Payment (PIP). - At the complex level there should be no change for those currently supported by Jigsaw as the criteria for the complex group are comparable to the current Jigsaw criteria. Children and families who are considered to meet the new wider Complex eligibility criteria will be referred to Jigsaw for assessment. - Training and support will be provided to staff across all Children's Services teams, enabling them to identify and support those children and families who meet the substantial eligibility criteria. Training will be completed between April and September 2018, with access to all those meeting the substantial criteria fully available by 30th September 2018. - As an <u>interim arrangement</u>, a new revised lower personal budget offer will be made available from 1st April 2018 for those who are in receipt of DLA and therefore meet the medium level eligibility criteria. During 2018/2019 work will be undertaken to secure enhanced mainstream services and develop a Short Break /Short Break Plus card. Personal budgets will not continue beyond 31 March 2019 for those at the Medium level. - The support for those at the low level links to other work developing an improved local offer to ensure children and families meeting the

	low level eligibility criteria are provided with information about local accessible services.																														
29	<p>The table below shows the estimated number of children and young people in each of the eligibility levels who will be affected either positively or negatively by the proposals. These numbers are estimates because the actual numbers will not be known until evidence has been obtained from each family of their eligibility and necessary assessments completed at the substantial and complex levels.</p> <table border="1"> <thead> <tr> <th>Eligibility Level</th> <th>Total estimated will be at this level</th> <th>Number receiving an enhanced service</th> <th>Number receiving a reduced service</th> <th>Number seeing no change</th> </tr> </thead> <tbody> <tr> <td>Low</td> <td>5,000</td> <td>5,000</td> <td>0</td> <td>0</td> </tr> <tr> <td>Medium</td> <td>1,350</td> <td>850</td> <td>500</td> <td>0</td> </tr> <tr> <td>Substantial</td> <td>150</td> <td>150</td> <td>0</td> <td>0</td> </tr> <tr> <td>Complex</td> <td>285</td> <td>30</td> <td>150</td> <td>105</td> </tr> <tr> <td>Total</td> <td>6,785</td> <td>1,030 (plus 5,000 receiving greater advice and signposting to disability friendly activities at the low level of need)</td> <td>650</td> <td>105</td> </tr> </tbody> </table>	Eligibility Level	Total estimated will be at this level	Number receiving an enhanced service	Number receiving a reduced service	Number seeing no change	Low	5,000	5,000	0	0	Medium	1,350	850	500	0	Substantial	150	150	0	0	Complex	285	30	150	105	Total	6,785	1,030 (plus 5,000 receiving greater advice and signposting to disability friendly activities at the low level of need)	650	105
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30	<p>The aim is for the overall impact to be neutral or positive for the majority of children and young people with disabilities. Of the 6,785 children and young people with disabilities, around 5,000 will receive greater advice and signposting to disability friendly services at the low levels of need. A further 1,030 children and young people are estimated to receive an enhanced service. However, around 10% of service users (approximately 650 children and young people) could receive a reduced service. Specific actions will be taken to mitigate the situation for them and to address concerns expressed about the proposals. These will include interim arrangements, a phased implementation plan to co-design some services with children, young people and parents and to allow time for those affected to prepare for the loss of personal budgets. The aim of the transition period is to minimise the impact for individual children, young people and their families.</p>																														
31	<p>The estimated impact for each of the levels is detailed below:</p> <p><u>Low:</u></p> <ul style="list-style-type: none"> Up to 5,000 children and young people with SEND and additional needs are estimated to be eligible at the low eligibility level. The benefit to them will be in the form of greater advice and signposting to mainstream provision rather than a change in the actual City Council funded support 																														

	<p>that they can access.</p> <p><u>Medium:</u></p> <ul style="list-style-type: none"> • Around 850 children who cannot currently access services through the Buzz Network due to lack of capacity will gain by having access to a greater range and number of community activities. • Around 500 children will receive a reduced service as they will no longer have access to a personal budget or 1:1 support. However they will also be able to access the new community activities as an alternative. <p><u>Substantial:</u></p> <ul style="list-style-type: none"> • It is estimated that 150 children currently at the medium level will be eligible for an assessment of their needs at the substantial level and therefore a higher level of service. <p><u>Complex:</u></p> <ul style="list-style-type: none"> • It is estimated that an additional 30 children with complex needs who currently are not eligible for the Jigsaw Service because they do not have a severe learning disability will become eligible under the new criteria. • Around 150 children who currently also access Buzz Network services as well as Jigsaw Services will no longer be eligible for services at the medium need level and so will potentially receive a reduced service. However they can request a re-assessment of their needs at the complex level which could result in the provision they were accessing being made available through their individual support package. This is dependent on the outcome of each individual social care assessment.
32	<p><i>Commissioned and grant funded services</i></p> <p>Four approaches have been identified to support the new Short Break offer:</p> <ul style="list-style-type: none"> - A contract to secure overnight residential services. - Provision of outreach and homecare support through the Homecare framework which is being developed and planned to commence in April 2019. - A dynamic purchasing system (DPS) to flexibly contract a range of services - A grant process to support and encourage small local providers to engage with the Short Break offer as well as encouraging new innovative approaches to be explored.
33	<p>Tendering for new services and the development of a new grant process will be carried out during 2018/2019. New contracted services will commence no later than 1st April 2019. Grant funded services may commence sooner but will have an impact on the available budget for other service areas, including personal budgets.</p>
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
34	<p>In 2017/18, the total short breaks budget is £1,455,000, split between £975,000 for specialist services and £480,000 for non-assessed services (the Buzz Network). The CCG contributes £178,200 to the specialist services</p>

	budget to support access for children with complex health needs. Over a contractual period of 5 years, the total budget equates to £7,275,000.						
35	As a result of the proposals set out above the budget is expected to remain consistent albeit distributed differently across the new eligibility levels.						
36		Current Revenue expenditure			Forecast Revenue expenditure		
		Grant	Commissioned services (contracts) & Personal budgets		Grant	Commissioned services (contract and DPS) & Personal budgets	
	Critical	£480,000	£975,000	£0	£975,000		
	Substantial						
	Medium						
	Low		£0	£0			
<i>Review 27/2/2018 NP (FBP)</i>							
37	Spend Profile						
		2017/18	2018/19	2019/20	2020/21	2021/22	Total
		£k	£k	£k	£k	£k	£k
	Specialist Services	975	975	975	975	975	4,875
	Non Assessed Services	480	480	480	480	480	2,400
	Total	1,455	1,455	1,455	1,455	1,455	7,275
	CCG Contribution	178.2	178.2	178.2	178.2	178.2	891
<i>Review 27/2/2018 NP (FBP)</i>							
<u>Property/Other</u>							
38	There are no property implications.						
LEGAL IMPLICATIONS							
<u>Statutory power to undertake proposals in the report:</u>							
39	The proposals are designed to meet social care functions under part 3 of the Children and Families Act 2014, the Care Act 2014 and the Children Act 1989 (S17).						
<u>Other Legal Implications:</u>							

40	The proposals are wholly consistent with and take into account the SEND Code of Practice.
41	The proposals have been fully assessed in accordance with the Council's statutory duties under the Equality Act 2010, including the Public Sector Equality Duty. A detailed Equality Impact Assessment with mitigation and remediation measures is included with this report and has been reviewed and updated throughout the consultation in order to inform the Council's final decision on this matter.
RISK MANAGEMENT IMPLICATIONS	
42	Financial: The proposals put forward a fairer and more equitable offer of Short Breaks. In doing so it moves away from a capacity led to a needs led service model, offering Short Breaks based on the needs of the children and their parents. There is a risk the needs based approach could generate a cost pressure. This will be mitigated by new eligibility criteria which will support this change and will help to ensure financial resources are managed and targeted to those most in need. These criteria will also ensure that the needs of children and young people with disabilities are being met through access to a Short Break. Risk = Medium
43	Service Delivery: the proposals are designed to use the most effective method to secure services that offer children with disabilities and their parents a Short Break. This will be achieved through the use of contracts, both fixed term and dynamic as well as grants. The use of different approaches should enable the proposals to be delivered. There is a risk the range of services are not secured. Early engagement with providers has shown this to be minimal, and proactive engagement with providers and parents will help to mitigate this risk. Risk = Low
44	Reputation: the proposals will have a negative impact on some families, reducing or removing the number of short breaks they can access, whether directly or via a personal budget. Significant levels of engagement and communication have been undertaken to explain the reason for the changes, and to gather ideas and proposals on the way the service should be offered in a fairer and more equitable way, thereby reducing the impact and risk of reputational damage. This work will need to continue to ensure the transition to the new Short Break offer is managed carefully and ensuring any impact on families is carried out with the families and in a phased way. Risk = Medium
POLICY FRAMEWORK IMPLICATIONS	
45	The recommendations in this paper support the delivery of outcomes in the Council Strategy. They also contribute to the City Strategy and the Health and Wellbeing strategy. The proposals particularly support Council Priority Outcomes: <ul style="list-style-type: none"> ○ All children and young people have a good start in life ○ People in Southampton live safe, healthy and independent lives

KEY DECISION?	Yes
WARDS/COMMUNITIES AFFECTED:	All wards

SUPPORTING DOCUMENTATION

Appendices

1.	Consultation on an offer for children with disabilities and additional needs.
2.	Short Break Offer – proposed implementation timeline.
3.	Case Study Impact Examples

Documents In Members’ Rooms

1.	Equality and Safety Impact Assessment
2.	Data Protection Impact Assessment

Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	Yes
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Data Protection Impact Assessment

Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.	Yes
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Equality Impact Assessment and Privacy Impact Assessment available from S.Jerrim@nhs.net

Other Background Documents

Other Background documents available for inspection at:

	Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.		
2.		

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Consultation on an offer for children with disabilities or additional needs – Consultation feedback

Introduction

1. Southampton City Council undertook public consultation for 12 weeks between 21 November 2017 and 12 February 2018 regarding proposed changes to the short break service offer for children with disabilities or additional needs and proposed changes to the eligibility criteria which allows access to these services.
2. The proposals were discussed at Cabinet on 14 November 2017 and the Cabinet agreed that the proposed changes should be consulted with key stakeholders and the public before final decisions are taken.

Aims

3. The aim of this consultation was to:
 - Ensure the public and key stakeholders understood the proposed changes.
 - Ensure any resident, business or stakeholder who wished to comment on the proposals had the opportunity to do so, enabling them to raise any impacts that the proposals may have
 - Provide feedback on the results of the consultation to elected Members and key officers to enable them to make informed decisions
 - Ensure that results are analysed in a meaningful, timely fashion, so that feedback is taken into account when final decisions are made.
4. This report summarises the principles and processes of the public consultation. It also provides a summary of the consultation respondents both for the consideration of decision makers and any interested individuals.

Consultation principles

5. The council takes its duty to consult with residents and stakeholders on changes to services very seriously. The council's consultation principles ensure all consultation is:
 - Inclusive: so that everyone in the city has the opportunity to express their views.
 - Informative: so that people have adequate information about the proposals, what different options mean, and a balanced and fair explanation of the potential impact, particularly the equality and safety impact.
 - Understandable: by ensuring that the language used to communicate is simple and clear and that efforts are made to reach all stakeholders, for example people who are non-English speakers or disabled people.
 - Appropriate: by targeting people who are more likely to be affected and using a more tailored approach to get their feedback, complemented by a general approach to all residents, staff, businesses and partners.
 - Meaningful: by ensuring decision makers have the full consultation feedback information so that they can make informed decisions.
 - Reported: by letting consultees know what was done with their feedback.

6. Southampton City Council is committed to consultations of the highest standard, which are meaningful and comply with the following legal standards:
 - Consultation must take place when the proposal is still at a formative stage
 - Sufficient reasons must be put forward for the proposal to allow for intelligent consideration and response
 - Adequate time must be given for consideration and response
 - The product of consultation must be carefully taken into account.
7. Public sector organisations in Southampton also have a compact (or agreement) with the voluntary sector in which there is a commitment to undertake public consultations for a minimum of 12 weeks wherever possible. This aims to ensure that there is enough time for individuals and voluntary organisations to hear about, consider and respond to consultations. This consultation was for a total of 12 weeks.

Approach and methodology

8. The consultation on an offer for children with disabilities or additional needs sought views from relevant individuals and stakeholders. The formal written consultation ran from 21 November 2017 to 12 February 2018.
9. Deciding on the best process for gathering feedback from stakeholders when conducting a consultation requires an understanding of the audience and the users of the service. It is also important to have more than one way for stakeholders to feedback on the consultation, to enable engagement with the widest range of the population.
10. The agreed approach for this consultation was to use a combination of online and paper questionnaires. This approach enables an appropriate amount of explanatory and supporting information to be included in a structured questionnaire, helping to ensure that the public are aware of the background and context to each of the proposals. It is therefore the most suitable methodology for consulting on a complex issue.
11. In addition, a total of eight consultation sessions were held, seven for parent/carers and one for short break providers. They were held on different days of the week and times of the day at five venues across the city.
12. The sessions consisted of a presentation giving the background, information about the engagement work with the Parent/Carer Forum and details of the proposals. Case studies were provided to help attendees understand more clearly what the potential impact of the proposals might be on different families. The sessions were then opened up for comments and questions from attendees. A list of Frequently Asked Questions was also made available. Feedback from these sessions was captured and included in the analysis of consultation results.

Promotion and communication

13. Throughout the consultation, every effort was made to ensure that as many people as possible were aware of the proposals and had the opportunity to have their say. Particular effort was made to communicate with existing service users, parents and carers as they are the most likely to be directly impacted by the proposals should they be implemented.
14. The consultation was promoted in the following ways:
- a. The Southampton City Council website
 - b. Emails and post to Buzz Network members
 - c. Buzz network newsletter
 - d. Short break providers sharing details with the families they support
 - e. Southampton Parent/Carer Forum:
 - i. Social Media (Facebook & Twitter)
 - ii. Forum meetings
 - iii. Outreach to wider parent/carer support groups
 - f. Leaflets
 - g. Information about the consultation was sent to all Special Educational Needs Coordinating Officers
 - h. Information was sent to all 75 schools in Southampton
 - i. Information was sent to the third sector through local SEND charities
 - j. Facebook Live with the Parent/Carer Forum coordinator and SEND service manager

Consultation questionnaire respondents

15. In total, 99 people responded to the consultation either through the paper or online questionnaire. All the questionnaires that had at least one question completed were included in the analysis to ensure every bit of feedback was considered.
16. Figure 1 shows the age breakdown of consultation respondents compared to the mid-2016 population estimate for Southampton. The age groups between 25 and 54 were over represented in the consultation when compared with the Southampton population and the age groups under the age of 25 and over the age of 54 were underrepresented.

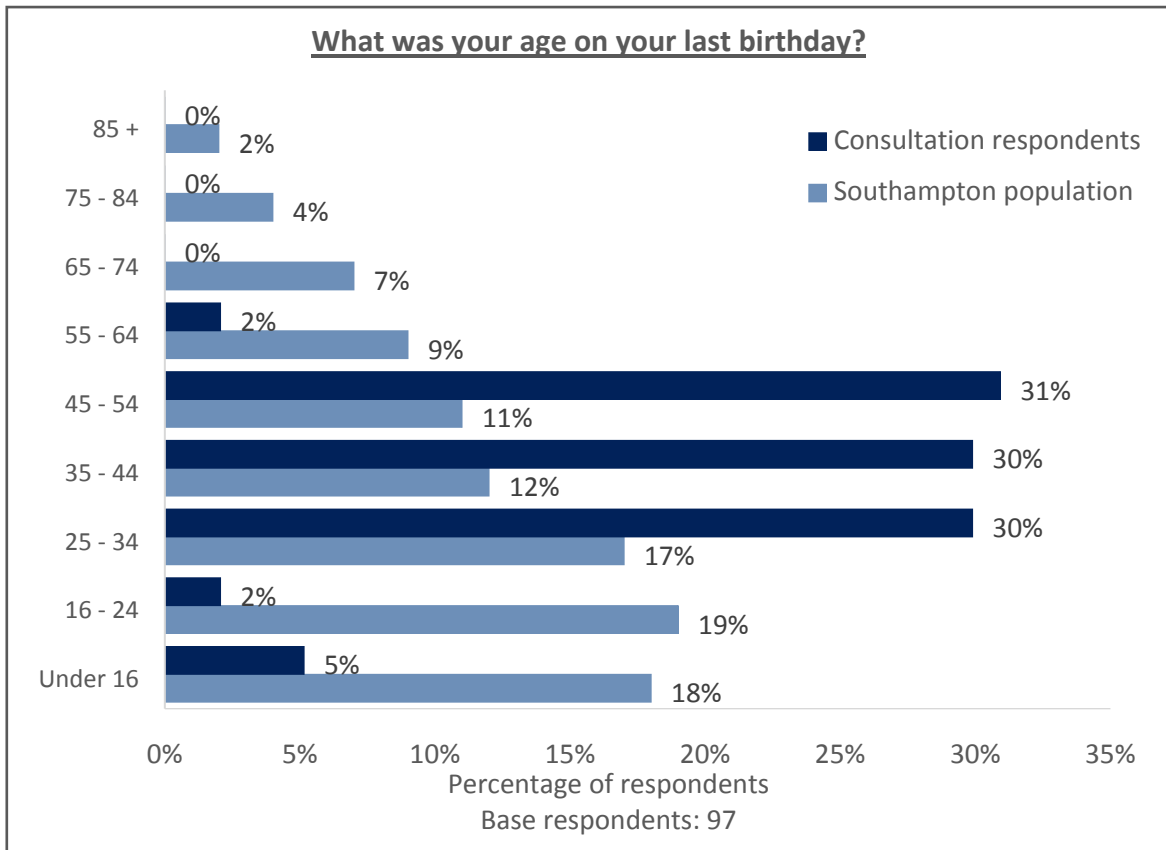


Figure 1

17. The gender breakdown of respondents was 91% female and 9% male (Figure 2). Females were significantly overrepresented when compared to the Southampton population as the mid-2016 population estimate for Southampton reports 49% female and 51% male.

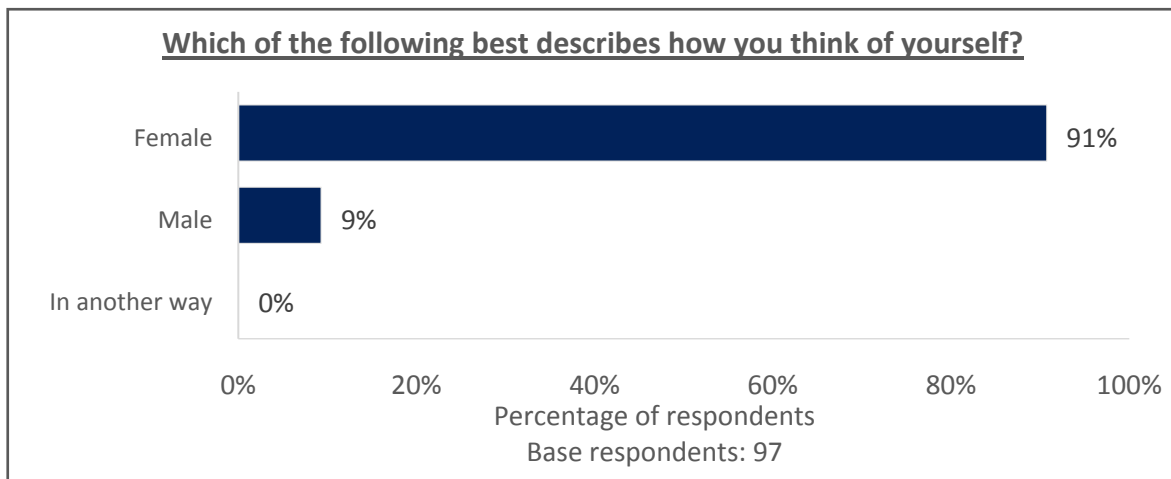


Figure 2

18. Figure 3 shows the ethnicity breakdown of respondents to the consultation. The proportion of people that describe themselves as White is overrepresented as 85% of the population described themselves as White in the 2011 census. All other ethnic groups are underestimated in the consultation when compared to the 2011 census. 8% of the Southampton population in the 2011 census described themselves as Asian or Asian

British, 2% mixed or multiple ethnic groups, 2% Black, African, Caribbean, Black British and 1% any other ethnic group.

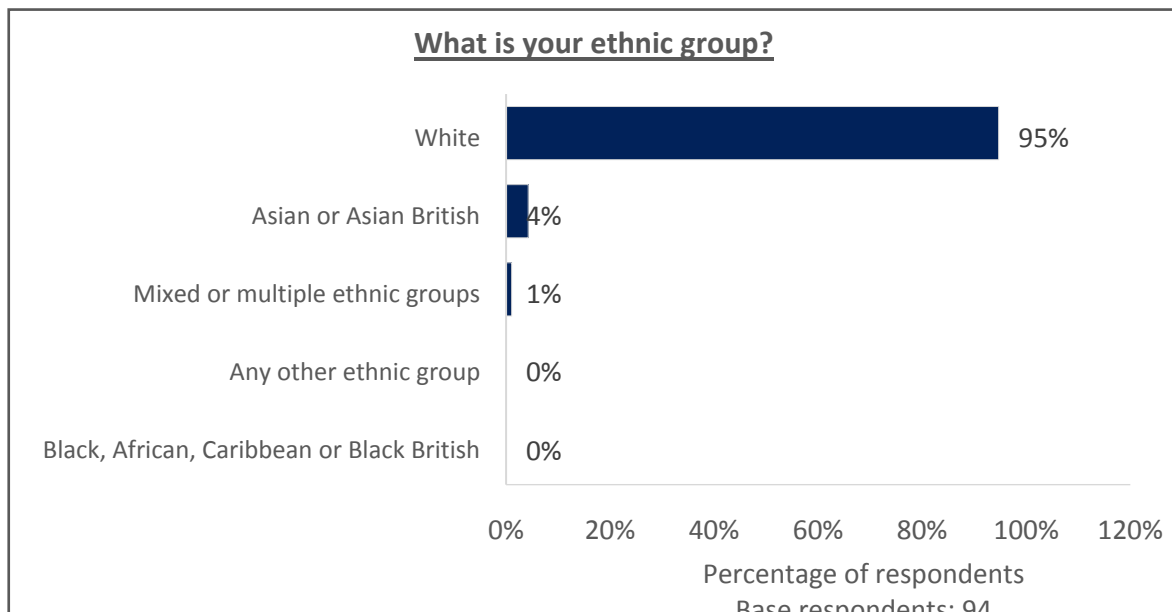


Figure 3

19. Figure 4 highlights the interest of the respondents to the consultation. The largest proportion of respondents to the consultation were parents and carers of children that currently access services. A further 10% of respondents described themselves as professional and 9% were parents and carers of children who do not currently access the services.

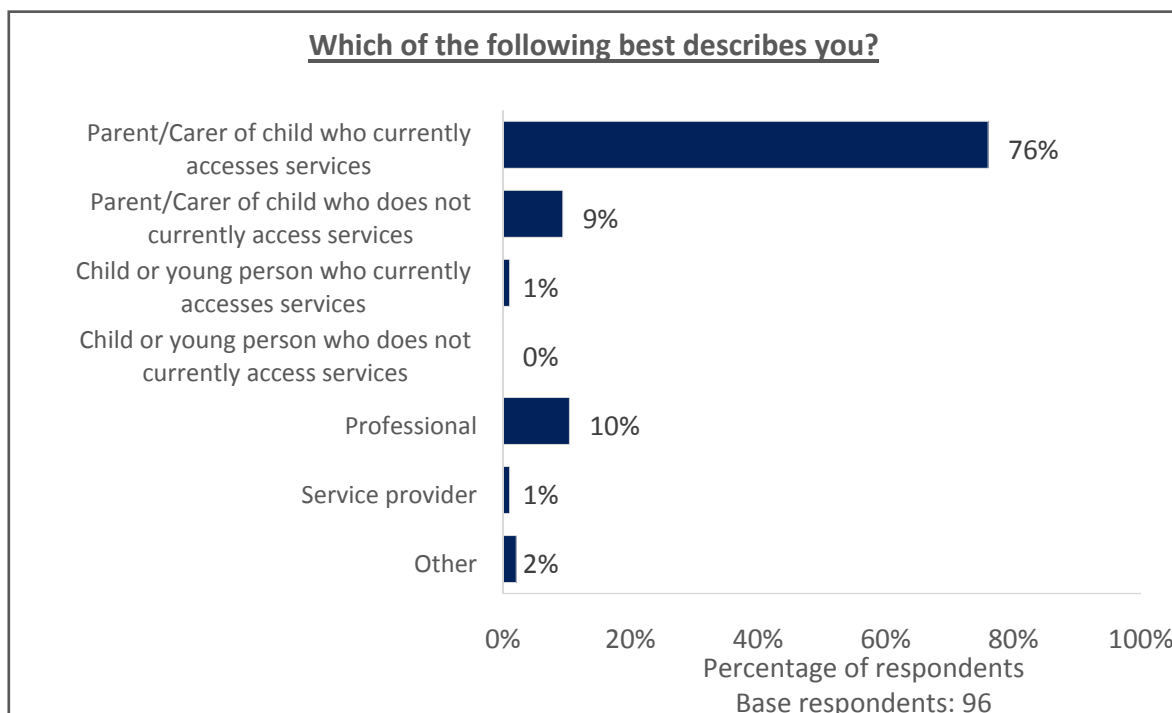


Figure 4

Questionnaire feedback

20. In total, 99 people answered the consultation questionnaire either through the online or paper version.

21. The first question asked respondents to what extent they either agreed or disagreed that changes needed to be made to the Short Breaks service offer (Figure 5). All 99 respondents answered this question and overall 36% strongly agreed with changes to the service and 39% agreed. In total 76% agreed to some extent that the changes needed to be made to the service. In total 8% disagreed with making changes to the service. Of this, 7% disagreed and 1% strongly disagreed.

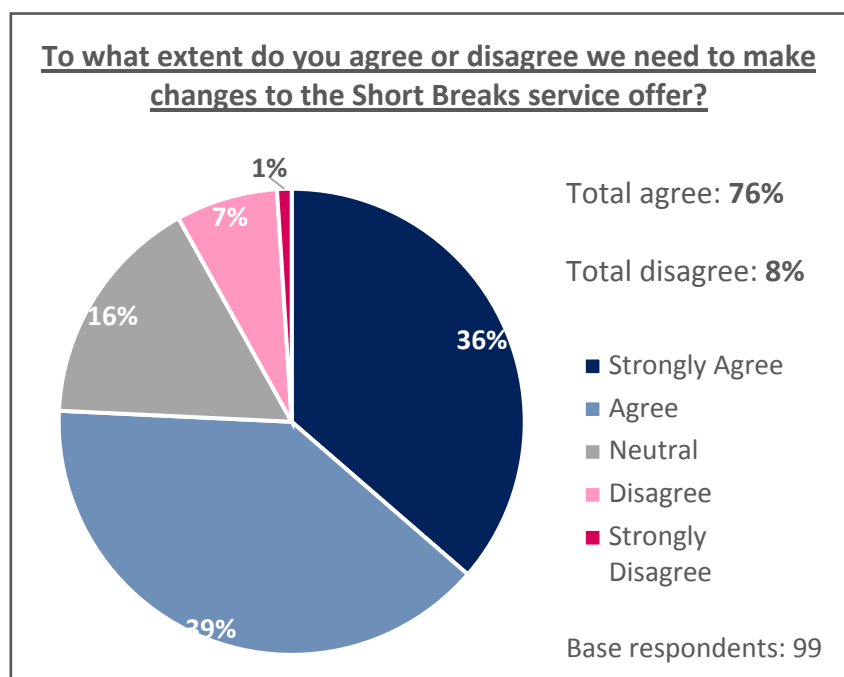


Figure 5

22. The second question asked respondents to what extent they agreed or disagreed that changes needed to be made to the eligibility criteria for the short breaks service (Figure 6). In total, 27% strongly agreed and 44% agreed that changes should be made to the eligibility criteria and 5% disagreed and 3% strongly disagreed.

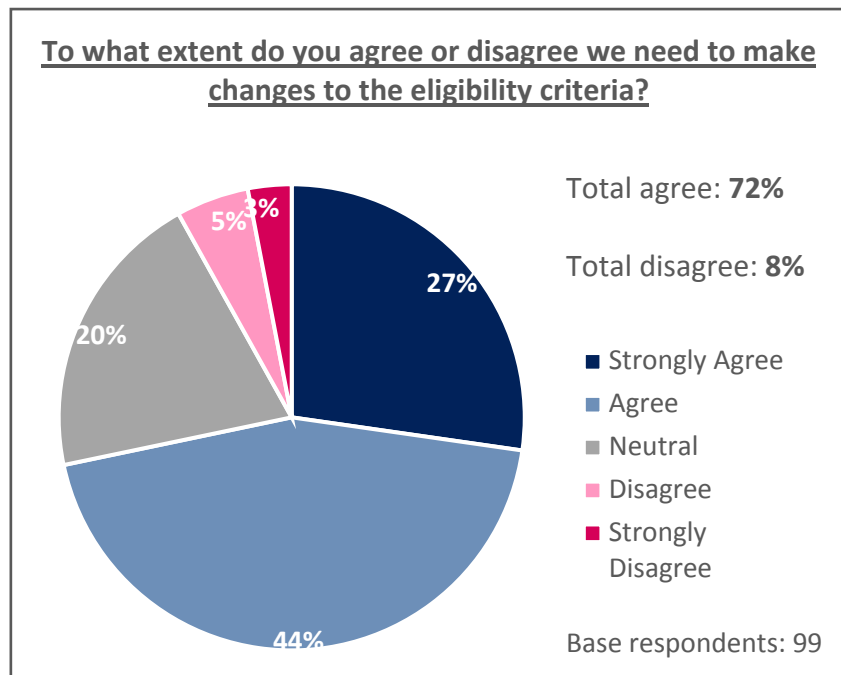


Figure 6

23. Respondents were informed about the proposed eligibility criteria and were then asked to what extent they agreed or disagreed with the proposal (Figure 7). Overall, 24% of respondents strongly agreed with the proposed criteria and 49% agreed. This totalled 74% that expressed agreement generally with the proposal. In total 14% expressed disagreement with the proposed eligibility criteria, of which 4% strongly disagreed and 10% disagreed.

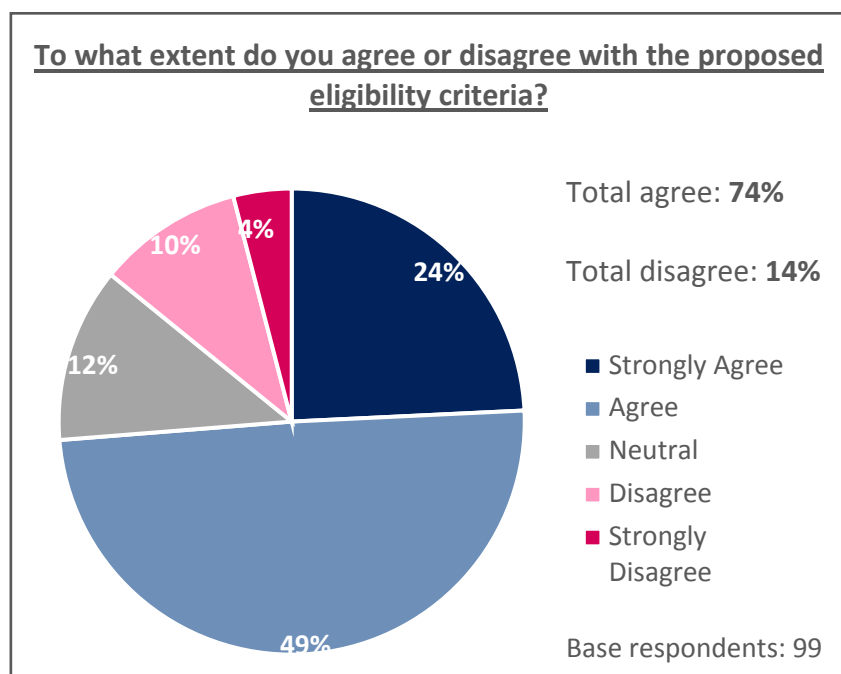


Figure 7

24. Respondents were then asked to write down any comments they had on the proposed eligibility criteria. When analysing the free text comments from the questionnaire, all

comments from all questions were analysed and categorised together. For example, if a respondent commented on the eligibility criteria in a different free text question that comment will have been regrouped with all other comments on the eligibility criteria to ensure that an accurate picture of opinions can be calculated across the entire consultation. In total, 62 respondents provided a comment to at least one question in the questionnaire.

25. Figure 8 shows the themes of comments surrounding the proposed eligibility criteria and the number of people that mentioned this somewhere within the questionnaire.

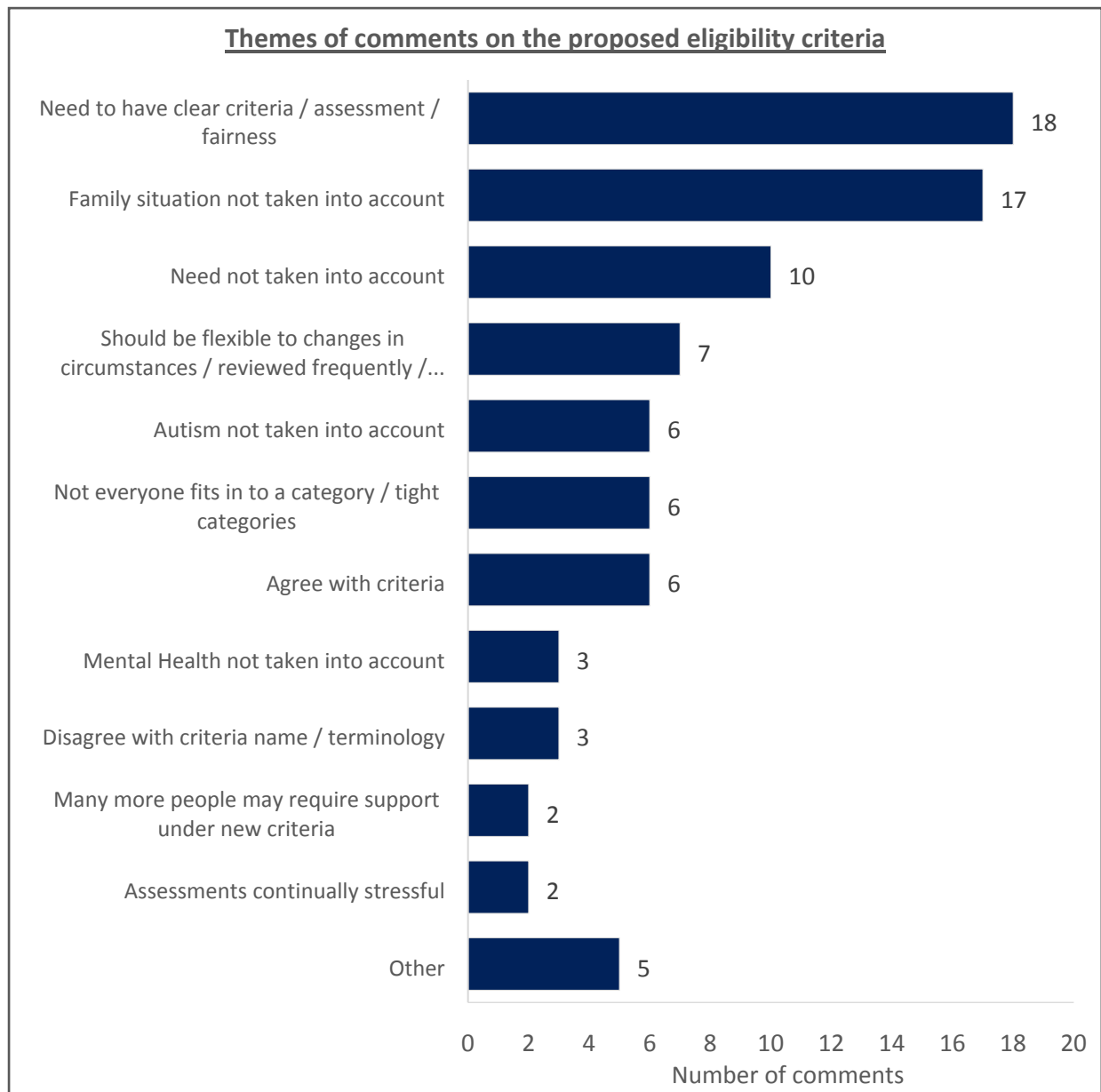


Figure 8

26. In total 18 respondents to the survey wrote a comment about the need to have clear criteria and assessment. Examples of quotes that encompass the sentiment of these comments include:

“assessment frameworks should be clear and concise”

“This would depend on the people who evaluate the the families and whether they start from scratch with every family, it’s hard to judge a case on one visit or one day. So although there is a criteria there it is not exactly plain and simple”

“The criteria for intervention should also be clearer.”

“the eligibility definitions are not very clear and some will be difficult to assess/measure. For instance, at the low level, you state that the children will have low level additional needs? These will have to be qualified. What is low level? Who decides what is low level? ...The proposal is silent on the assessment referral. Will high (substantial/critical) needs still require referral by a professional OR will their be possibility for self-referral?”

“There is not enough information given on what criteria will be used to assess disabled people, how this will be done, or how the appeal process will work where disable people dispute their level of disability.”

27. The second most mentioned theme of comment regarding the proposed eligibility criteria surrounded the request for the family situation to be taken into account during assessment. In total 17 respondents wrote about this and examples of comments include:

“I think the situation of the family should be considered as well at each level, as single parents obviously have more pressure and less assistance, and some families are very supportive and helpful whilst others are not therefore providing some families with more breaks than others and more time to spend with siblings”

“It is the only time I have a full night sleep! Being only carer I have to keep going on zero sleep, working on zero sleep, caring on zero sleep”

“having extended family and a network of friends is no guarantee that they will be able and/or willing to assist with caring for a child with special needs... Due consideration should be given to families who have several children with disabilities who may end up being assessed under different criteria, yet, the overall impact on the family/parents is profound. For instance, disproportionate or disjointed provision of respite leaving one sibling always in the care of the parents means the parents never get their respite”

“Nobody but the parents know the impact a particular disability has, and some parents will find a disability more disruptive of their daily lives than other.”

“I do believe vulnerable families will loose out”

28. The third most reported comment was that respondents felt that needs of the individual were not being taken into account. In total 10 people commented on this. Examples include:

“You can't put moderate learning disabilities and profound disabilities in the same category! Their needs are completely different! If anything profoundly disabled children like my son require substantially more health and social care.”

“How will you assess the level of the child's needs - I assume there will be a criteria for this also, and a request for additional information?”

"I am concerned that the access to substantial and critical levels will be too tight and may be budget driven rather than needs driven."

"My concern is to get the dla isn't possible for all children that have additional needs"

"I think families with children on the autistic spectrum that have invisible needs in a lot of cases will lose their personal budget and I do not believe this is fair. These families are the families that are most in need as are not recognised as needing support or do not easily qualify for other types of support."

29. The fourth most frequently recorded theme of comment surrounding the proposed eligibility criteria highlighted that circumstances can change and eligibility should be flexible to this and reviewed frequently. For example, comments that reflect this include:

"This seems faire as long as it is understood that children and circumstances change through no fault of their own and if necessary their band may change and they may then need more support."

"People personal situation change all the time and rely on the support that has been always there"

"I am only concerned when we joined the buzz network on this new criteria when we joined would be low. Things for our child has progressed quickly since we joined. We would now be in the medium. Will you be sending out anything so we can be reassessed."

30. Six respondents felt that individuals with autism had not been taken into account within the proposed criteria. Some of the comments that highlighted this include:

"I think the autism families will loose out"

"You still use the criteria as learning disability but not include autism. There are children and young people in Southampton with autism that need support at the substantial and critical level and you are still failing them."

"Although a parent of a child with a disability, I also work with children with additional needs, and have at times been shocked to be told that children with very severe autism, LD and associated behaviour difficulties were told they did not qualify for Jigsaw, when they most clearly should have-"

31. Six respondents expressed a concern that not everyone would fit in to a proposed category. Comments that encompassed the sentiment of this opinions include:

"Big jump between med and sub"

"The potential problem with this eligibility criteria is that everyone has to agree for each individual child. Eg: the parents may feel the need is critical but social services may say substantial. So how would that issue be resolved fairly if the situation arose?"

"Again it seems fairer but sometimes families and children do not fill neatly into these categories and so you may find some families slipping through the net."

32. There were six respondents that wrote a comment in support of their agreement with the criteria. For example:

“It immediately seems fairer, and the words used to describe the differing levels reflect why the amount of support needs to be differentiated.”

“I think it's a good proposed criteria and is inclusive to all disabilities as some are at lower levels whilst others obviously are more severe and will be a good system to identify an individual's level of need and signpost to the relevant services more appropriately as clearly the current system is failing families and young people in Southampton.”

“I think it is a good way to assess the needs of service users and provide the relevant help.”

33. Three respondents commented on how they felt that mental health had not been taken in to account in the proposed eligibility criteria. Examples of these comments include:

“Children/young people with mental health difficulties will not meet your criteria which means that they will not receive any support at all.”

“I do agree with the criteria that are there but am disappointed to see no acknowledgement of mental health issues which can and seriously impact a child's ability to access education, health and social opportunities.”

34. Three respondents expressed a disagreement with the naming of the criteria or the terminology used. Comments that encompassed this disagreement include:

“I don't believe that in the 'substantial' level the word disability should be used in regard to learning i.e i feel it should read; have significant difficulties”

“Secondly, their names need to be clearly related. When you talk of low and medium, it is natural to expect a high level. However, you jump to substantial and critical. I suggest, low, medium and high....Others might disagree, but please consider using the phrase 'children and young people with disabilities' rather than 'disabled children and young people”

“I think that, for clarity, the 'critical' criteria should read 'and/or' not just 'or' as many will have both learning disabilities and physical disabilities. Will the 'substantial' criteria also allow supported access to enhanced/adapted mainstream provision? This feels important for a number of reasons, inclusion and visibility being one but also the fact that much mainstream provision would be available if there were some minor adaptations and a staff member one to one with the service user. Not sure if it is clear from this description?”

35. Two respondents felt that under the proposed eligibility criteria there would be many new individuals that would be eligible for support. The comments included:

“You say that there is no cut to funding but if there are more families using the same amount of funding then this is a cut! You should be making more money available equal to the increase in numbers of families needing support.”

“I think the proposal is positive on the whole. I am concerned however that Jigsaw will become inundated with an increased need due to those at substantial & critical level. Jigsaw already struggles.”

36. Two respondents emphasised how stressful assessments can be and highlighted the following issues:

"I think we should learn lessons from the Work Capability Assessment disaster also- vast amounts of money have been spent assessing and regularly reassessing vulnerable people- this has been widely reported to adversely affect these people's mental health and ability to cope. Undergoing reassessment has been very stressful for me and my family and has adversely affected us, I hope we won't have to go through this again for a long time, as you need stability as a foundation to cope, and if respite entitlement that you desperately need to keep going is regularly under threat, this is bound to have a negative impact. Also, the assessment process is going to cost a fortune as we now have lots of social workers doing it- if frequently reassessed it will waste money that would be better used to help the children and families."

"Lots of money will be wasted making assessments, which will be instructive, and an invasion of privacy to what is already a stressful life with a child with a disability"

37. There were a further five respondents with comments surrounding the proposed eligibility criteria. These included:

"The DLA assessed the child at a medium care rate when so clearly he should have been awarded high rate, so this is one problem with being overly reliant on DLA awards as sometimes it seems they will underaward to see if they can get away with it, and if the parent does not feel up to challenging the decision their child may be doubly let down by the system."

"Re visit your eligibility criteria"

"I think 4 criteria are one too many and will confuse parents. 3 should suffice."

"The potential problem with this eligibility criteria is that everyone has to agree for each individual child. Eg: the parents may feel the need is critical but social services may say substantial. So how would that issue be resolved fairly if the situation arose?"

"My concern is to get the dla isn't possible for all children that have additional needs"

38. After a description of the proposed short break service offer in the questionnaire, respondents were then asked to what extent they agreed or disagreed with the proposed service offer. Figure 9 shows the results of this. Overall, 16% strongly agreed with the proposed service offer and 53% agreed which totalled 69% that expressed overall agreement with the proposal. Overall, 12% of respondents disagreed with the proposed short break service offer. Of this 3% strongly disagreed and 9% disagreed.

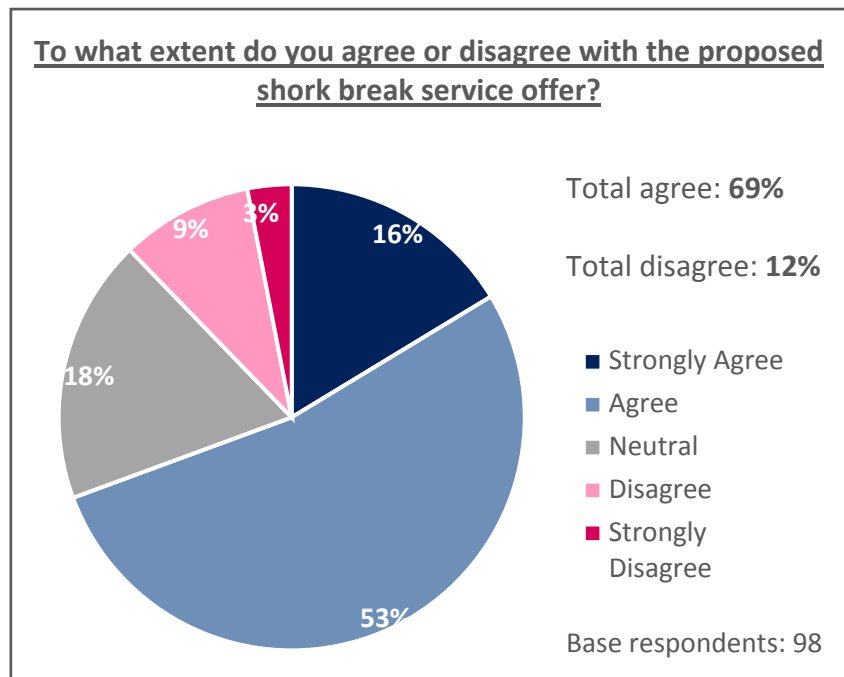


Figure 9

39. Respondents were then asked to provide any comments they had on the proposed short break service offer. Figure 10 shows the themes of comments surrounding the proposed service offer and the number of people that mentioned this in a question within the questionnaire.

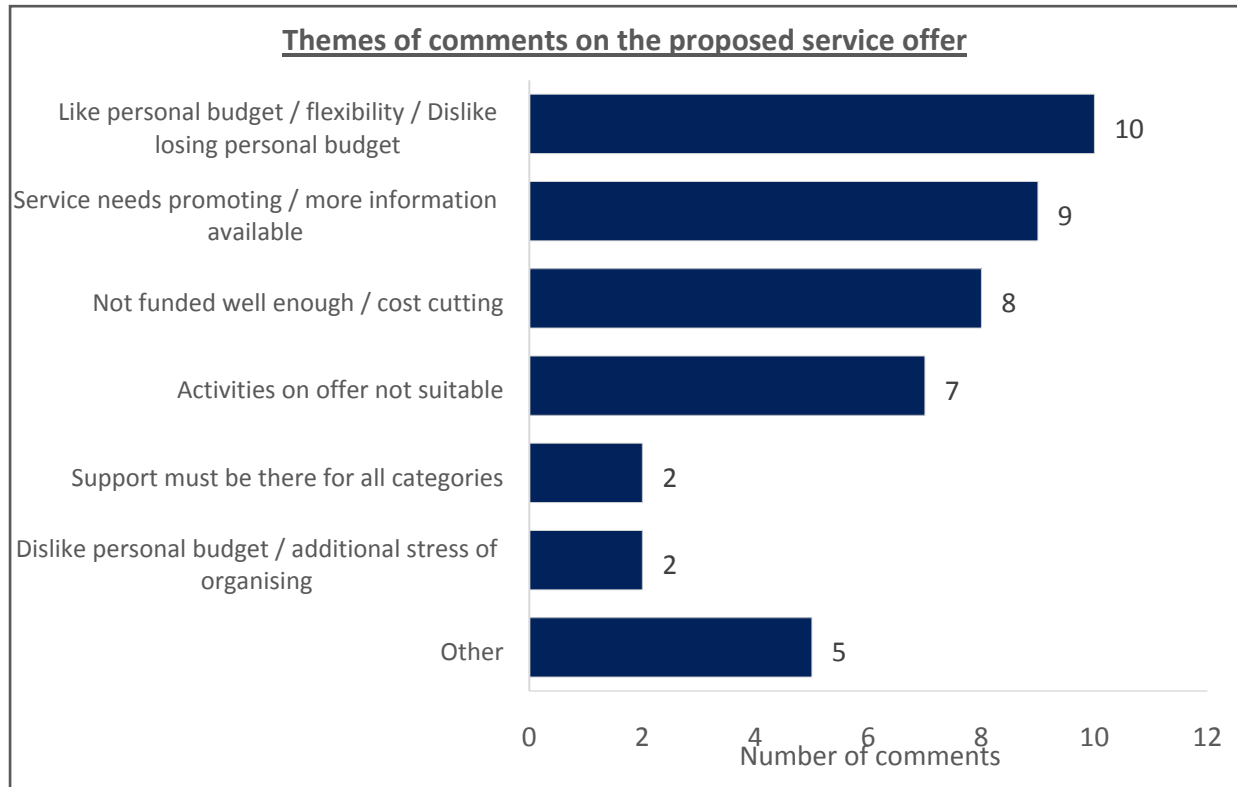


Figure 10

40. The most mentioned theme of comment regarding the proposed service offer by 10 people was that they like their personal budget and the flexibility it has to offer and dislike the idea of losing it. Comments that encompass the sentiment of this include:

“for a lot of families accessing this gives them freedom of choice to suit their own individual families needs.”

“One of the benefits of the personal budget was not having to worry too much about logistics; the proposed changes restrict us a lot more.”

“Personal budgets for all will ensure the money is only being spent on care provided.”

“I think it is unfair to take the personal budget away from medium level families, the budget is sometimes used for rest bite that the family would otherwise not receive!”

“I believe that a lot of families and children will be affected with changes to the personal budget, as for some families the personal budget works better, and allows for the child to do activities & fun things. For example, my child struggles with new people & busy places, and crowds more than just a handful of people. The personal budget allows for me to take him to places he likes & is able to cope with, and do things that he enjoys & is able to do as and when it best suits his needs.”

41. The second most mentioned theme surrounding the proposed service offer was that the service required better promotion and more information available. In total nine respondents mentioned this. For example, respondents said:

“So much is learnt from other parents or carers and that isn’t fair to people who are isolated or don’t have the ability themselves to find out.”

“the reason the personal budget take up has increased so much for Buzz families is that SCC were not transparent in advertising this as an option. It was parents who made this available to other parents through word of mouth and support groups.”

“Unless someone whispered the service Jigsaw to you, you wouldn't really know about them. It is like a secretive department within the SCC.”

“Not all families have an allocated social worker and this makes it more difficult to obtain help and support...Also they are less likely to even know that these services exist because they have no one who can direct them to these services”

42. Eight respondents felt that the proposed service offer is not funded well enough and that there are cuts to the service. For example:

“Where I do think we’ve gone terribly wrong with the bus network is that not enough money has been set aside for those children who aren’t able to access the wide range of pleasure breaks for one reason or another but usually because of severe and prepare and disability and family situation”

“You say that there is no cut to funding but if there are more families using the same amount of funding then this is a cut! You should be making more money available equal to the increase in numbers of families needing support.”

“While we are being told there is no cut to funds (though they aren’t increasing with inflation) and this is just about redistribution, over the years Jigsaw services have already been substantially cut, and many beneficial services stripped down, so it seems to me if people risk losing the support they have and need to share the funds more widely, that the ‘cake’ we are sharing from is not big enough. I agree that it is ridiculous that someone who is on a minimal level of support on the SEN register could have a personal budget, but I very much doubt much of the money is being spent this way, which is why I agree in essence with reallocating funds but it is much more complex than just a statistical tick box analysis needed”

43. Seven respondents felt that the activities on offer were not suitable to the individual. Comments that encompass the sentiment of these feelings include:

“Again especially families with a child with autism who find group situations and clubs extremely challenging if not impossible.”

“And seeing as the only help I currently receive from short breaks or jigsaw is £200 every 6 months for a child with a substantial lifetime condition with significant needs/ learning disability to pay for access to disabled activities/ play schemes which he needs as he certainly cannot cope with mainstream ones then I certainly don't feel it's ok to accept less help from the proposals”

“Children with Autism that are assessed as being Medium, may have a limited choice of short breaks that they would actually want to use. My son does not like cinemas, leisure centres, theme parks, museums or soft play centres.”

44. Two respondents stressed the importance of support being in place. For example:

“It is vital that carers and their children have access to adequate provision. This service is a lifeline to a lot of families and helps families feel valued in the role they do on a day to day basis.”

“What I would not like to see is a decrease in support. Nobody asks to have a child with additional needs nobody wants to ask for help but when someone does that support should be on hand and available.”

45. Two respondents wrote about their dislike of a personal budget and how it adds additional stress and organising. Comments included:

“Whilst I appreciate that it may be easier for the local authority and cheaper to operate personal budgets for service users. They are not value for money for families as directly purchasing Services for families that are over wrought and so busy caring for their child trying to work trying to manage family situations put even more stress and strain on them. With the best will in the world I just do not have the time to manage direct payments which is why I have never access them for our family it would be impossible to purchase the level of care which has been assessed on their need that we have now.”

“Firstly, it looks as if personal budgets are being foisted on us whichever way you read these proposals. As a single parent carer I do not have the time or the energy to become an employer/ do additional accounts etc, the last thing I need is additional responsibilities in the interests of self preservation and my ability to carry on caring.”

46. There were a further number of comments around the proposed service offer including:

“There are still issues with the 'substantial' category and receiving a timely offer of support.”

“it depends on what providers offer and how it is managed, surely if they are providing a service for people they have to be controlled and it has to be maintained?”

“Allowing personal budgets to be sent spent on things like cinema trips by families who could well afford this is really quite worrying. As I said I’ve seen parents asking for ideas on social media of what to spend their personal budget on many wanting to spend it on frivolous things and not in conjunction with their young person. I warned about this several years ago and it has not been managed well.”

“I like the idea of the short breaks card.”

“I am not convinced that the discount card would be used by families with similar children.”

47. The next section of the questionnaire asked respondents about the naming of both the Jigsaw and Buzz Network service. Respondents were asked whether or not they felt the name should be changed. For the Jigsaw service, 65% of respondents felt there should be no change to the name of the service compared to 35% that felt the name should change. For the Buzz Network service, 68% of respondents felt there should be no change to the name compared to 32% that felt the name should be changed. Figure 11 below shows these results.

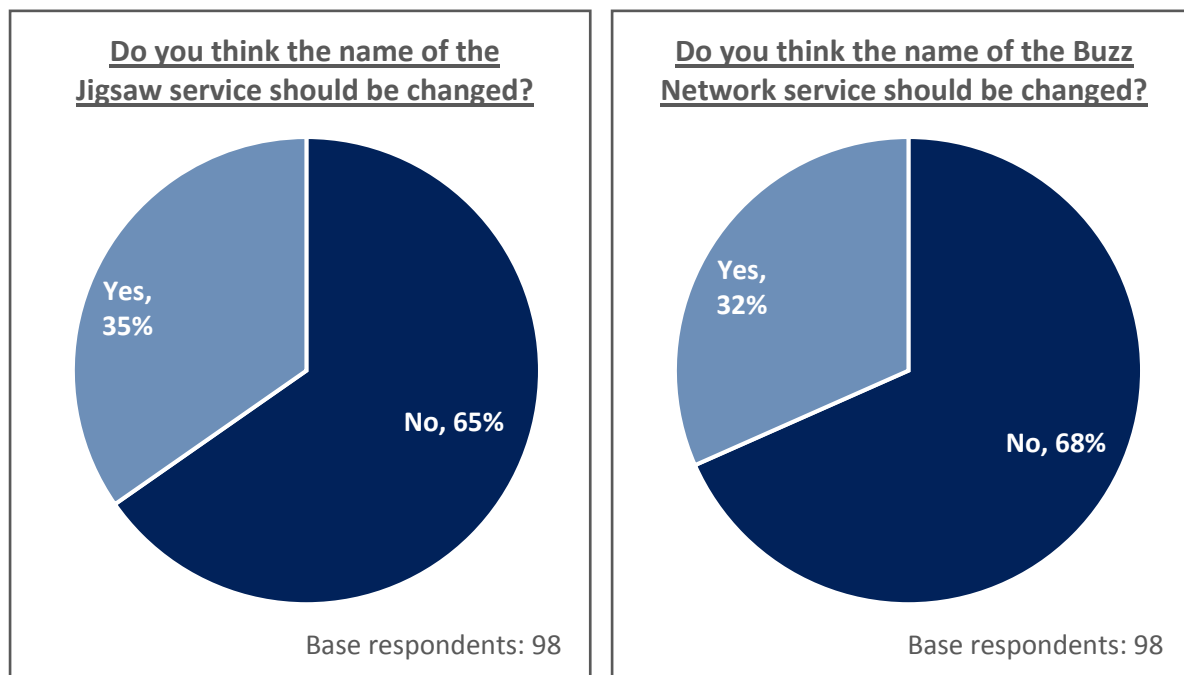


Figure 11

48. Respondents were then given the opportunity to suggest any new names for the services if they felt they should be changed. The following suggestions for names for the services were recommended.

Jigsaw name suggestions:

Buzz Network Plus

Children with Additional Needs Service (CANS)

Children's support services team

Gateway

Something along the lines of children services

Southampton Childrens Social Services

step-up

Buzz network name suggestions:

Child support voucher scheme

Children and Family Short Break Service

Gateway

Inclusivity network

We need something nationally recognised like the Hampshire Gateway

Connections

49. In addition there were comments that did not specifically provide a name suggestion, but made a suggestion on how names for the services should be devised. The following suggestions were made.

Jigsaw service name comments:

Because what does 'Jigsaw' really mean? Can be misleading or misinterpreted by families.

I think jigsaw is quite fitting because it is like fitting a puzzle together, however to reevent a service in my opinion you need to demonstrate change and wha better way than the name. But I also think there should be some sort of pack or letter than explains the service, what's available and the aims.

It should say what it does jigsaw doesn't really explain anything. The criteria for intervention should also be clearer.

Just call it what it is or does.

No but this name is not touchable

Something that has what it is in the title.

Something that reflects the service. I haven't got a name in mind.

Buzz Network name comments:

Again, call it what it does.

Buzz doesn't mean anything to me to be honest, and like I said with jigsaw to reevent a service and show change the best way to start is to change the name in my opinion.

A title that fits with the service and young people's needs makes its more transparent and easier to understand Jigsaw and buzz network have no relation really to the service offer and is confusing to parents and probably the young people.

As I was involved directly in choosing the original name I think it should be changed as this service no longer reflects the values and that it was set up for. I realise that there is less money available because of government cuts but removing a high level of support to some

families will literally be a disaster for them. As bus network was named when we had true funding and government ring fenced backing it would be tainted to carry on using it in the current climate. The management of the personal budgets under the bus network has frankly been appalling I have seen parents constantly asking on Facebook what to spend their budget on and these budgets have just been handed out willy-nilly without much

Something that reflects what it is, most people don't know.

The name Buzz Network doesn't mean anything other than now being familiar. It was linked with the old parent forum now which has now been disbanded so a fresh name that says what it does on the tin is needed.

50. The next part of the questionnaire asked respondents whether there were any alternatives that the council should consider. In total, 22% of respondents felt that there were alternatives that the council should consider. 78% of respondents felt there were no alternatives to the current proposal that should be considered.

51. Respondents were invited to share any alternatives or suggestions that they felt the council should consider. Figure 12 shows the themes of comments surrounding suggestions and alternatives and the number of respondents that mentioned these in a question within the consultation.

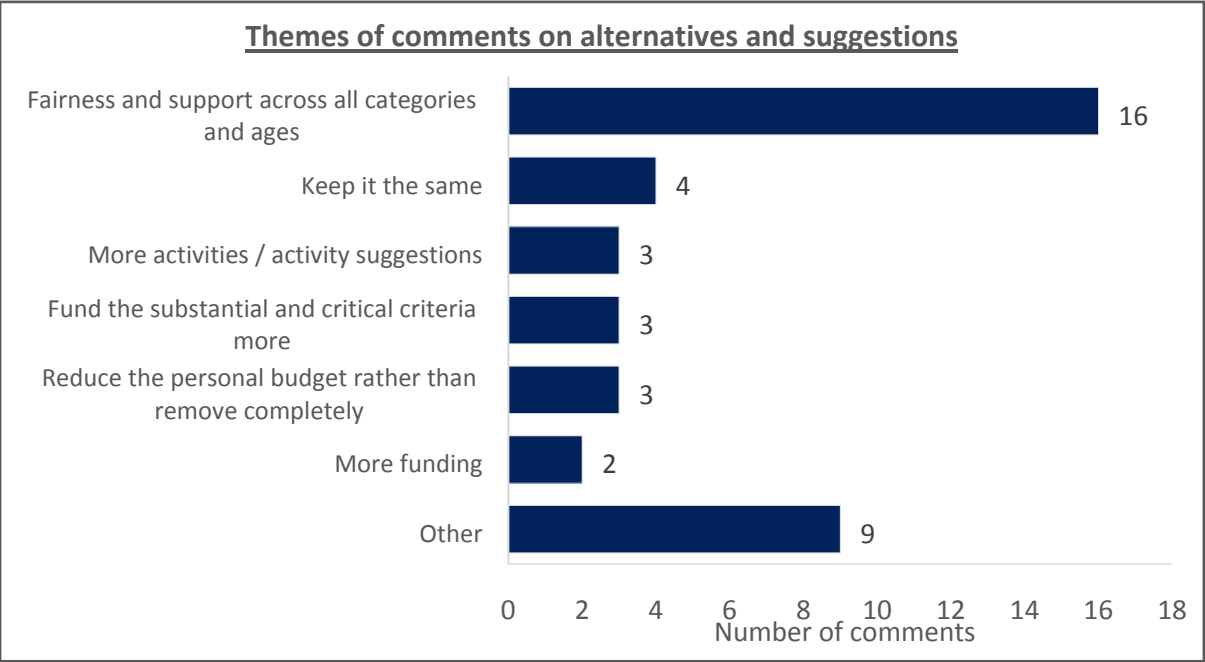


Figure 12

52. The most frequently reported suggestion or alternative to the current proposals was to be fair and provide support across all categories and age groups. In total 16 people raised this suggestion and the following comments provide examples of these:

“It needs to be fair across all disabilities and learning and care needs”

“It seems like we would be penalised for not being so needy when we are a family that would actually benefit from more help and support.”

“Unfair to lose personal budget for families with low or medium disabilities, maybe a lower budget for them would work better.”

“What is out there for profoundly disabled children to access the community, there are lots of services for those with moderate learning disabilities.”

“I am quite astounded that you seem to be sending the message that only children with critical needs require integrated support from health and social care working closely together.”

53. There were four respondents to the consultation that wrote that they would like the service to remain as it is currently. Comments included:

“Why are you changing something that works for most families.”

“I feel the way it is run at the moment is the best solution for all. By doing it the new way you're actually putting children in two categories which could be unfair on each child”

“Option to keep a personal budget at the medium Level”

54. Three respondents suggested that there should be more activities available or suggested activities themselves. For example:

“There needs to be some analysis of what young disabled teens who are cognitively able would like as a service. One of my service user recently asked me to help him get 'out and about”

“I hope there is activities for the early years group too. At the moment all the short break activities are for over 5yrs!”

“I think it is important that play schemes for complex children are still very important. I fell these should be accessible from the same age as they go to school. Offer for things that families can do together or just child + siblings.”

“Whilst I agree Southampton does have a good Sure Start offer (0-5), the younger children who access the Short Breaks service (and those who will continue to access it) should still have access to applicable and age appropriate activities.”

55. Three respondents felt that the substantial and critical criteria should be funded more. For example:

“Funding should only be given to families/children who meet the Substantial and Critical eligibility criteria”

“Perhaps remove the personal budget for those who have minor needs on the SEN register, limit funds to those with a Statement/EHCP or significant need , otherwise keep the old systems in place.”

56. Two respondents felt that the service should be better funded. Comments included:

“Adding funding to services that are a lifeline to families rather than cutting budgets.”

“More money available, SCC should be proactive as other local authorities are in topping up the shortfall in social care funding from other sources, not sitting waiting for more money to come to them.”

57. In total, three people felt that perhaps rather than losing their personal budget completely it would be better to still receive a smaller amount. Comments included:

“Do more direct payments with smaller amounts rather than not being open about this option and people feeling that have to spent almost double the amount on picked services”

“I agree that the amount of the personal budget may be too high at the current yearly amount awarded but feel that a personal budget at a lower amount is still very much needed.”

“Unfair to lose personal budget for families with low or medium disabilities, maybe a lower budget for them would work better.”

58. There were a further 9 suggestions and alternatives supplied by respondents to the questionnaire. These included:

“The age of the carers should be considered, young people may not want to be seen with older carers. Also issues of diversity of carers should be considered regarding cultural needs.”

“I think there should be some sort of pack to welcome people to the service as a whole. Explain the difference between the services and what is available to them.”

“A photo ID card for the service user which goes with the child so any carer can take it and it can't be misused”

“I also now believe because of the punitive cuts that councils are having to enforce because of government cuts, that families Who have higher incomes and could actually do without a personal budget and provide or pay for what their child needs to access could be a way to move forward and provide for those families who are on much lower incomes or in work poverty or on state benefits. It is ridiculous at the moment that families who may have an income of £50,000 for example can still access personal budgets because they couldn't quite afford to provide and access what their child needs by paying for the services of which there are plenty if you have money.”

“Will there be a transition period, especially for families who will find themselves receiving less financial help under the new 'system'?”

“I also find it amazing that the resources offered by Jigsaw are not available online! At the very least, within budget constraints, Jigsaw needs a dedicated website or a page or two about who they are, what they do and resources (or links to these) that parents/carers can read and hopefully download. For instance, the tips on good sleeping habits. Why wouldn't that be made available online? The tips about direct payment, why isn't that online? Toilet training, etc. I could go on and on.”

“Stop paying the very expensive care agencies to provide the short breaks. Our experience has been that they will claim their fee, however not provide a service. Our son did not get support for nearly one year without support.”

“Should be able to be done online as I know there is not much staff to cover everyone”

59. The next question within the questionnaire asked respondents what impact the proposals would have on them or their community if they were to be implemented (See figure 13). Overall, 2% of respondents felt there would be no impact at all and 16% felt there would not be much of an impact which suggested around 19% of respondents felt there would

be little impact. In comparison 73% of respondent felt the proposals would have a moderate or significant impact on themselves or their community. Of this, 39% felt there would be a moderate impact and 34% a significant impact.

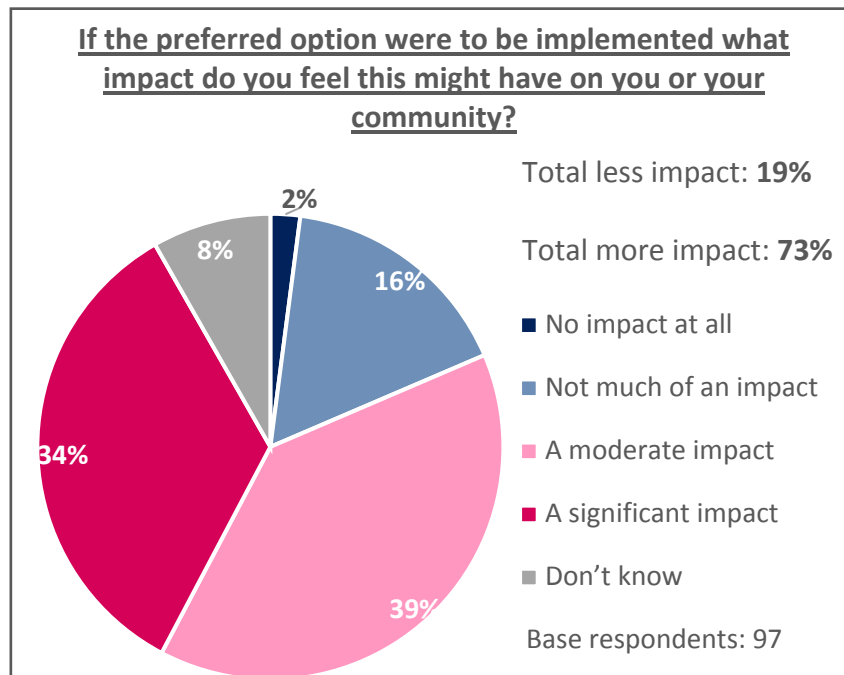


Figure 13

60. Respondents were then asked to outline any personal impacts or equality issues that may have been overlooked in the formation of the proposals. Figure 14 shows the themes of comments provided and the number of people that provided a response on this within the questionnaire.

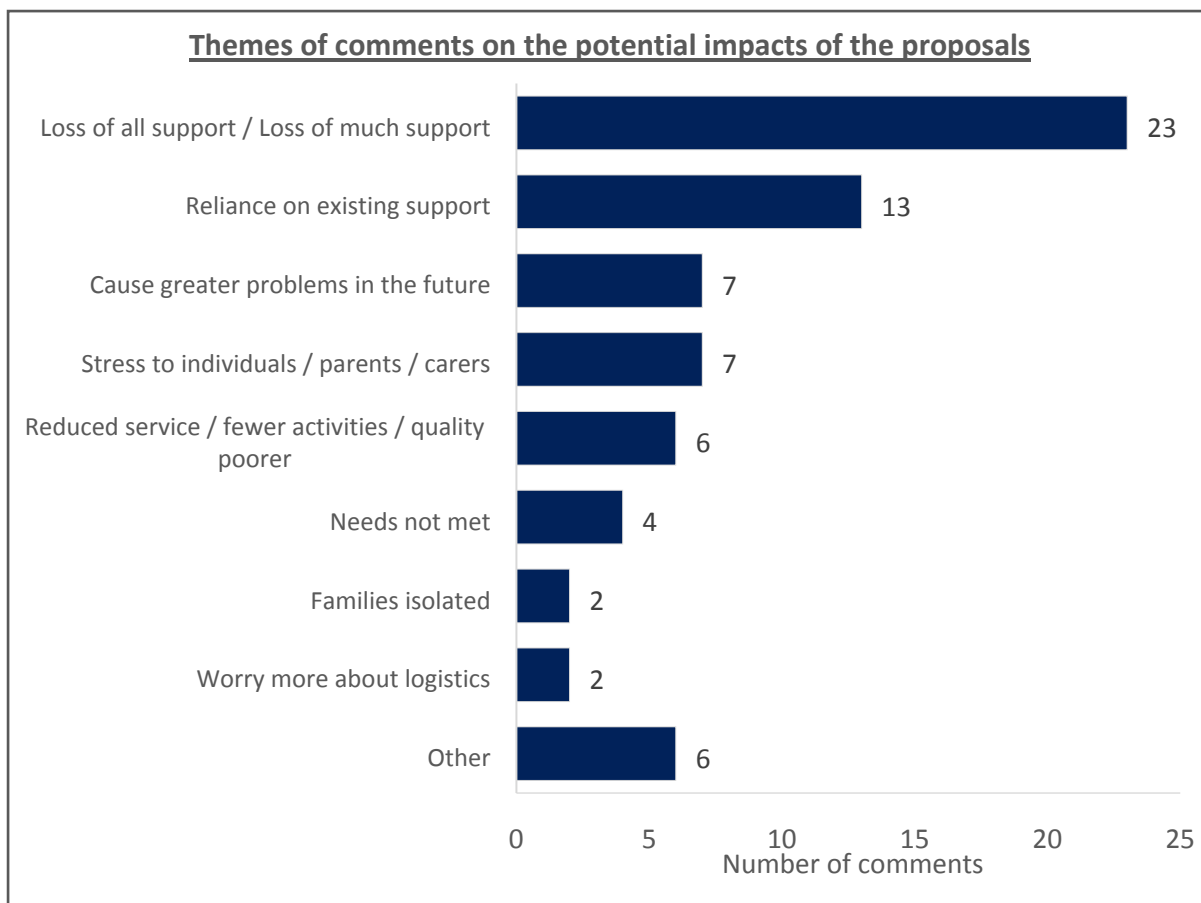


Figure 14

61. The most frequently written concern and impact of the proposals was the loss of all or much of the support that the individual currently receives. A total of 23 respondents mentioned this within a comment on the questionnaire. The following examples encompass the sentiment of these comments:

“Lots of disabled people would fall between the cracks and not get any choice in what they are offered, (or get no help at all), if they are not classed as the most severely disabled.”

“Reading the criteria it is likely my son will meet the Medium level and therefore lose the personal budget we have used to enable him to enjoy 1:1 support. This allows him to feel independent and allow for us to undertake activities with our other child that is too difficult for our son.”

“My son accesses Mencap and for him this is a life line I honestly don’t know how he or we would manage if he wasn’t able to attend, he won’t care about changed or availability.”

“Please, please don't affect my son's respite and his short breaks residential respite. Without this he couldn't function and I couldn't function!”

“I know there’s a need to reach families that need help but just worry for some that are already receiving help that then may be taken away.”

62. In total, 13 people wrote about their reliance on the service currently and how this would be impacted by the proposed changes. The following comments are examples:

"You must understand that for families like mine who have completely relied on the support and overnight breaks that we get from Jigsaw to change at this juncture in time to something different before going into adult services is completely unreasonable unfeasible and I would not hesitate to take action about it"

"The only reason I can work is through the support I get through DLA Buzz direct payments and having a carer who I top up her hours so I can work full time."

"This service is a lifeline to a lot of families and helps families feel valued in the role they do on a day to day basis."

"everyday people that rely on the services that will be affected a by a great deal."

63. Seven people expressed concern over a reduction in support leading to greater problems in the future. Examples include:

"we will end up with more families in crisis which will lead to more of these children/ young people in boarding schools or care."

"This will have negative impact upon the community, as they live in the community and will be a burden rather than a useful asset if they do not receive the help they need."

"Families have to get to crisis point before they get additional appropriate support from social services."

"To get a respite would help so much to recharge and continue what we do rather than becoming ill or any injuries would mean someone would have to come in and take over."

64. Seven people wrote about the stress that the proposed changes would cause the individuals, parents and carers. Comments included:

"Lots of money will be wasted making assessments, which will be instructive, and an invasion of privacy to what is already a stressful life with a child with a disability."

"I'm actually lying awake at night worrying about this ! I had one breakdown before we got our respite package I do not intend having another by having it taken away from us."

"He would not feel comfortable accessing groups due to the noise and his difficulties engaging with others due to his autism."

65. Six people spoke about the impact of proposals resulting in a reduced service, with fewer activities and poorer quality. Examples of quotes encompassing this theme include:

"I worry about whether there will be enough subsidised activities for my children's ages and needs, and where they will take place."

"it is a pity that SCC is downgrading the service they offer to MOST disabled young people."

"The money has helped us do so many fun things a lot of memories just worry without the budget if we could still make these memories"

66. Four people felt that the needs of the individual would not be met if the proposed changes were to be implemented. Quotes include:

“Funding across the city has been cut and support is being cut so to do this is another step in the direction of not looking after the most vulnerable people are disabled children and young people”

“It is only through a personal budget that many disabled people can have their needs meet, and the taking away of this choice is to put most disabled people in Southampton at a disadvantage”

67. There were two comments relating to families potentially becoming isolated as a result of the proposals. For example:

“They didn’t provide any dates over Christmas and Christmas was a nightmare because of it, we were unable to go out of the flat for one day...therefore we spent more than a week without getting any fresh air as I have very limited family support and my son won’t even walk to the corner shop”

68. Two respondents expressed concern over managing the logistics themselves as a result of the proposal. For example:

“One of the benefits of the personal budget was not having to worry too much about logistics; the proposed changes restrict us a lot more.”

69. There were a number of further impacts that respondents raised in relation to the impact of the proposals. These included the following comments:

“Please remember that a large proportion of children with special needs can not manage change, and if you take away services that they currently access or allow them to access through buzz, jigsaw or the payments then this could put a huge pressure on the child and their families”

“You will need to carefully consider the impact on the children themselves. For some, it has taken years to build trusting relationships, e.g. with care workers and to have that suddenly taken away can lead to some serious repercussions.”

“some families who currently receive the buzz fund may not be able to afford doing things without this help. For example i pay for my son's swimming lessons with his and if i didn't receive the buzz budget i wouldn't be able to afford to take him. And on other days out so it really helps us.”

70. The final question relating the proposed short break service offer asked for any further comments that the respondent may have. When analysing the free text comments from the questionnaire, all comments from all questions were analysed and categorised together. For example, if a respondent commented on the eligibility criteria in this free text question that comment will have been regrouped with all other comments on the eligibility criteria to ensure that an accurate picture of opinions can be calculated across the entire consultation. A lot of the comments submitted within this question related to a specific part of the consultation and have therefore been included and counted in the themes of comments reported on the proposed criteria, service offer, alternatives and suggestions and impacts.

71. Themes of comments for the question “any further comments” included:

- a. There were 13 people that commented positively on the proposals generally.

- b. There were 7 people that commented on the consultation process. These comments will be discussed later.

72. The positive comments generally on the proposals included:

"I appreciate all the hard work the SEND team and the parent carer forum have put in to this proposal. There certainly is more of a parent and young person's voice in Southampton over the last year or so."

"I can see clearly it needs to change. I fully understand that."

"I am very excited by the proposal. As a social worker in young people's palliative care I am frustrated by the length of time for assessment and the lack of opportunities for many young people who are life limited."

"I think it's amazing that the SPCF has worked so hard to include every family no matter how little or how much affected. It is definitely time that Southampton families in need of help, support & respite breaks get what they do desperately need. The Southampton parent carer forum is incredible & long may it continue."

"From what I have observed myself the system definitely needs redefining as some families in Southampton do have access to loads of help whilst everyone else struggle alone."

Public sessions feedback

73. A total of 52 parents/carers attended the sessions as well as 10 representatives from short break providers or schools. A Facebook Live session was held on 8th February and has been viewed 677 times. Full details of all session dates, venues and attendance is provided below.

Date & Time	Venue	Number of attendees
22/11/17, 10am-1pm	Rose Road Association	8
28/11/17, 11am-1pm	Civic Centre (Providers only)	7
11/12/17, 10am-12	Springwell School	2
10/01/18, 10am-12	Great Oaks School	3
15/01/18, 6-8pm	Southampton Mencap	3
24/01/18, 5-7pm	Civic Centre	6
29/01/17, 1pm-3pm	Rose Road Association	10
07/02/18, 10am-12	Rose Road Association	20
08/02/18	Facebook Live	677 views

74. The main areas of feedback from the sessions was:

- Negative views on the use of the term 'critical' within the 4 eligibility levels. 'Complex' was suggested as an alternative
- Suggestions of closer working with other local authorities to have the same/similar short break offer
- Concerns about the personal budget no longer being available at the medium eligibility level and the impact this would have on families

- Questions around how the proposals (if agreed) would be implemented and whether new assessments or re-assessments would be required
- Suggestion that schools could be used to provide more short breaks at the weekend and during school holidays
- Lack of short break provision for children aged under 5 years
- Concerns about whether mainstream community activities would be sufficiently skilled to support children with disabilities or additional needs, particularly those with autism.

75. Questions around how the quality of community activities will be monitored.

Other feedback

76. Three written responses were received separately from the online survey or consultation sessions. Two were from short break providers - Royal National Institute of Blind People (RNIB) & Southampton Mencap - and one was a transcript of a Facebook conversation and poll of families on the proposals.

RNIB

77. The response from RNIB focussed on the proposed eligibility criteria. They expressed strong disagreement with the proposal and were concerned that the eligibility banding (low, medium, substantial & critical) would introduce unfair barriers to accessing short breaks and make a decision about the person before an assessment is put in place. RNIB did not comment on the proposed service offer or whether the service names should be changed.

Southampton Mencap

78. The response from Southampton Mencap was broadly supportive of the proposals. However, they expressed concerns about some aspects of the new eligibility and service offer, in particular:

- The effect on families of the removal of personal budget option for those at the medium level
- The significant work involved in implementing the proposals
- The challenges of supporting mainstream activities to apply for funding and to adapt their services
- The importance of specialist playschemes continuing to be available

Facebook Poll and Feedback

79. A poll was set up on Facebook during the consultation by a parent interested in finding out people's views on the Buzz personal budget and One2One service. 136 people took part in the poll with the following results:

- The Buzz Budget of £200 really helps our SEN child and we want to keep this in the future – 103 votes
- The budget helps us taking our son on trips and fun activities that really help his condition – 20 votes
- The respite 1:1 service really helps our SEN child and we want to keep this in the future – 10 votes

- I currently receive the personal budget but would choose the 1:1 service if the waiting list was shorter – 3 votes
- I don't need the personal budget or 1:1 service and would not miss it if it was scrapped – 0 votes

80. The main areas of feedback were:

- Concerns about the long waiting list for 1:1 support through Buzz
- Concerns that removal of the personal budget option would reduce the choice available for families

81. Positive feedback about the 1:1 service

Feedback on the consultation process and approach

82. The council is committed to make the whole consultation process as transparent as possible. As a part of this, any feedback on the consultation process itself received during the course of the consultation is summarised in this section.

83. Overall, out of the 99 people who answered the consultation questionnaire, a total of 7 people commented on the consultation process itself.

84. The comments made regarding the consultation process are shown below:

Without full disclosure of the preferred option and what it entails this consultancy is flawed and is open to challenge due to not being sufficiently informed of the impacts of the choices offered.

Alternative what?

I can't really comment until I know what the levels correspond to in terms of the support offered.

I hope the local authority does its utmost to get this consultation out there so that it can gather as many opinions and ideas as possible. I have only become aware of it via the parent carer forum - nothing at all from the Council or from Buzz network.

I'm extremely concerned that all families are not being written to directly as well and you are solely relying on social media and web based media to spread this message. That is not full and proper consultation and could in fact land you in very hot water. I say this as a very long-term user of social media and electronic communication, however I know that family is on very low incomes are relying on pay-as-you-go phones to access any sort of social media and often cannot access web based content unless they either borrow or access computer facilities through libraries or through family and friends. Unless you make family is directly away through the post as well but particularly those who are in these positions then you are not consulting fully. The rationale for these changes has not been explained fully and frankly it should be in plain English and with more frank explanation of why you need to change these things. I am under no illusion whatsoever that whatever Parent feedback you get on this you will take absolutely no notice whatsoever. As I discovered the trouble is that parent forums become another home of the council and are not a fully Acting as a critical friend they are just an extension of bringing in change by the council but they have already been convinced to do it rather than acting as a critical friend. I'm exhausted by everything that's going on punishing families of disabled children and young people and I will be watching this very

closely and challenging any legality Around changes but also assessment. You assert that you are not meeting legal requirements at the moment but you don't "the appropriate parts of the Act around changes but also assessment. You assert that you are not meeting legal requirements at the moment but you don't "the appropriate parts of the Act, nor do you explain where you think that you are not acting legally. I am very cynical about this whole exercise and it's also not been publicised outside of social media and web based media which is extremely disappointing given all the feedback that has gone on in the past. The communication from Jigsaw sensually about changes of manager about changes in staff have been abysmal and communication from the bus network has all but stopped for many people with databases not been kept up-to-date and people slipping off the radar.

The impact scales did not allow people to identify if positive or negative impact. Also I felt I had to respond 'neutral' in places as it was not a simple yes or no answer, more of a yes AND no answer.

There needs to be more clarity on the short breaks proposals as to what they would actually mean to current members as I don't know whether I would come into the category of less/ more help than currently provided

Conclusion

85. The consultation sought views on proposed changes to the short break service offer for children with disabilities or additional needs and proposed changes to the eligibility criteria which allows access to these services.
86. In total, 99 respondents completed the questionnaire which ran for 12 weeks from 21 November 2017 to 12 February 2018. In addition, 52 parents / carers attended sessions on the consultation as well as 10 representatives from short break providers or schools.
87. The demographic breakdown of respondents to the consultation questionnaire showed that whilst certain groups were less represented than others, there was still engagement across a broad ranges of groups.
88. Overall there was a higher level of agreement (74%) than disagreement (14%) for the proposed eligibility criteria and also a higher level of agreement (69%) than disagreement (12%) for the proposed service offer.
89. The most frequently mentioned themes of comments in the questionnaire included: the need to have clear criteria and assessment; the need to take into account family situation during assessment, the wish for a fair level of support across all categories and the potential loss of support that individuals may face.
90. In conclusion, this consultation allows Cabinet to understand the views of residents and stakeholders on the proposals that have been consulted on. Therefore it provides a sound base on which to make a decision.

Key change/activity	Detail	Relevance to eligibility criteria	Impact	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19					
New eligibility criteria	Proof of DLA or PIP required	Low	Families will be provided with information and advice about local services and if necessary, provided with information to make	A small number of families may lose their personal budget. The actual number is difficult to identify as information about DLA/PP	Request proof of DLA/PIP			Proof of DLA/PIP standard requirement for all requests for support through Buzz Network																
		Medium	All Buzz Network members will be asked to provide evidence of their DLA.	1250	Short																			
		Substantial																						
	Access to services via assessment	Low	No assessment required. The right to request an assessment is an option if families feel there is a significant impact on them.	up to 5,000	Information, advice and guidance provided to families identified at the Low level.																			
		Medium	No assessment required. Proof or DLA or PIP required. The right to request an assessment is an option if families feel there is a significant impact on them.	Estimated to be 1350	Information about enhanced mainstream services provided to families identified at the Medium level. Advice and guidance also provided																			
Substantial		Existing assessment approach to be expanded to consider a child's disability and additional needs.	Estimated to be 150	Assessment process reviewed and amended. Staff training.				Assessment process in place and teams identifying families and accepting referrals																
Complex		Current assessment approach to continue	285	Current assessment and referral process continues with the wider range of eligible needs included																				
Personal budgets	Personal budgets are provided according to eligibility criteria	Low	No entitlement to a personal budget	A small number of families may lose their personal budget. The actual number is difficult to identify as information about DLA/PP	Families provided with information and advice																			
		Medium	Low level of personal budget available to 31 March 2019 as new services are developed	Estimated 500 of 1250 families receive reduced personal budget	Low level of personal budget available while community service developed.											Personal budgets cease to be available.								
		Substantial	From 30 September 2018 support provided by Children Services. Those identified and engaged in Buzz Network; 1 April 2018 - 31 August 2018 provided with low level personal budget.	Estimated to be 150 of 1250 Buzz Network families	Low level of personal budget available while Children services are trained and new processes developed				Personal budgets and access to assessment be provided through relevant children services/teams															
		Complex	From 1 April 2018 existing Jigsaw families will receive all their personal budget and support through Jigsaw service assessment and review process	Existing 255 families and an additional estimated 30 families will join the Jigsaw service	Case reviews completed to assess family circumstances including short breaks allocations.		Personal budgets for short breaks, where relevant are included in the overall support provided to families.																	
Short break services	Improved information about accessible mainstream services	All	Families will be able to find out about mainstream services through an improved Local Offer	7,000 children	Develop a new improved Local Offer, coproduced with families			Ongoing development and provision of improved Local Offer																
	Enhanced mainstream services	Medium	Mainstream services will be able to offer additional facilities and activities for families who hold a Short Break Plus Card (or similar identification)	Estimated to rise to around 1350 families	Continue to grant fund a range of community activities				Seek applications from mainstream services to provide enhanced services				A range of enhanced mainstream services available to families with a Short Break Plus Card (or similar form of identification)											
					Working with families and providers sources and develop services alongside the setting up of a grant or contracting mechanism for providers to make applications for funding				Transition existing services to new funding mechanism															
	Contracted services	Substantial	Specialist services contracted to offer one to one support, outreach and overnight residential services	Estimated 150	Procurement process undertaken															All contracted services in place.				
		Complex		285 families																				
Concessions	All	Provide additional support to families & children	7000	Continuous negotiations with local companies and providers to secure concessions.																				
Short break card(s)	Develop Short Break and Short Break Plus cards (or similar form of identification).	All	Appropriate means of identification will assist families to receive concessions when accessing services	up to 7000 (1350 for Short Breaks Plus card)	Set up task & finish group including parent representatives		Co-design and develop Short Break Card(s) or similar form of identification. Start to engage local businesses and companies				Continual engagement with local companies and businesses to improve the benefits of the Short Break card(s)													

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Short Breaks case study – Lily Low

Lily is 12 years old and lives with her mum and older brother. Lily has dyslexia and needs some additional support at school with reading and writing. She sometimes feels frustrated by the difficulties she has in English class and needs some additional time during examinations on account of her dyslexia. She is able to participate in the same types of activities as her peers.

Current Service	Future Service
<p>Lily and her family can access universal services.</p> <p>Lily’s parents are not aware of the Buzz Network Short Breaks offer.</p> <p>Lily’s parents don’t currently know about the SEND (Special Educational Needs and Disability) Local Offer Webpage on the Southampton Information Directory Website.</p> <p>The recent Joint Local Area SEND Inspection report highlighted that the SEND Local Offer online tool is outdated and has some gaps and that very few parents know what the local offer is, relying on front line practitioners to signpost them to services.</p>	<p>Lily will continue to access universal services.</p> <p>The Local Offer will be updated and publicised widely to enable families to have easy access to information on the suite of mainstream clubs and activities in and around Southampton, including school breakfast and after school clubs, school holiday activities and events, as well as information on processes, pathways and support services available in the area.</p> <p>Lily’s parents (all families) will be able to find out more at the forthcoming Southampton Local Offer Live Event running on 10th March 2018.</p>

Short Breaks case study – Malak Medium

Malak is 6 years old and lives at home with his mum, dad and two younger siblings. Malak received a diagnosis of autism and ADHD last year. He can be very energetic and is not always aware of dangers around him, being very unpredictable in his behaviours. He has found the conformity of school difficult as he is getting older now that the curriculum has moved away from play based activities. He has recently undergone an assessment for an EHC (Education, Health and Care) Plan and his parents are considering whether his needs might be best met in a special education provision once he has finished infant school. They have recently been awarded the middle rate care component for DLA (Disability Living Allowance) and the low rate for mobility.

Current Service	Future Service
<p>Malak’s family are signed up to the Buzz Network where they have access to news and updates on services available.</p> <p>Malak attends specialist play schemes which allow the family breaks from their caring responsibilities on Saturday afternoons and during school holidays.</p> <p>Malak attends a swimming group once a fortnight, commissioned specifically for children with additional needs. Malak’s family would like him to attend this group more regularly but it is a very popular activity for families so available sessions have been shared out to enable all families who would like to benefit from this offer to do so.</p> <p>Malak’s family also received a one off personal budget of £400 this year, intended to support Malak to access further activities that are of interest to him. Last year they received £600 but due to the increasing popularity of this option, the amount has been reduced to enable other families to receive this too. His family are required to set up a separate bank account and provide the short breaks team with evidence for all of the spend of this money, proving that it has been used for short breaks. Malak’s family feel that this is a lot of hassle for such a small amount of money which is likely to reduce again as more families join the network.</p> <p>Malak has a Buzz Network card which can be used as evidence for concessions at a very select number of places of interest e.g. Marwell Zoo.</p>	<p>Malak’s family will continue to receive news and updates through the Buzz Network because the family are in receipt of DLA.</p> <p>Malak’s family will receive a new Short Breaks card that will be recognisable by a broader range of places of interest whilst also offering a range of discounts and concessions negotiated across the city.</p> <p>Malak will still be able to access play schemes and grant funded community based activities e.g. swimming sessions.</p> <p>Malak’s family will no longer receive the one off Buzz Network personal budget of £400 a year. However, Malak will now benefit from being able to access a greater range of enhanced/adapted mainstream activities near to his home (Southampton) that can support his needs.</p>

Short Breaks case study – Maddie Medium

Maddie is 8 years old lives at home with her parents and 3 siblings. She has a diagnosis of ADHD and also has sensory processing difficulties which means she can find some environments, particularly those that are crowded, with bright lights, very overwhelming. This can sometimes result in behaviours that challenge. Academically Maddie is very able, and with some additional support, behaviour strategies and reasonable adjustments in school, she is able to manage well in a mainstream settings. Her parents report her behaviours at home to be challenging as the home environment does not have the same structure as school and that is difficult to give her the attention she requires as there are 3 other siblings. Maddie qualifies for the low level for the care component of DLA.

Current Service	Future Service
<p>Maddie’s family could currently access the Buzz Network but have chosen not to because then enquiring, they established that the play scheme element of the offer, is primarily aimed towards supporting children/young people with complex or multiple needs.</p> <p>Maddie would like to attend the same clubs as her siblings but mum has been told that she cannot join because there will be a requirement for more dedicated staffing to support Maddie’s additional needs. The personal budget would not cover this and currently the staff in the settings are not trained to support young people with ADHD. Mum can’t get Maddie to any of the Active Nation sessions which are grant funded through the Buzz Network because the timings of these clash with the clubs that her other children attend.</p>	<p>Maddie’s family will continue to be eligible for support through the Buzz Network because the family are in receipt of DLA.</p> <p>As part of the new proposal, mainstream activities/clubs will be able to apply for funding to support with things like increasing staffing levels or for financial help to cover the cost of training for staff to learn skills and strategies to enable them to support clients with SEND and ultimately become more inclusive. This will expand the clubs and activities available to families in Southampton and give more opportunity for children with additional needs to take part in activities in their communities with their mainstream peers.</p>

Short Breaks case study – Sally Substantial

Sally is 14 and lives at home with her mum and dad and two younger siblings. At age 11 Sally was diagnosed with Asperger’s syndrome, a high functioning form of autism. She has recently received a diagnosis of anxiety through CAMHS and has started taking medication for this. She is academically very able but her condition has impacted on her attendance at school. She struggles with change in routines, transitions, and in her social communication. She gets frustrated when she cannot communicate her needs successfully or has had an unexpected change in her routine and this often results in the presentation of behaviours that challenge. These behaviours can include high levels of aggression towards herself (self-harm) and others, specifically mum and staff supporting her at school.

Current Service	Future Service
<p>Sally has been open to social care teams for short term intervals when her aggression has been so severe that it has presented as a safeguarding concern (significant risk of serious harm to self or others).</p> <p>Sally and her family can access the Buzz Network for non-assessed short breaks but the amount of money available through a personal budget at this level is not felt to be enough to enable the family to employ a support worker to enable the building of a positive and trusting relationship with Sally. The family used to use one of the commissioned one2one services but due to staff turnover, the worker kept changing and this led to an escalation in incidences of challenging behaviour.</p> <p>There are play schemes available but Sally’s parents feel that these are for “more severely disabled children” – they do provide Sally with a peer group and feel that the other children would be very vulnerable if Sally attended. Sally says that she just wants to be able to do the same things as other girls her age.</p> <p>The only way to get more Short Breaks is through JIGSAW (Children with Disabilities Tram) but a referral has previously been made to this team and Sally does not meet the criteria because she does not have a learning disability.</p> <p>Sally’s family feel at crisis point.</p>	<p>Sally will continue to be open to social care teams in periods of increased risk to self or others but the relevant social care team will be able to complete a short breaks assessment tool as part of their input. This request will go to the short breaks panel which will assess in detail the longer term support that the family require to enable them to continue to sustain caring for Sally’s complex needs.</p> <p>If eligible, Sally’s family will be given a Personal Budget for the purposes of enabling the family to have short breaks from their caring responsibilities, and enabling Sally to take part in meaningful and relevant social activities of her choice.</p> <p>A personal budget is a clear, upfront amount of money identified by the Local Authority that can be used to arrange short breaks. The amount depends on an assessment of individual needs and can be managed in a number of ways:</p> <ol style="list-style-type: none"> 1. Direct payment – Examples of how this can be used include; To employ a person who can care for Sally overnight, in the home or in the community, to pay for play scheme sessions or other activities and days out or to purchase specialist activities that enable improved access to activities in the community. 2. An arrangement whereby the LA holds the funds and arranges the support 3. Third party arrangements – where the money is paid to an individual or organisation to manage on the families behalf. 4. A combination of the above. <p>This will be reviewed at least 6 monthly by the Short Breaks Team.</p>

Short Breaks case study – Charlie Critical

Charlie is 7 years old and lives at home with his mum and older sister Chloe. Charlie was born prematurely and suffered brain damage at birth leaving him with complex disabilities. He has cerebral palsy and uses a wheelchair. He cannot sit unaided, he has no movement in his legs or right arm and has only very basic communication skills. Charlie relies on adults for all of his care needs including feeding, washing and dressing. He doesn't sleep well so mum is up frequently in the night with him to adjust his position or attend to his care needs. This has a significant impact on mum as a lone parent.

Current Service	Future Service
<p>Charlie is open to the JIGSAW Service, a multi-agency health and social care team for children with disabilities.</p> <p>Charlie's family is able to access multiple services through this team, including a social worker, a learning disability nurse and occupational therapy.</p> <p>Charlie's social worker has carried out a short breaks assessment through a resource allocation tool which takes into consideration the impact of Charlie's disability on both him and his family. Charlie's family have been allocated a £7000 personal budget through the short breaks assessment panel. Charlie's mum has chosen to spend £4000 on overnight short breaks at a specialist respite unit and she has taken the rest as a direct payment to employ staff to help Charlie access the community and activities that he enjoys, and to accompany the family for days out.</p> <p>In addition to this Charlie accesses specialist play schemes in the school holidays through the buzz network and mum has received an additional £400 direct payment through this service - this has been used to fund swimming lessons for Charlie.</p>	<p>Charlie will continue to be supported through the JIGSAW multi-agency health and social care team for children with disabilities.</p> <p>His family will continue to receive their assessed short breaks personal budget which is reassessed every 6 months.</p> <p>Charlie will still be able to access specialist play schemes by purchasing sessions through his assessed short breaks Personal Budget. It would be the expectation that the subsidy that Southampton City Council currently pay for these schemes will be deducted from the family's overall personal budget. Charlie's family may feel that the reduction that this would cause will have a significant negative impact on the family and may therefore have an updated short breaks assessment to account for this.</p> <p>Charlie's family will no longer be offered an additional £400 Buzz Network personal budget but there will be grants available to community organisations for adaptive equipment and activities, which will broaden the local offer of community activities that Charlie is able to access e.g. specialist swimming sessions.</p>

Short Breaks case study – Christopher Critical

Christopher is 14 years old and lives with his grandparents. He is an albino and is totally blind. This means that he has no pigments in his skin. His hair is white and his eyes are very pink. He must not go out in the sun without complete sun block. He is of average intelligence and is very sociable. Christopher learned braille from a young age with support from a specialist teacher which has encouraged him to be independent. Christopher wants to take part in everything and he has little or no fear. If he is in a new situation he uses his hands to explore. He is becoming quite strong and determined and does not like to be told what to do. Because he cannot see things he wants to satisfy his curiosity by asking questions constantly. Sometimes Christopher can be seen rocking backwards and forwards and recently he has started throwing things when he has become confused and doesn't know what is happening. Christopher's grandparents are finding managing Christopher's needs increasingly difficult as he has become older and physically stronger.

Current Service	Future Service
<p>Christopher is not currently open to social care services. A family engagement worker at his school made a referral to JIGSAW (Children with Disabilities Team) but he is not eligible because he does not have a learning disability.</p> <p>Christopher is open to a number of health services and receives support for his education through a specialist teacher for visual impairment, however, this support is not coordinated.</p> <p>Christopher and his family can access the Buzz Network for non-assessed short breaks. They currently choose to receive the £400 a year direct payment which is used to pay for activities that Christopher enjoys, such as swimming and bowling. Because of Christopher's visual impairment, his grandparents are required to accompany him to these activities which means that they do not get a break from the caring responsibilities and it frustrates Christopher that he cannot do things without them.</p> <p>There are play schemes available under the buzz network, but these are for children and young people with learning disabilities and Christopher does not feel that he fits into these. He wants to be supported in the community to help him build his independence and ultimately enable him hang out with peers.</p>	<p>Christopher will be eligible to receive services through the JIGSAW (Children with Disabilities) team where he will receive a multi-agency approach to meeting his needs.</p> <p>A short breaks assessment will be carried out and if Christopher and his families qualify for short breaks, they will receive a nominal personal budget amount which can be used to give Christopher's grandparents short breaks from their caring responsibilities, whilst enabling Christopher to take part in meaningful and relevant social activities of his choice.</p> <p>A personal budget is a clear, upfront amount of money identified by the Local Authority that can be used to arrange short breaks. The amount depends on an assessment of individual needs and can be managed in a number of ways:</p> <ol style="list-style-type: none"> 1. Direct payment – Examples of how this can be used include; To employ a person who can care for Sally overnight, in the home or in the community, to pay for play scheme sessions or other activities and days out or to purchase specialist activities that enable improved access to activities in the community. 2. An arrangement whereby the LA holds the funds and arranges the support 3. Third party arrangements – where the money is paid to an individual or organisation to manage on the families behalf. 4. A combination of the above.

DECISION-MAKER:	CABINET COUNCIL		
SUBJECT:	SAFE CITY STRATEGY 2017-20		
DATE OF DECISION:	20 MARCH 2018 21 MARCH 2018		
REPORT OF:	CABINET MEMBER FOR HEALTH AND COMMUNITY SAFETY		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Felicity Ridgway, Service Lead Policy, Partnerships and Strategic Planning	Tel: 023 8083 3310
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STATEMENT OF CONFIDENTIALITY		
NOT APPLICABLE		
BRIEF SUMMARY		
<p>There is a legislative requirement for the Safe City Partnership to undertake a Community Safety Strategic Needs Assessment each year, and to review the Safe City Strategy using the evidence from this needs assessment. The 2016/17 Strategic Needs Assessment was published in December 2017.</p> <p>The Safe City Strategy 2017-2020 was approved by Full Council in March 2017. This has now been reviewed against the evidence and recommendations of the Community Safety Strategic Needs Assessment. The strategy has been updated accordingly, and is now presented for approval.</p>		
RECOMMENDATIONS:		
Cabinet	(i)	To consider and recommend to Council the updated Safe City Strategy 2017-20.
Council	(ii)	To approve the updated Safe City Strategy 2017-20.
REASONS FOR REPORT RECOMMENDATIONS		
1.	<p>The Southampton Safe City Strategic Assessment has been used to review and update the data, actions and measures in the Safe City Strategy 2017-20. Undertaking a strategic needs assessment and revising the strategy in light of that evidence ensures that the Safe City Partnership is compliant with its statutory responsibility and there are clear actions to reduce crime and keep the people of Southampton safe.</p>	
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED		

2.	An alternative option is to not update the strategy. However, this would risk the Safe City Partnership not meeting its statutory obligations to formulate and implement, for each relevant period, a strategy for the reduction of crime and disorder in the area. In turn, implementing a strategy with outdated data could negatively impact community safety in the city.
DETAIL (Including consultation carried out)	
	Crime data
3.	The Southampton Safe City Strategic Assessment was published in December 2017. This shows that Southampton continues to have the highest overall crime rate amongst its statistical neighbours at 121.5 crimes per 1,000 population (compared to the national average of 73 per 1,000 population). However, increases in crime can be seen among our neighbouring districts, with Portsmouth's crime rate increasing to 120.6 crimes per 1000 population (previously 105.8 in 2015/16) and Hampshire's increasing by 61.7 per 1000 population (previously 55.5 in 2015/16). The statistics suggest that although Southampton continues to have an increasing crime rate, this is in line with the rate recorded nationally.
4.	The assessment also noted that recorded crimes in Southampton have increased by 13.3%. This mirrors rises of 17.2% and 13.2% in Portsmouth and the Hampshire Constabulary area respectively, and a rise of 10% in police recorded crime reported nationally over the same time period. Previous increases in crime in 2014/15 and 2015/16 were likely to have been driven by changes in recording and reporting practices following the publication of Her Majesty's Inspectorate of Constabulary (HMIC) findings in November 2014. However, changes to crime integrity data have now been in place for over 2 years, suggesting the recorded rise in 2016/17 is likely to be attributable, at least in part, to a real increase in crime. This conclusion is reinforced by a rise in calls for service, as 999 calls are up 6.7% over the previous year's figures, and the volume of 101 calls as risen by 1.3% during the same period.
5.	<p>The Safe City Strategic Needs Assessment identified a number of successes, including:</p> <ul style="list-style-type: none"> • Theft of a motor vehicle has reduced by 26%, from 599 in 2015/16 to 444 in 2016/17. • Threats to kill have reduced by 11%, from 130 in 2015/16 to 116 in 2016/17. • Around 8% (1,726) of offences were identified as involving a vulnerable victim in 2016/17, a large decrease on the 28.5% (4,600) recorded in 2015/16. • The numbers of vulnerable people going missing regularly have reduced significantly though improved partnership working. • There has been a reduction in both the number of road collisions and the number of road casualties. The annual number of collisions fell from 594 in 2015 to 532 in 2016 and the annual number of casualties fell from 681 in 2015 to 650 in 2016. • In 2016/17 First Time Entrants (FTE) to the Youth Justice System fell for the fourth year running; the number of reoffenders also reduced from 342 in 2013/14 to 266 in 2014/15 (latest available data).

6.	<p>However, alongside the overall rise in crime, the Needs Assessment has highlighted a number of challenges for the city:</p> <ul style="list-style-type: none"> Recorded crime has increased by 13.3% in 2016/17. In the same period, there was a 6.7% increase in calls to emergency services and 1.3% increase in calls to 101 non-emergency. 121.5 crimes per 1000 population were recorded in Southampton, which is significantly higher than the national average, but similar to Portsmouth, as the other large city within Hampshire Constabulary's area, which recorded 120.6 crimes per 1000 population. Violent offences in Southampton rose by 14%, from 8340 in 2015/16 to 9544 in 2016/17. There was a 58% increase in reported serious sexual offences, from 371 in 2015/16 to 585 in 2016/17; this may be partly due to an increase in reporting of historic sexual offences. There was an 18% increase in reported domestic violent crimes, from 2403 in 2015/16 to 2825 in 2016/17. There was a 16% increase in non-domestic burglaries, with burglaries from sheds accounting for 31% of the total. There were around 1,500 incidents of alcohol related violent crime in Southampton in 2016/17, up from 1457 in 2015/16. Southampton has higher rates of drug related deaths than England, with 6 recorded deaths per 100,000 population between 2014/16, compared to 4 recorded deaths per 100,000 population nationally between 2014/16. Those committing multiple offences in Southampton were responsible for 62% of all recorded crime. Outcomes for young offenders are improving, however it is important to continue work to understand pathways into criminality for first time entrants.
	Strategy update
7.	<p>The Safe City Partnership notes the increase in crime across the city as a significant concern, and the strategy sets out the key actions that will be taken to address these challenges. The Safe City Partnership will work closely with the OPCC and Chief Commissioner to ensure partnerships work together to reduce crime, promote public safety and create vibrant, inclusive communities.</p>
8.	<p>The Safe City Partnership has reviewed and updated the actions and measures in the strategy, in response to the recommendations highlighted in the Strategic Needs Assessment. The evidence demonstrates that the Safe City Strategy priorities continue to be key issues for the city and should remain, as follows:</p> <ul style="list-style-type: none"> Reduce crime, reoffending and anti-social behaviour Reduce the harm caused by drugs and alcohol Protecting vulnerable people Reduce youth crime.
9.	<p>However, some of the actions have been updated to respond to the key issues highlighted in the needs assessment. The key proposed changes to the strategy are:</p> <ul style="list-style-type: none"> Statistics have been updated to reflect the most recent evidence. Two new actions have been included for "reducing crime, reoffending

	<p>and anti-social behaviour". They are "to explore opportunities with business to monitor commercial burglary hotspots across the city" and "to monitor data from a range of sources to better understand violent crime trends".</p> <ul style="list-style-type: none"> • One action has been removed under "reduce the harm caused by drugs and alcohol". This was "to ensure single pathways for drug and alcohol treatment services is effective at helping people complete their treatment", and has been removed due to it being covered by the Drugs and Alcohol Strategies. • One action has been removed under "protecting vulnerable people". This was "to implement and monitor the Domestic Abuse Improvement Plan", and has been removed due to this being covered by the Multiagency Domestic and Sexual Abuse Strategy. However, a new action has been included relating to domestic abuse: "to investigate the rates of arrest and charges for domestic violent crime" as recommended in the needs assessment. • One further new action has been added under "protecting vulnerable people", "to continue to address rough sleeping activity in the city, ensuring strong pathways of support are available for individuals with complex needs". This was recommended by the needs assessment. • One new action was added under "reduce youth crime", "to reduce children's use of weapons and raise awareness with schools and youth groups". This was highlighted as a priority in the Safe City Strategic Assessment.
10.	The updated strategy was presented and agreed at the Safe City Partnership meeting on 16 th February 2018. The strategy will be monitored by the Safe City Partnership and reviewed again following the publication of the Safe City Strategic Needs Assessment 2017/18 in December 2018.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
11.	There are no additional resource requirements arising from the approval of this strategy. The partnership working arrangements aim to ensure that the existing resources from each partner are targeted at the key actions identified.
<u>Property/Other</u>	
12.	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
13.	Southampton City Council has a statutory responsibility to formulate and implement, for each relevant period, 'a strategy for the reduction of crime and disorder in the area' under section 6 of the Crime and Disorder Act 1998 (reinforced in Schedule 9(3) of the Police and Justice Act 2006) .
<u>Other Legal Implications:</u>	
14.	None.
RISK MANAGEMENT IMPLICATIONS	
15.	The strategy responds to the crime risks identified in the Safe City Needs Assessment and any new risks will be managed by the Safe City

	Partnership if they arise.
POLICY FRAMEWORK IMPLICATIONS	
16.	The Crime & Disorder Reduction Strategy (Safe City Strategy) is a requirement within the Policy Framework.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All wards
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Safe City Strategy 2017-20 (updated)
2.	

Documents In Members' Rooms

1.	Equality and Safety Impact Assessment	
Equality Impact Assessment		
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.		Yes
Privacy Impact Assessment		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		No
Other Background Documents		
Southampton Safe City Strategic Assessment 2016/17 (Southampton Safe City Strategic Assessment) – this can be viewed via the following link: http://www.publichealth.southampton.gov.uk/images/safe-city-strategic-assessment-2016-17-v1.2.pdf		
Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	None	





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Southampton Safe City Strategy | 2017-2020

Southampton is a safe city...we are working to make it a safer city

Southampton is a vibrant and diverse city and we are committed to ensuring everyone who lives and works in the city, and those who visit it, can live safe and independent lives. The Safe City Partnership is a group of organisations working together to ensure that Southampton remains a safe city. The Partnership has identified four main priorities for keeping Southampton safe over a three year period. These are reviewed and updated every year to make sure the priorities are based on the latest crime data and intelligence included in the annual Southampton Safe City Strategic Assessment.

Our priorities Why is this important?




 <p>Reduce crime and anti-social behaviour</p>	<p>Recorded crime rates in the city have increased in 2016/17 and residents are also reporting feeling less safe. The Safe City Partnership wants to build on the successful activity taking place across the city to reduce crime and keep people safe. Partners will work together to address crime and anti-social behaviour, reduce reoffending, and contribute towards making Southampton a vibrant and attractive city where people feel safe.</p>
 <p>Reduce the harm caused by drugs and alcohol</p>	<p>The effects of drugs and alcohol can reduce inhibitions, leaving people vulnerable to becoming either a victim or perpetrator of anti-social behaviour, violence, and other crime, as well as having negative impacts on their health. Alcohol remains a key contributing factor in violent crimes and sexual offences. Drug related violence rose by over 60% this year (from 62 in 2015/16 to 101 in 2016/17) and drug offences have risen by 2% (from 708 in 2015/16 to 722 in 2016/17). By helping individuals to make better choices their own health will be improved and levels of crime will be reduced.</p>
 <p>Protecting Vulnerable People</p>	<p>We want to protect vulnerable people to help improve their quality of life, and prevent the growth of criminal behaviour that targets vulnerable people. This includes supporting victims of domestic violence, sexual abuse and vulnerable victims*. 8% (1726) of offences were identified as involving a vulnerable victim in 2016/17.</p>
 <p>Reduce Youth Crime</p>	<p>Reducing youth crime in Southampton will positively impact on everyone living and working in the city. There will be less victims of crime and better outcomes for young people who have previously been involved in criminal activity. The Youth Offending Service has been successful in reducing the number of young offenders (from 79 in 2015/16 to 61 in 2016/17), and continuing this trend remains a priority.</p>

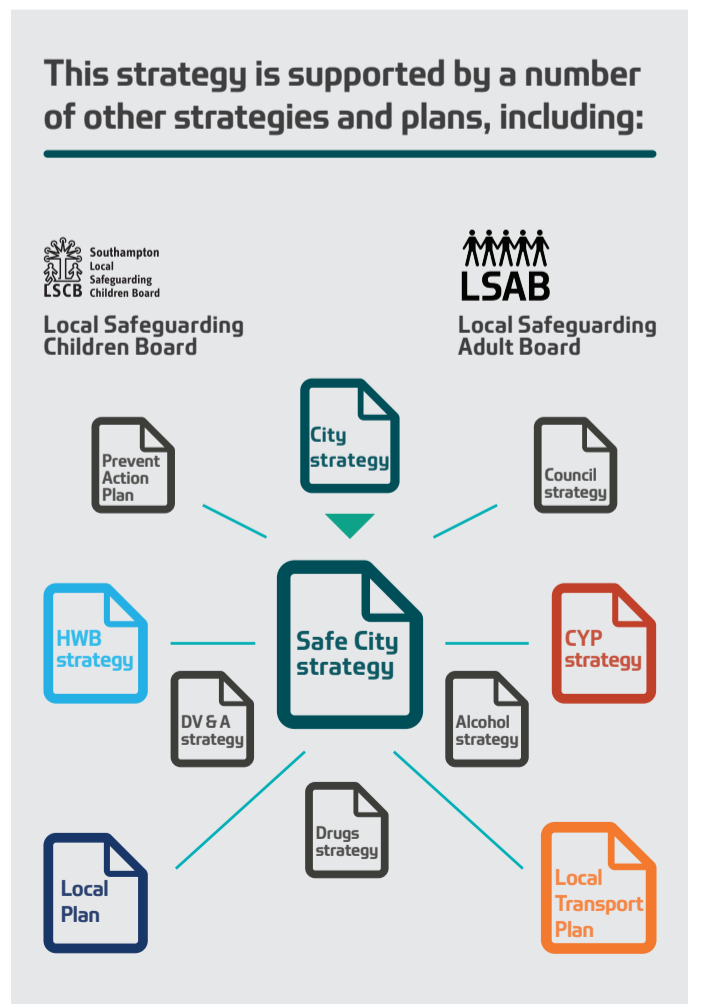
*A vulnerable victim is defined as anyone who is (a) under 18 years of age at the time of the offence, or (b) likely to have the quality of their evidence affected by mental disorders, significant impairments of intelligence and social function or physical disability or disorder.

Some of our successes in 2016/17

<p>26% ↓</p> <p>Theft of a motor vehicle has reduced by 26%, from 599 in 2015/16 to 444 in 2016/17.</p>	<p>11% ↓</p> <p>Threats to kill have reduced by 11%, from 130 in 2015/16 to 116 in 2016/17.</p>	<p></p> <p>There has been a reduction in both the number of road collisions and the number of road casualties. The annual number of collisions fell from 594 in 2015 to 532 in 2016 and the annual number of casualties fell from 681 in 2015 to 650 in 2016.</p>	<p>4th</p> <p>In 2016/17 First Time Entrants (FTE) to the Youth Justice System fell for the fourth year running; the number of reoffenders also reduced from 342 in 2013/14 to 266 in 2014/15 (latest available data).</p>
<p>8% ↓</p> <p>Around 8% (1726) of offences were identified as involving a vulnerable victim in 2016/17, this is a large decrease on the 28.5% (4,600) recorded in 2015/16.</p>	<p></p> <p>The numbers of vulnerable people going missing regularly have been reduced significantly though successful partnership working.</p>		

However, there are still some areas of challenge:

<p>121.5</p> <p>121.5 crimes per 1000 population were recorded in Southampton, which is significantly higher than the national average, but similar to Portsmouth, as the other large city within Hampshire Constabulary's area, which recorded 120.6 crimes per 1000 population.</p>	<p>13.3% ↗</p> <p>Recorded crime has increased by 13.3% in 2016/17. In the same period, there was a 6.7% increase in calls to emergency services and 1.3% increase in calls to 101 non-emergency.</p>	<p>18% ↗</p> <p>There was an 18% increase in reported domestic violent crimes, from 2403 in 2015/16 to 2825 in 2016/17.</p>	<p></p> <p>Outcomes for young offenders are improving, however it is important to continue work to understand pathways into criminality for first time entrants.</p>
<p></p> <p>Southampton has higher rates of drug related deaths than England, with 6 recorded deaths per 100,000 population between 2014/16, compared to 4 recorded deaths per 100,000 population nationally between 2014/16.</p>	<p>58% ↗</p> <p>There was a 58% increase in reported serious sexual offences, from 371 in 2015/16 to 585 in 2016/17; this may be partly due to an increase in reporting of historic sexual offences.</p>	<p>62%</p> <p>Those committing multiple offences in Southampton were responsible for 62% of all recorded crime.</p> <p></p> <p>There were around 1,500 incidents of alcohol related violent crime in Southampton in 2016/17, up from 1457 in 2015/16.</p>	<p>14% ↗</p> <p>Violent offences in Southampton rose by 14%, from 8340 in 2015/16 to 9544 in 2016/17.</p>
			<p>16% ↗</p> <p>There was a 16% increase in non-domestic burglaries, with burglaries from sheds accounting for 31% of the total.</p>



“ What do residents say*? ”

• Most people feel safe in their local area during the day (76%) but this figure falls to 42% at night. This has decrease since 2015, when 91% reported they felt safe during the day, and 52% at night.





• 33% of residents felt that rough sleeping was a very big issue in Southampton.

• 58% of residents felt that begging in the streets was a very big or fairly big problem in Southampton, compared to 37% in 2015.

• 56% thought that dealing or using drugs was a very big or fairly big problem in Southampton, compared to 39% in 2015.

*Southampton Community Safety Survey 2017

? How we are going to make Southampton safer?

Priorities	Key actions	Lead Agency	How we will measure success in March 2020?
 Reduce crime, reoffending and anti-social behaviour	Continue to raise awareness and improve communication to help people understand what they need to do to avoid becoming a victim of crime and encourage reporting focusing on deprived and hard to reach communities/areas.	All	Increased percentage of people in the city who feel safe in their local areas during the day and night
	Continue to engage with the public to identify and respond to issues specific to each neighbourhood area that most significantly impact communities (crime and anti-social behaviour).	Hampshire Constabulary	Decreased recorded anti-social behaviour rate
	Support evidence based approaches to tackle emerging crime patterns and prevent crime, while supporting initiatives in deprived areas.	Hampshire Constabulary	Reduced offending rate
	Support communities to give victims of hate crime the confidence to report incidents, and ensure this crime data is monitored to identify trends.	Hampshire Constabulary	Number of reported hate crimes across the city
	Working collaboratively with the Probation Services to reduce reoffending by improving outcomes for offenders through timely access to substance misuse services, mental health services, diversion services, employment training, family support, accommodation and education opportunities.	Probation Services	Decreased reoffending rate
	Continue to address activity in the city associated with anti-social behaviour through joint working, in order to disrupt and reduce begging and improve awareness through education.	Southampton City Council / Hampshire Constabulary	Reduced numbers of residents reporting street begging as a problem
	Explore opportunities with businesses to monitor commercial burglary hot spots in order to prevent and reduce the number of burglary offences in the city.	Hampshire Constabulary	Reduced number of commercial burglary offences committed
Monitor data from a range of sources in order to better understand violent crime trends.	Hampshire Constabulary	Reduced violent crime rates	
 Reduce the harm caused by drugs and alcohol	Work with the Health and Wellbeing Board to monitor and support the delivery of the Alcohol Strategy to reduce alcohol-related crime, disorder and violence in the city.	All	Decreased number of alcohol related violent crimes being committed
	Implement the Drugs Strategy, focusing on prevention, treatment and enforcement, working to reduce drug related deaths and the impact of drug related litter.	Hampshire Constabulary	Reduced number of drug offences across the city.
	Maintain operations to safeguard vulnerable people against drugs activity and associated crime.	Hampshire Constabulary	Increased numbers of people safeguarded via Operation Fortify
 Protecting vulnerable people	Work collaboratively with Public Health and the Domestic and Sexual Abuse Strategic Group to implement the Multiagency Domestic and Sexual Abuse Strategy 2017-20.	Southampton City Council	Reduced number of High Risk Domestic Abuse (HRDA) cases recorded
	Investigate the rate of arrests and charges for domestic violent crime and review practices and officer training if necessary to ensure the most effective method of reducing Domestic and Sexual Abuse in the city.	Hampshire Constabulary	Increased proportion of recorded incidents of domestic related violence resulting in arrest and criminal charges
	Ensure there are appropriate referral routes in place to programmes for perpetrators of domestic violence and abuse.	Probation Services	Increased number of identified perpetrators of domestic abuse engaged in and completing programmes or interventions
	Encourage increased reporting and sharing of local intelligence related to Modern Day Slavery, Harmful Practices, those Missing, Exploited or Trafficked, Domestic Violence and Abuse to better understand the extent of these crimes and increase learning regarding intervention and safeguarding.	Hampshire Constabulary	Decreased Missing Exploited or Trafficked cases
	Enhance support to identified vulnerable people through health and safety community projects and work to build community resilience.	Hampshire Fire and Rescue Service	Increased number of people supported by HFRS projects
	Continue to support the counter extremism and Prevent agenda and maintain routes for safeguarding people at risk of radicalisation.	Prevent Working Group	Number of referrals to Channel Panel (South East Region)
	Continue to address rough sleeping activity within the city, ensuring strong pathways of support are available for vulnerable and high risk individuals with complex needs.	All	Reduced numbers of rough sleepers
 Reduce youth crime	Work together to ensure that families of children who offend have support, prioritising resources for the most high risk offenders.	Youth Offending Service	Increased numbers of families turned around through Families Matter programme
	Promote child-friendly restorative practises, working with partners and schools to achieve our ambition of becoming a restorative city.	Youth Offending Service	Increased number of schools and agencies adopting Restorative Practices
	Monitor reoffending rates for young people, prioritising resources at those assessed as the most high risk and high need young offenders in the city.	Youth Offending Service	Reduced reoffending rates for young people
	Work collaboratively to reduce children's use of weapons and raise awareness with schools and youth groups.	Youth Offending Service	Reduced weapon related incidents in schools

DECISION-MAKER:	CABINET COUNCIL		
SUBJECT:	YOUTH JUSTICE STRATEGY 2017-20 UPDATE		
DATE OF DECISION:	20 MARCH 2018 21 MARCH 2018		
REPORT OF:	CABINET MEMBER FOR HEALTH AND COMMUNITY SAFETY		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Jon Gardner, Youth Offending Manager	Tel: 023 8083 4900
	E-mail:	jon.gardner@southampton.gov.uk	
Director	Name:	Hilary Brooks, Service Director: Children's and Families Services	Tel: 023 8083 4899
	E-mail:	hilary.brooks@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY		
NOT APPLICABLE		
BRIEF SUMMARY		
<p>All local authorities have a statutory duty to submit an annual Youth Justice Plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out local youth offending partnerships' responsibilities in producing this plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out:</p> <ul style="list-style-type: none"> • How youth justice services in their area are to be provided and funded • How the Youth Offending Service or equivalent will be composed and funded, how it will operate and what functions it will carry out 		
RECOMMENDATIONS:		
Cabinet	(i)	To consider and recommend to Council the updated Youth Justice Strategy
Council	(ii)	To approve the updated Youth Justice Strategy
REASONS FOR REPORT RECOMMENDATIONS		
1.	The Southampton Youth Offending Service provides statutory interventions to young people and plays a principal role in tackling crime committed by young people aged 10 to 17 years. Our key areas of work are reducing youth re-offending, the number of young people entering the criminal justice system (first time entrants) and the number of young people entering custody. The strategy attached has been developed with partners within the city with responsibility for assisting and contributing to this aim and summarises the key actions needed in order to be successful.	
2.	The strategy is completely effective of the more in depth document which	

	was endorsed by all statutory partners contributing to Youth Justice in the city in August 2017. It is reflective of the document submitted and commended by the Youth Justice Board ('YJB') in August 2017 and is reflective of the published document that has been available to the public in the House of Commons Library since September 2017. The priorities within the strategy reflect key performance indicators which need to be addressed locally and which also reflect themes set out within the Safer City strategy.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
3.	Failure to endorse the plan could result in removal of YJB Effective Practice Grant which would have significant financial and reputational impact upon the Local Authority.
DETAIL (Including consultation carried out)	
4.	The strategy is required to be submitted to the Youth Justice Board every summer in order to be compliant with Effective Practice Grant requirements. A decision was taken locally to develop a three year strategy for 2017-20 to be reviewed annually. Therefore, Southampton Youth Offending Service's 2017-20 three year Youth Justice Strategy (appendix 1) was completed in August 2017. It was reviewed and endorsed by the Southampton Youth Offending Service Management Board and Safer City Partnership Board. The document was submitted to the YJB, who commended it and it has been available to members of the public through the House of Commons library since September 2017.
5.	The timescale of submission of the YOS strategy did not correlate with local timescales for review and endorsement by members, nor did the strategy correlate with local template requirements; the document submitted to the YJB includes significant additional information required to fulfil YJB Grant conditions that are not included within a local document. As a consequence a bespoke strategy was completed for the city; the Southampton Youth Justice Strategy 2017-20 (appendix 2) but was not submitted to Full Council at this juncture. A decision was made to submit at the same time as the Safer City Partnership review in February 2018 due to the crossover in some strategic themes within both documents. Whilst this meant the document was not endorsed by Full Council, progress has been reviewed on a regular basis by both the Southampton YOS Management Board and the Safer City Board. Members are represented at both forums.
6.	In essence, the two documents utilise the same core information and the same structure of content focussing on the following areas; <ul style="list-style-type: none"> • Our priorities of a) reducing Youth Crime b) reducing first time entrants to the youth justice system c) reducing re-offending rates and d) reducing custody rates focussing specifically on • Our successes of the last three years • Our Challenges • Our links with other strategies • Our key actions for the next three years
7.	The two documents were recently reviewed by the Strategy and Commissioning Board and Council Management Team and feedback was received about amendments to the document submitted to the YJB.
8.	In addition, in relation to the two page Southampton Youth Justice Strategy,

	clarification was sought as to how the city compared to comparator authorities and any information about why Southampton is higher than regional and national averages. In relation the first query, this information is included in detail in Appendix 1 of the document submitted to the YJB. In relation to the second query, this has been a longstanding concern dating back to the time that Southampton disaggregated from Wessex YOT in 2012 and has been tackled and reviewed over the course of these past 6 years. Southampton YOS's Out of Court Disposal Strategy was inspected- successfully- by HMIP inspectors last year and recommendations are being implemented in order to gain a greater understanding as to the reasons for historical deficits and further evaluation will be included in the next strategy review in July 2018.
9.	Finally recommendations were made about how to 'brand' Restorative Practice as child friendly and developing some case studies. This too will be addressed in the July 2018 review.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
10.	Funding for Youth Justice in Southampton comes from a number of different streams; Local Authority, Health, Police and Crime Commissioner, National Probation Service, Youth Justice Board and individual bespoke grant arrangements. Endorsement will not entail any additional budgetary implications already planned for but failure to endorse may impact upon partners' contribution to the 2018/19 budget
<u>Property/Other</u>	
11.	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
12.	S. 40 of the Crime and Disorder Act 1998 sets out local youth offending partnerships' responsibilities in producing a plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan.
<u>Other Legal Implications:</u>	
13.	The Youth Justice Plan forms part of the Council's Policy Framework. A list of the Policy Framework plans are detailed in Article 4 of the Council's Constitution.
RISK MANAGEMENT IMPLICATIONS	
14.	Failure to endorse the plan could result in removal of YJB Effective Practice Grant which would have significant financial and reputational impact upon the Local Authority
POLICY FRAMEWORK IMPLICATIONS	
15.	If approved, the plan will form part of the Council's Policy Framework.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All wards

<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	2017-20 Southampton Youth Offending Service Youth Justice Strategy
2.	2017-20 Southampton City Council Youth Justice Strategy
Documents In Members' Rooms	
1.	Equality and Safety Impact Assessment
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	Yes
Privacy Impact Assessment	
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No
Other Background Documents	
Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	



Southampton Youth Offending Service

Youth Justice Strategic Plan 2017-20

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Appendix 1: 2016/17 Performance Data

Appendix 2: 2013-2016 Re-offending Tracker Data

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Introduction

As in previous years, fair and effective youth justice is a key priority for the partners and agencies who work together on the Southampton Youth Offending Service Management Board. The means by which this priority will be achieved over the next three years between 2017 and 2020 will be laid out in this Strategic Plan.

The ever evolving Youth Justice landscape provides innumerable opportunities to develop good practice and build robust collaborative working relationships. Local innovation and models of service delivery are key and the change of management structure within the service in the last 12 months will bring increased impetus and fresh ideas. In addition, at a National Level the introduction of Asset+ has presented the opportunity to review practice and service delivery. Furthermore, the Taylor Review of Youth Justice, published in 2016 and the government's response to it provides us with ability to explore how Southampton can work more effectively with the Youth Justice Board and central government to develop flexibility of intervention and improve youth justice services

The strategies that will be employed to develop practice and service delivery will be articulated in this plan. Ultimately, the goal of improving the outcomes for children living in the city will be achieved if children coming into contact with the service

- are safe at home in their community
- live happy and healthy lives, with good levels of physical and mental wellbeing
- are resilient, engaged, prepared for the future and able to help themselves and each other to succeed
- and have good levels of educational attainment, fulfil their potential and go on to successful opportunities in adulthood

The Youth Offending Service will support this by

- developing and supporting restorative practices both within the Service and with our partners as part of a larger Local Authority ambition to develop a 'Restorative City'
- taking a whole family approach, targeting reducing resources and focusing on prevention and early help
- joining up services that offer support- proportionate to need
- and address the impact of inequality via proactive integration with the city's strategies and polices to improve outcomes for children and their families

On behalf of the management Board I am pleased to endorse the Southampton Youth Justice Strategic Plan for 2017-20 and look forward to another successful period of service development

Hilary Brooks, Director of Children's Services

Section 1: Our Vision Purpose and Principles

Vision

Southampton Youth Offending Service is committed to contributing to a fair and effective Criminal Justice System which will provide justice for victims and local communities, rehabilitation, punishment and positive opportunities for children and value for money. We are a service that aspires to provide the best for our children and young people: we want them to achieve and succeed and we recognise that they will need robust support and supervision along the way in order to do this.

As the service develops we aspire to ensure that children's needs are understood and supported in the context of their 'whole family' and that we apply a strengths based and restorative approach to our direct work with families. To this end, we envisage the Youth Offending Service to be at the forefront of developing the city's ambitions as a Restorative City

Purpose

Our purpose is to prevent young people offending and once in the Criminal Justice System to accurately assess and offer high quality interventions to young people to reduce crime and to protect victims, in order to increase public safety in Southampton.

We will do this by:

- preventing offending
- reducing re-offending
- improving outcomes for young people
- protecting the public from the harm that young people can cause to individuals, communities and the public and
- working to ensure custody is limited only for those young people whose risk cannot be managed in the community
- promoting restorative practices in a range of settings to minimise and mitigate the risk of harm that can be caused by problematic and risk taking behaviour
- innovating and developing exemplars of good practice to share with a wider professional network and introducing a learning culture to our workforce
- working with the whole family; no child's needs should be assessed in isolation

Principles

The principles underpinning our service are:

- Regard for the safety of the public as a priority
- Provision of a fair and equitable service to children who offend, staff, victims and the wider public
- Respect for children who offend as children first and foremost

- Respect for diversity in terms of race, gender, disability, age and sexual orientation
- Promotion of the rights of victims and the rights and responsibilities of children and their families
- Valuing staff as our most important resource
- A collaborative partnership approach, based on effective analysis of local data
- Actively promoting appropriate interventions and sentencing
- Provision of a quality service which is effective, efficient and gives value for money

Section 2: Progress against our 2014-2017 Priorities

When the services priorities were set for the three year 2014-17 Strategic Plan, Southampton's performance was poor when compared with Comparator YOTs. The service ranked 10th out of 10 for First Time Entry Rates, 10th out of 10 for re-offending rates and 5th out of 10 for custody rates. As a consequence a set of robust priorities were set to tackle this lowly ranking

- Strong Performance and Resilient Service Delivery
- Delivery of high quality work
- Supporting victims through restorative practice
- Ensuring that service users are central to youth justice development

By the time of the annual Strategic Plan review in 2016, progress had been made by the service in driving up performance and the priorities for the last year have been a focus on

- Reducing Youth Crime
- Reducing First Time Entrants into the youth justice system
- Reducing Re-Offending
- Reducing custody

Full details of performance over the last 12 months can be found in Appendix 1. The below section details how the Service performed in relation to tackling the key actions identified in the 2016 review

Reducing Youth Crime

- *Develop relationships with schools and continue to innovate in house resources such as the accredited arts provision-* The service was moved across to Education in 2016 and this has created strong links into schools and further education; principally manifest as restorative practices and joint working of cases. The service's Education Pathway was reviewed by the YOS Manager in 2016/17. In addition, the YOS Manager now sits on the Management Committee of the local Pupil Referral Unit. A deterioration in NEET performance over the course of the year is suggestive of a need to further review the Service strategy in this area. More positively, Accredited Arts Provision has thrived and in February 2017 young people put on a hugely successful exhibition at the Tate Modern attended by a record crowd
- *Work in partnership with voluntary sector to ensure more effective matching of resources against need.-* Quarterly meetings with partners (ie Princes Trust, Wheatsheaf Trust) timetabled which facilitates 'real time' problem solving and strategic interaction as a response to review of performance trends
- *Develop systems to actively involve young people and parents in service delivery and design-* Regular 'Have your Say' meetings took place with young people during school holidays in conjunction with completion of HMIP Viewpoint

Questionnaires to develop an understanding of Service User need (further details can be found in Service User section of this plan)

Reducing First Time Entrants to the Youth Justice System

- *Ensure protocols work effectively so that Looked After Children are treated as a priority group:* The YOS Team manager and Police District Commander attend the Southampton Corporate Parenting Board in November 2016 to report on progress against the action plan in place to improve outcome for looked after children at risk of offending. Analysis of data from 2016/17 data suggested a reduction in the percentage of Looked After Children in the offending cohort in the first 3 quarters of the year but an increase in the final quarter; suggestive that rigorous oversight of strategies to intervene with this priority group is still a necessity
- *Create a Restorative Network in schools to help young people learn how to effectively resolve conflict:* 14 schools are now actively participating in the network-with 6 due to join before the end of the year. Quarterly meetings are well attended and a Restorative Practice Action Plan is in place to further develop the network and links with other agencies and services
- *Implement outcomes from the Ending Gang and Youth Violence Peer Review:* The YOS Manager implemented and devised an action plan emanating from the review including the development of a County Lines Service Level Agreement with Lewisham. Performance data for the last 12 months, albeit one which involves a small cohort of young people, is not suggestive that there has been a significant decline in arrest or charge and so a review of the Service's strategy going forward will be required

Reducing Re-Offending

- *Use the real time re-offending tracking tool and effectively respond to the data gathered:* Data is reviewed by the management team on a monthly basis and trends in re-offending are reviewed and addressed. The long term trends identified by the Service's data analyst (Appendix 2) will form the basis for some key actions going forward from 2017-20
- *Undertake analysis of suitability of accommodation for young offenders at point of release:* Review of data over the course of the year suggests no significant concerns in relation to suitability of release addresses; indicating the efficacy of the multi-agency Resettlement Agreement which is due for review in 2017/18
- *Restorative Justice Interventions to become a core component of every young person's intervention plan:* 96% of victims were offered the opportunity to participate in restorative justice in 2016/17 compared with 89.5% in 2015/16. However, only 9.3% of victims engaged with the service. The challenge for the YOS is to increase this participation and where not feasible to ensure that victim awareness intervention is prioritised

Reducing Custody

- *Continue to engage with the West Hampshire Youth Bench to ensure other restorative routes are considered:* The Deferred Sentence Pilot was embraced

by the Court and is now fully embedded as the local approach to sentencing. The decline in both rate and numbers of custody usage in 2016/17 is suggestive that local approaches are contributing to some degree of success

- *Deliver high quality assessments and interventions through the successful implementation of the new assessment framework Asset Plus:* The framework is now fully embedded within the team, though as many other Services have discovered since implementation the onerousness required by practitioners in completing the tool has meant that robust Quality Assurance and management oversight has been key. This scrutiny will need to be replicated in the next 12 months to ensure standards are maintained
- *Help Young People Understand their interventions through 'my plan' tool:* Deficits in intervention planning have been identified by the incoming YOS Manager and will require further action in the next 12 months to increase levels of performance

The Partnership's Response to Inspection Reports Published in the last 12 months

A condition of the YJB Grant is that the Youth Justice Strategic Plan also provides an overview of the partnership's response to Inspection Reports published between April 2016 and March 2017.

Desistance and Young People (May 2016):

- The previous YOS Manager initiated a review of the local Enabling Compliance Strategy and this will be completed during the course of 2017

Referral Orders- Do they achieve their potential? (July 2016):

- The findings of this inspection were not discussed at the YOS Management Board and will be reviewed during the course of 2017

Inspection into the accommodation of homeless 16 and 17 year old children working with YOTs (September 2016):

- Recommendations that YOT Management Board Chairs scrutinise relevant data and hold partners to account are addressed at quarterly Management Board meetings where accommodation suitability is scrutinised as a local performance indicator
- In addition, the following recommendations were made to the Management Board in November 2016-

1. Children's Services engagement with the Integrated Commissioning Unit, to agree:
 - The circulation of a joint working document to all relevant operational staff.

- The future commissioning specification; specifically the support needs of 16 and 17 year olds.
2. A detailed annual review of accommodation provision for young people in the local youth justice system at the YOS Management Board:
 - This briefing can be built into the annual work schedule and relevant children's services and housing managers should attend.
 - The briefing would cover a more sophisticated data set and selected case studies to test out: YOS involvement in assessment of need and planning, the partnership response to cases where suitable accommodation cannot be readily secured and the rigour in which appropriate placements are identified (with evidence of escalation and oversight).
 - Feedback could be given to the Local Safeguarding Children's Board as part of the YOS section 11 submission.
 3. Pro-active focus on the small number of children whose criminal behaviour makes placement difficult. This could include revising the format of the YOS resettlement meeting to enable discussion about young people at risk of losing their accommodation in the community.

Hampshire Joint Targeted Area Inspection of multi-agency response to abuse and neglect (February 2017):

- Whilst this particular inspection focussed on a different local authority, the geographical proximity means that the partnership have been reviewing the strengths and areas for development identified. In Southampton from a YOS perspective, the identification of the need for targeted intervention with children and families at risk and the need for effective transition to adult services has been reviewed and it is hoped is fully reflected in intervention planning

Section 3: Service Priorities 2017-20

Fig1: Service Priorities 2017-20

What are we going to do?				
Priorities	Key Actions	Lead Agency	Lead Partners	How we will measure success between now and 2020?
Reduce youth crime	Work with partners to respond to recommendations arising from the 2016 National Review of Youth Justice to improve education and economic outcomes.	Youth Offending Service Management Board	Southampton City Council/National Probation Service/Hampshire Constabulary/Southampton Clinical Commissioning Group	Youth Justice Strategic Plan integrates with partner strategies and arrangements to offer a coherent and robust response to the national review of youth justice and subsequent direction of travel for the Youth Justice System
	Work with schools and education providers to ensure children who are at risk of offending have access to appropriate and high quality education provision.	Youth Offending Service	Education and Early Years' Service/ Skills and Development/Schools	Improved educational attainment at key stages for young people who offend
	Continue to develop a co-ordinated approach with Education Welfare, Families Matter and schools to improve the attendance of children who offend.	Youth Offending Service Management Board	Education and Early Years' Service/ Skills and Development/Schools /John Hansard Gallery/ Wheatsheaf Trust	Gaining Platinum 'Artsmark' standard for our arts provision. Increase education, training and employment engagement by 10% for young people who offend.
	Continue to implement the recommendations of the Health Needs of Young Offenders report to achieve the stated outcomes and new models of delivery, by encouraging partners to commit resource.	Youth Offending Service Management Board	Southampton Clinical Commissioning Group/ Solent Health Trust/ Education and Early Years' Service	Increase the % of young people who are accessing health support appropriate to their needs.
	Continue to	Youth Offending	Youth Offending	Improvements in

	participate in the Youth Justice Board's Special Educational Needs and Disabilities (SEND) project with partners to develop best practice for working with children with SEND.	Service	Service / Families Matter / Schools	service delivery for young people who offend with SEND
	Develop and enhance Quality Assurance and Audit arrangements within the team by the introduction of peer auditing and referencing activity to wider stakeholder planning (ie EHCPs, Early Help Assessments etc)	Youth Offending Service/SCC Quality Assurance Service Manager	Youth Offending Service/SCC Quality Assurance Service Manager	Increased number of audits indicating work is of an excellent standard across a range of different auditing activities
Reduce first time entrants to the youth justice system	Review the Southampton Joint Decision Making Panel following feedback from August 2017 HMIP Thematic Inspection to ensure that youth diversion arrangements continue to be robust.	Youth Offending Service	Hampshire Constabulary/NHS Liaison and Diversion Service/ Families Matters	Reduction in first time entrants to Youth Justice System.
	Contribute to the Southampton Gateway Project, to extend the benefits of diversion and out of court disposals for young adults (18 to 24).	Hampshire Constabulary	Youth Offending Service/Hampshire Constabulary/ Families Matters	Reduced offending/re-offending rates of young people aged 18 to 24 year olds who have benefited from an out of court disposal.
	Work collaboratively with Pathways, Looked After Children's Team and Virtual School Head to improve offending and re-	Youth Offending Service/Children's Social Care	Youth Offending Service/Children's Social Care	Reduce the number of Looked After Children entering the criminal justice system.

	offending outcomes for Looked After Children in Southampton.			
	Contribute to the city's ambition to become a Restorative City by further developing restorative practice in schools and with other partners; in order to provide innovative, outcome focussed opportunities for children.	Education and early years' service	Youth Offending Service / Families Matter / Schools	Increase the number of schools working with Youth Offending Service. Decrease the number of young people who feel bullying is a major issue for the city.
	Sell high quality training, rooted in areas of Youth Offending Service expertise; particularly Restorative Practice.	Education and early years' service	Youth Offending Service	Generate income to support the sustainability and growth of local youth justice provision
	Extend the reach of our arts project and restorative practice offer to benefit more young people and to develop Southampton YOS as a national exemplar of good practice.	Youth Offending Service	John Hansard Gallery/Restorative Practice Council	Gaining Platinum 'Artsmark' standard for our arts provision. Utilisation of Gold Restorative Justice Council Accreditation (Training Providers Quality Mark).
Reduce custody	Continue to work with the West Hampshire Youth Bench to identify and implement alternative approaches to youth custody via deferred sentence strategy.	Youth Offending Service Management Board	West Hampshire Youth Bench	Reduce custody rates by 20%.
	Participate in the South East Region Resettlement Forum to improve outcomes for young people leaving custody.	Youth Offending Service	No Limits Next Steps	Next Steps support is offered to all relevant custody leavers who are eligible for entry onto the programme

Reduce reoffending	Ensure that resources are targeted at the most prolific young offenders and those at risk of involvement in serious youth crime by reviewing the Priority Young People scheme with partners.	Youth Offending Service Management Board	Hampshire Constabulary/ Community Safety Team	Maintain a low re-offending rate. Decrease in serious youth crime and drug distribution. Decrease in violent re-offending
	Specific focussed management support with practitioners to deliver high quality, integrated intervention planning and co-ordinated step down planning when children exit the service	Youth Offending Service	Youth Offending Service	All plans quality assured by management team achieve rating of 'good'
	Develop the case formulation approach to manage the risks and needs of those young people at most risk of re-offending.	Youth Offending Service	Southampton Children and Adolescent Mental Health Service	All Priority Young People will be subject to a case formulation approach.
	Deliver action plan to improve offending and re-offending outcomes for Looked After Children in Southampton.	Youth Offending Service Management Board	Hampshire Constabulary/ Children and Families Service	Increase the use of restorative interventions with Looked After Children.

Section 4: Contribution to Partner Strategies and Priorities

Partnership working is at the heart of the success of the Youth Justice System in Southampton. Fig 2 below summarises the priorities laid out within this plan for the next three years and identifies the interdependence of these priorities with those of partners involved in the service delivery of a) interventions to safeguard and protect the young people of the city who are open to the Youth Offending Service and b) interventions directed to protect people within the broader population who may be at risk from offending behaviour.

Fig.2: Local priorities and partner strategies



Section 5: Service User Perspectives

During the course of 2016-17 young people undertook HMIP Viewpoint Questionnaires and attended “Have Your Say” meetings with the YOS Management Team in order to provide their perspective on service delivery.

Viewpoint Data from 2016-17 indicates the following strengths in YOS Service Delivery from those who participated in the survey:

- 100% of children had enough say about what went into Referral Order Contracts
- 100% of children had enough say in what went into supervision and sentence plans
- 96% of children said someone at YOS asked them to explain what they thought would help prevent re-offending
- 100% of children said YOS helped them feel safer
- 80% of children who said they needed help with strange thought said things got better after YOS intervention
- 92% of children said YOS made them realise change was possible
- 89% of children felt they were less likely to offend
- 100% of children felt the service given by YOS was good

Areas for development include:

- 50% of children who spoke English as a second language were asked what language they wanted to use in sessions
- 20% of children felt external factors made it harder for them to engage
- 33% of children felt their Education, Training and Employment opportunities had not increased once intervention was complete
- 35% felt the Viewpoint survey itself could be improved

In lieu of this last statement and in lieu of fact that quantitative data does not always give the full picture, SYOS Have Your Say sessions will be developed during 2017-20 along with a review and refresh of the Service User Engagement policy in conjunction with input from Southampton City Council’s ‘Children’s and Families Participation Officer’. The strategy to engage children will need to incorporate a strand which focuses also on parents and carers

In addition to this, all victims engaged in restorative processes with the YOS are sent a Survey Monkey Link or a paper questionnaire at the end of intervention in order to provide feedback. Responses to these surveys are not high and there is need therefore for the YOS Service User Engagement policy to focus also upon increasing victim engagement in developing effective models of service delivery

Section 6: Risks to Future Delivery

Risk Description	Impact	Risk Owner	Rating	Action Required	Action Owner
<p>National economic climate</p> <p>Austerity affecting all partners and their resilience to maintain delivery of services</p>	<p>Difficulty in maintaining existing levels of service delivery and negative impact upon performance</p> <p>Continual change</p> <p>Ability to invest in technological advancement is reduced</p>	YOS Management Board	High	<p>Review and implementation of service delivery model as part of SCC Phase 3 restructure</p> <p>Forward plan review of annual budget setting exercise to fit in with quarterly Board meetings</p> <p>Robust QA and monitoring to ensure standards and performance are not impacted by changing service delivery priorities</p>	<p>SCC</p> <p>YOS Management Board</p> <p>YOS Manager</p>
<p>Conflicting structural and operational frameworks</p> <p>National & local autonomy</p>	<p>Some partners are less able to operate innovatively and independently due to national constraints; impacting upon the ability of the Board to collectively deliver effective systems to maintain performance</p>	YOS Management Board	Medium	<p>YOS Manager to co-ordinate partnership approach to delivering flexible and adaptable youth justice intervention as prescribed in the Taylor Review of Youth Justice</p>	YOS Manager
<p>Changes to caseload and emerging threats and demands</p> <p>Volume and nature of crime is changing</p>	<p>Change in profile of offending may require staff training and different/increased intervention provision to adequately cater for different needs. Emerging trends may therefore impact negatively upon performance as a consequence</p>	YOS Management Board	Medium	<p>Resources to be directed into Prevention and Early Help Work</p> <p>Bespoke planning and interventions devised for specific trends (ie radicalisation, knife crime etc.)</p>	<p>YOS Management Board</p> <p>YOS Manager</p>

Section 7: Structure and Governance

The Youth Offending Service is a statutory service, positioned within the People's Directorate of Southampton City Council. Under Phase 3 of the Local Authority Restructure proposals (subject to consultation at the time of writing this Strategy) the team will be based within Integrated and Specialist Services; See appendix 3

The Service is multi-disciplinary with each statutory partner contributing staff and/or money. Currently there are 14 full time posts and 8 part time posts; compared with 18 full time and 8 part time posts identified in 2014. Youth Offending Service Officers are seconded from Southampton City Council and Hampshire Probation Trust. Specialist workers include a seconded police officer, a personal advisor, and health and substance misuse workers.

Southampton Youth Offending Service management board is chaired by the Head of Children and Families. Statutory Partners are represented by senior officers of Southampton City Council People's Directorate, Southampton Primary Care Trust, Hampshire Constabulary and Hampshire Probation Trust. In 2014, the statutory partners signed a joint working agreement to support effective governance; this will be reviewed during the period of the 2017-20 Strategic Plan. In addition, the management board includes representation from Housing, Community Safety and the Courts on an ad-hoc or permanent basis as mutually agreed. The management board is linked to the relevant local authorities including Children's Trust arrangements, Local Safeguarding Children's Board, Local Criminal Justice Board and Safe City Partnership.

The board provides strategic direction and support to the YOS manager; ensuring that planning is undertaken to reduce re-offending safeguard children and young people. Meetings are convened on a quarterly basis. Further sub-groups of the management board may be set up from time to time. The Management Board oversees and contributes towards the Youth Offending Service's statutory aim of reducing re-offending. It fulfils the requirements of the Crime and Disorder Act 1998 and YJB guidance by ensuring that Southampton Youth Offending Service has sufficient resources and infrastructure to deliver youth justice services in its area in line with the requirements of the National Standards for Youth Justice Services.

The management board also ensures that relevant staff are seconded to the Youth Offending Service in line with the requirements of the Crime and Disorder Act 1998 and that the Youth Offending Service has sufficient access to mainstream services provided by partners and other key agencies. In exceptional circumstances, where consideration is being given to derogating from a particular National Standard; the board will inform the relevant YJB Head of Business Area of the decision, rationale and the action plan and timelines to reinstate compliance. The board would monitor the action plan on a regular basis and progress reported to the YJB Head of Region or Head of YJB for Wales and YJB Head of Performance on a regular basis.

The Board agrees the funding arrangement and ensure that arrangements are in place for a pooled budget. It ensures that information is exchanged between partner agencies in line with relevant legislation and in particular the Crime and Disorder Act

1998. Finally, the board receives quarterly performance reports and works with the Youth Offending Service Manager to improve and sustain performance and quality standards. It also considers reviews of serious incidents (as defined by the YJB).

Section 8: Resources and Value for Money

The estimated budget for 2017/18 is noted below

Fig 3 Estimated 17/18 budget

Contributions		Estimated Expenditure	
	£		£
SCC	598,600	Staffing	481,796
Police & OPCC	63,500	Accommodation	18,900
Probation	37,000	Overheads	227,809
Health	19,000	Activity Costs	111,000
Youth Justice Grant	187,693	Other Agency Costs	194,737
Junior Attendance Centre Grant	28,577	Total Estimated Expenditure	1,034,242
In Kind Costs	166,160		
Carry forward from 2016/17	44,841		
Estimated contributions for 2017/18	1,145,371	Estimated Variance	111,129

Whilst there would appear to be a positive estimated variance, a number of potential spends such as the commissioning of a new Case Management System factors are still to be factored into financial calculations and so expenditure is likely to increase. For example, remand costs for the first quarter of 2017-18 have already exceeded the total spend for the whole of 2016-17. The result of this is potential significant pressure and burdens placed upon the Local Authority and so at this stage it should not be assumed that there are significant additional resources readily available

Youth Justice Grant funding is reliant on this document providing details of how the YOS proposes to use the above noted funding to fulfil the purposes of this grant. Details of this can be found in Appendix 3

Appendix 1 2016-17 Performance

Summary:

This section summarises service performance against national and local performance indicators during 2016/17. Data for the national performance indicators is from the most recent available period.

Performance against National Indicators:

Reducing Custody


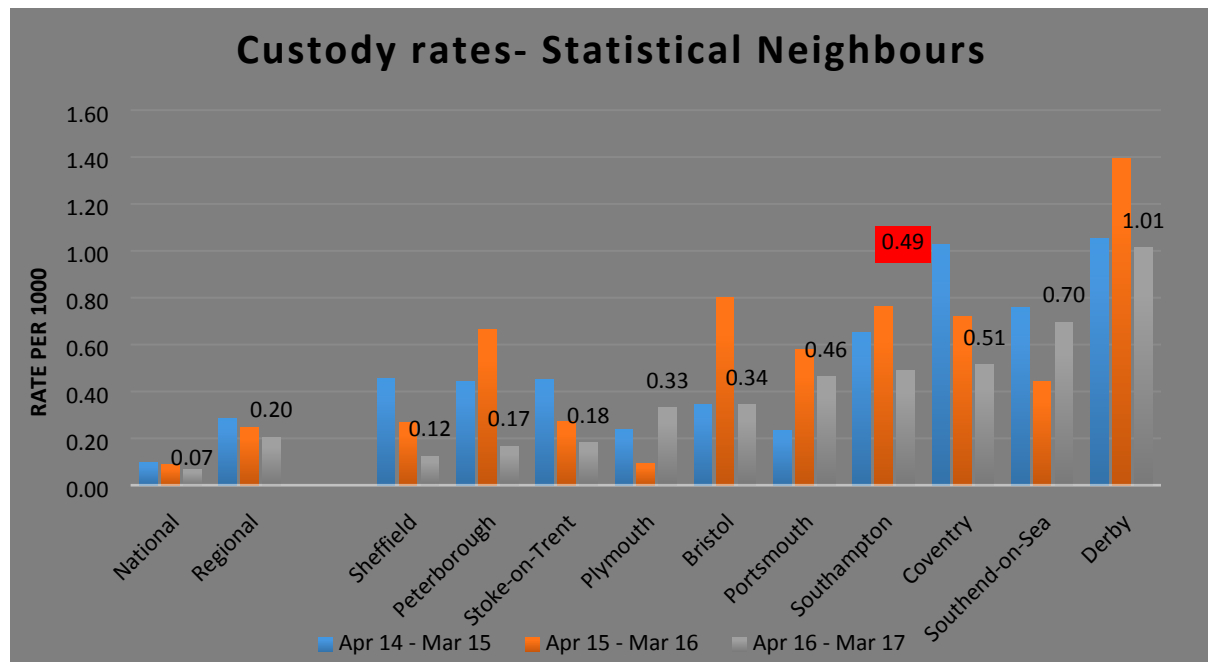
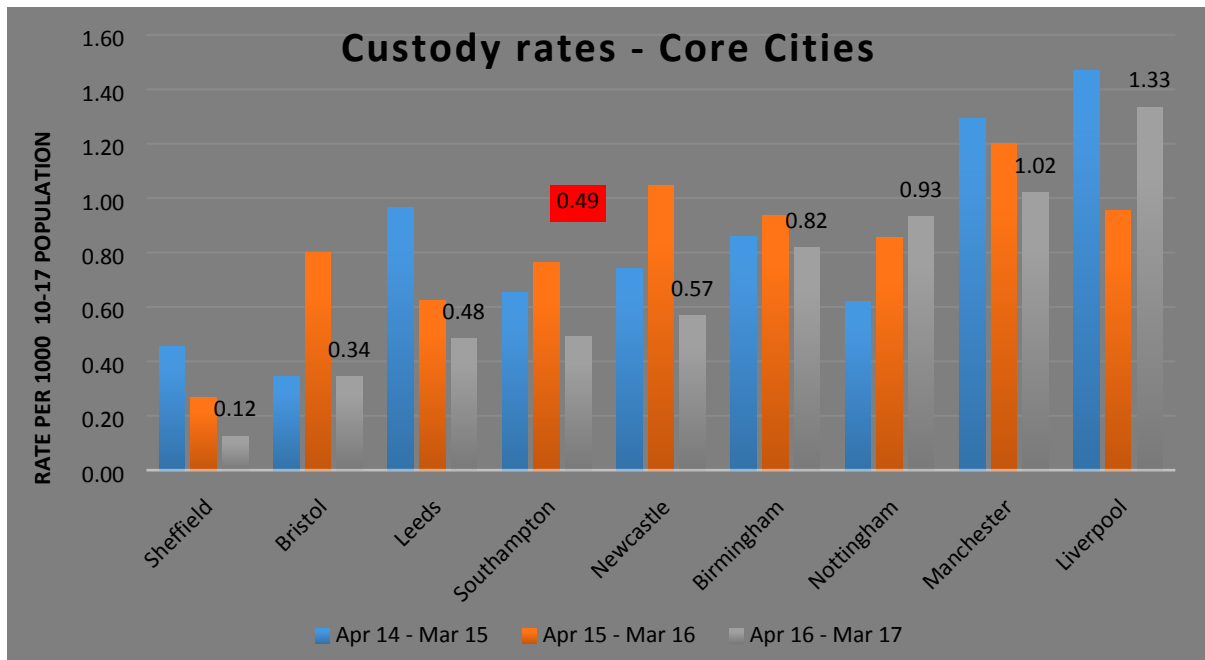
<p>RAG Rating for 2016/17</p> <p>Green < 0.47 Amber < 0.90 Red > 0.90 (per 1000)</p>	
<p>Measure</p> <p>This indicator measures the number of custodial sentences given to young people per 1,000 young people (10 to 17 years) in the locality. It is drawn from Child View and uses population data taken from the Office of National Statistics midyear estimates.</p>	

Table 1: Custody Rate in Southampton – Comparator and Core Cities





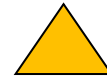
Whilst custody rates have been on a downward trajectory for the past three years, the reductions have not been significant enough to place Southampton on a par with National and Regional averages and the YOS still sits in the bottom half of Comparator YOTs- though compares relatively favourably with data from core cities. In order to address the high custody rates the YOS, in conjunction with the local Youth Bench, Hampshire YOS and HMCTS, a deferred sentence strategy was introduced with a view to a planned deferment of sentencing for young people at risk of custody in order to ensure all avenues of support and intervention have been tried. It is too early (and too few cases have been sentenced within the framework) to give any meaningful feedback as to the success of the strategy thus far but this will continue to be utilised for all appropriate sentencing events.

The custody performance improvement target for 2014 – 17 was to be *better than* the national average. This aspiration was missed by quite a considerable distance. A more realistic target for 2017-20 would be *to be better than the regional average and to be positioned as one of the top three YOAs in the group of 10 statistical comparator YOTs*.

Reducing Re-offending

RAG Rating:

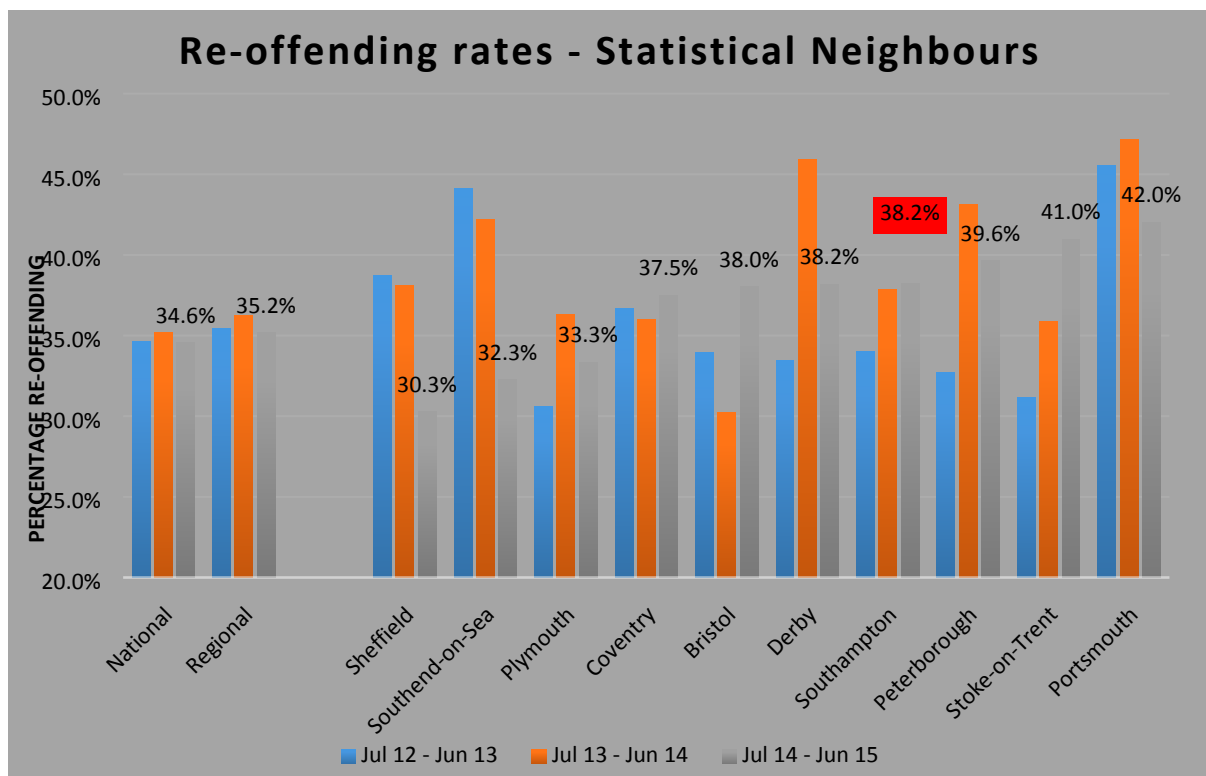
Green <35% Amber <45% Red >45%

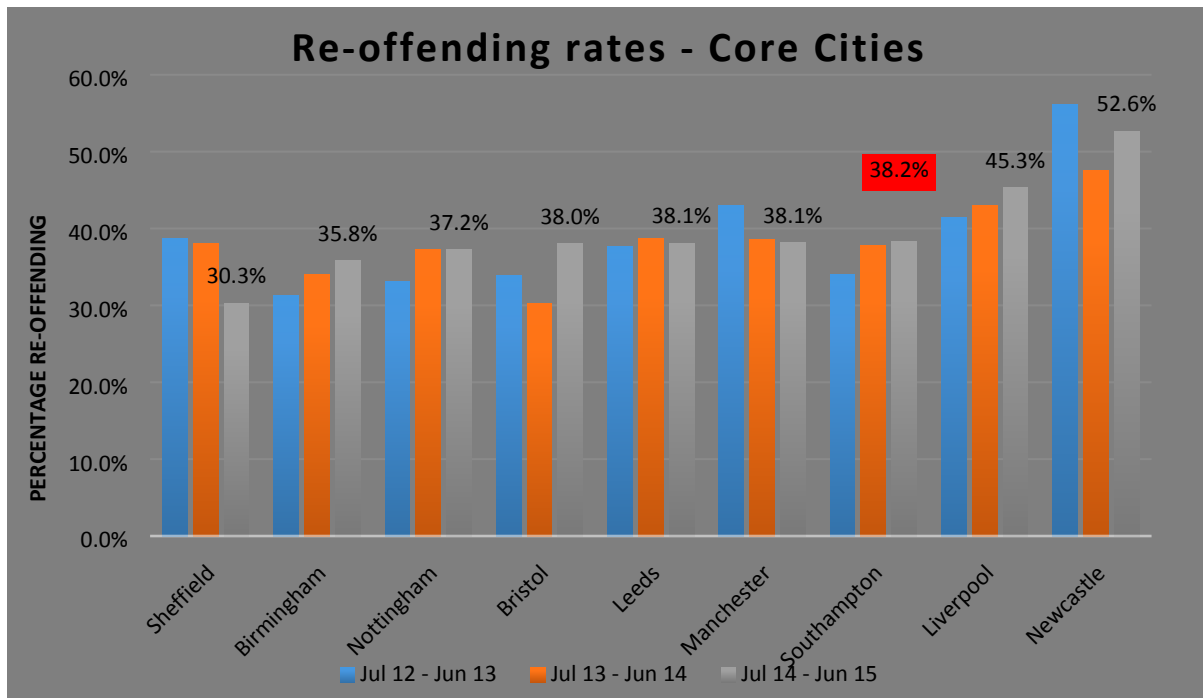


Measure

This indicator measures re-offending using data drawn from the Police National Computer (PNC) – the graph shows the proportion of young people who re-offend. A 12 month rolling cohort starting every quarter measures the number of offenders that re-offend and the number of re-offences that they commit, over the following 12 month period. It is an identical methodology to that used for adult offenders – and covers all young people in a cohort who have received a substantive pre-court or court disposal.

Re-offending Rate in Southampton – Comparator and Core Cities





Re-offending rates saw an upwards trajectory over the previous three years and the city is now above both regional and national averages. Scrutiny of real time data via the Re-offending Tracker is suggestive that this trajectory will continue, albeit not rapidly. The YOS does not compare favourably with either statistical Comparator YOTs or with Core Cities and this is an area which will require significant focus over the coming three years of the new Strategic Youth Justice

The previous management team implemented a number of actions to address re-offending rates including;

- Data analysis of Live Tracker information to identify areas for improvement and target specific cohorts of children who offend
- Building the effectiveness of the team by restructuring the service and increasing qualified, front line capacity and implementing a comprehensive re-training plan, leading into the adoption of Asset Plus.
- Practice development via improved quality assurance systems and auditing Effective early intervention work
- Review of prevention work with Hampshire Constabulary via use of Joint Decision Making Panel and more robust screening processes to integrate better with the local early help offer.
- Development of Robust 'high risk' partnership work via the Priority Young Person Strategy

Going forward the service will need to focus upon

- More robust integrated, child friendly planning
- Development of peer audit practices within the team to develop staff understanding of effective Assessment
- Develop innovative working practices to ensure that the service has capacity to meet the challenges and opportunities of a leaner service, an increased Out of Court cohort and a smaller cohort of more complex young people subject to statutory Court Orders
- Review of the Priority Young Person Strategy

- Development of a multi-agency, whole city Restorative Practice approach to working with children who offend or are at risk of offending

All of this will be reviewed and monitored quarterly via the service’s reducing re-offending action plan. In relation to a target for 2017-20, given how close we are to the National Average it would not be unreasonable to propose that the YOS aims to be better than the National Average by 2020.

First Time Entrants

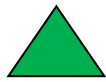
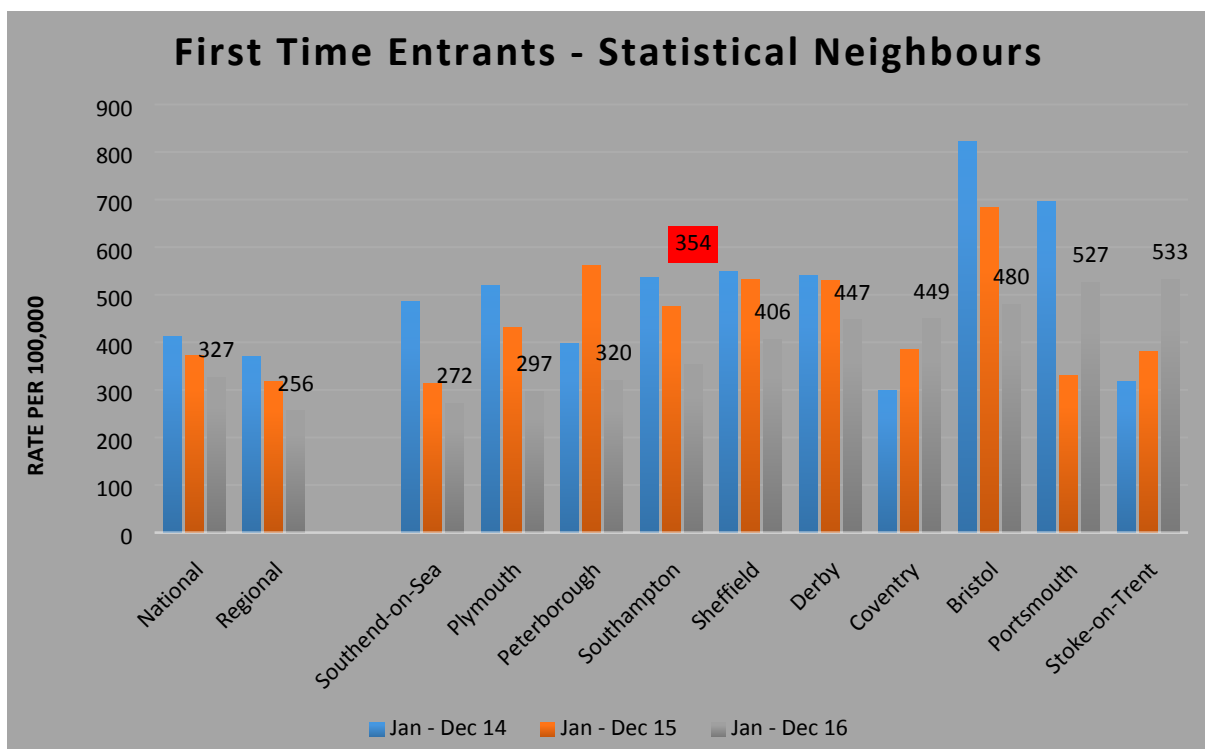
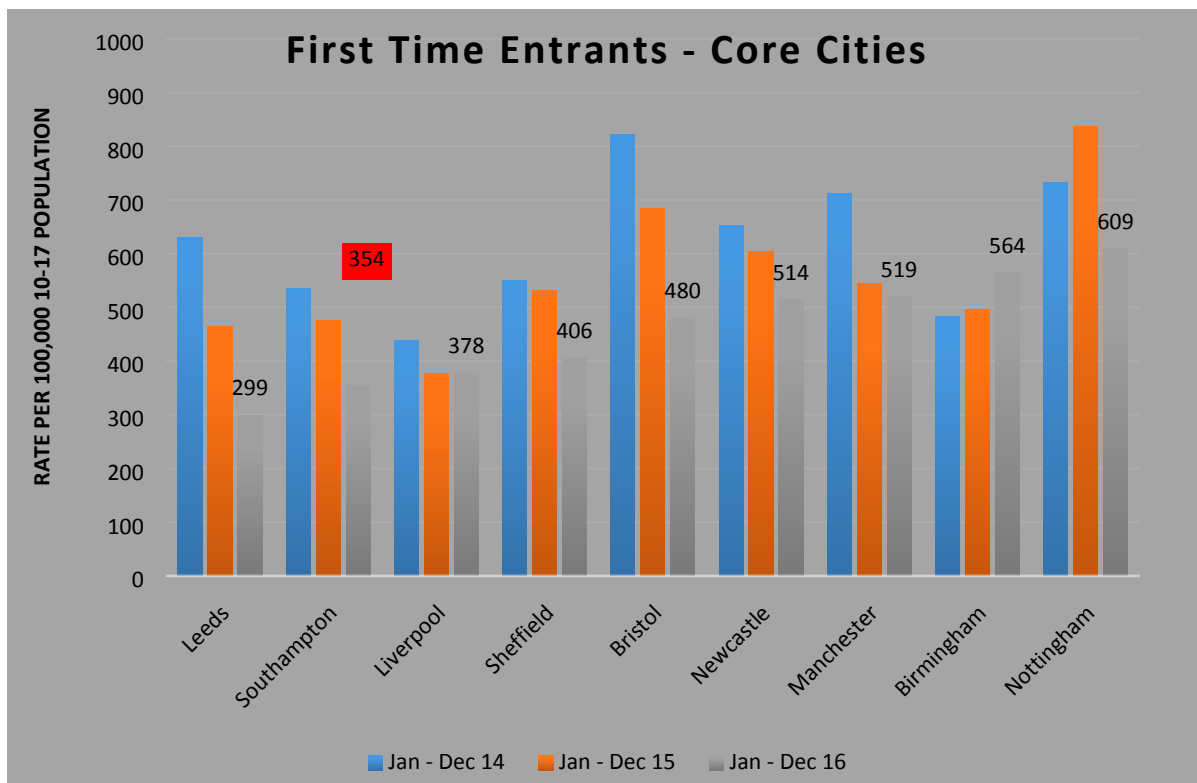
<p><u>RAG Rating</u></p> <p>Green < 460 Amber <600 Red >600 (per 100,000)</p>	
<p><u>Measure</u></p> <p>This indicator measures First Time Entrants (FTE) using data drawn from the Police National Computer – the graph displays the number of FTEs as a rate per 100,000 young people (10 to 17 years) locally. It uses population data taken from the Office of National Statistics midyear estimates.</p> <p>The cohort represents young people who have received a first ‘substantive outcome’ in the period i.e. Reprimand, Final Warning or court outcome.</p>	

Table 3: First Time Entrants Rate in Southampton – Comparator and Core Cities





Huge progress has been made in relation to reducing First Time Entrants into the Youth Justice System. The service is in the top half of comparator statistical YOTs and compares favourably with core cities. The first time entrant's rate is edging closer to the National Average but is still some distance away from the regional average. The success of the Joint Decision Making Panel has been key to improving performance, as has the YOS's alignment locally within the Early Help Service.

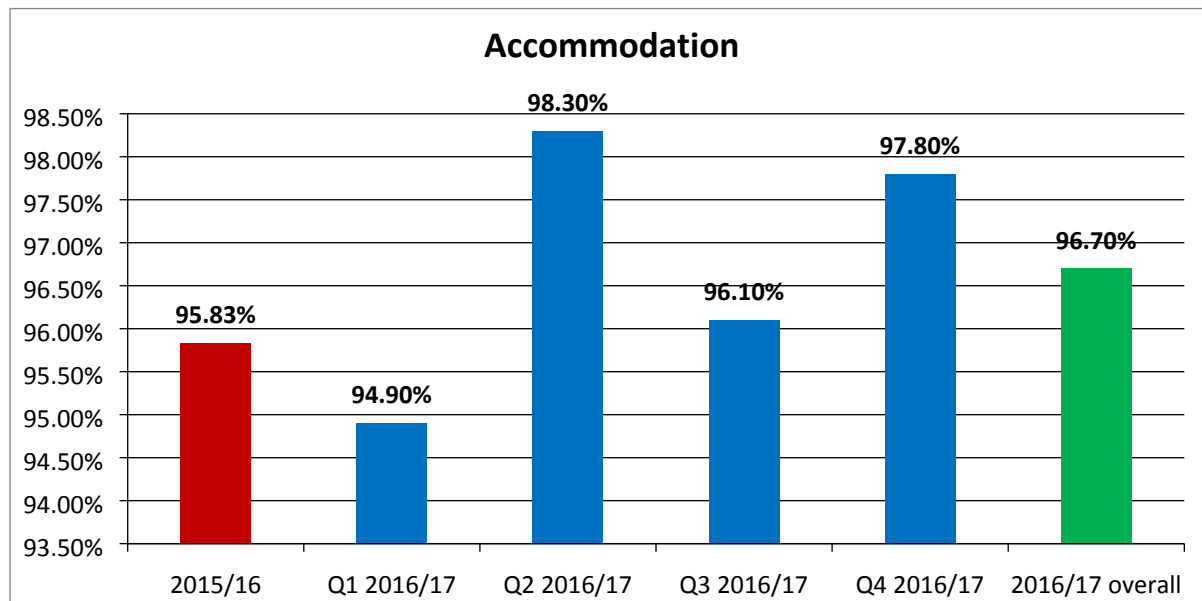
The YOS will continue to develop Early Help and diversionary practice with partners by;

- Developing an action plan following HMIP Out of Court Disposal Thematic Fieldwork feedback in September 2017
- Developing a local multi-agency Restorative approach to early help and diversionary work
- Continue to act upon feedback and develop practice emanating from JDMP Scrutiny Panel

It would be reasonable to set a target for 2017-20 to be better than the National Average rate of first time entrants

Local Indicators

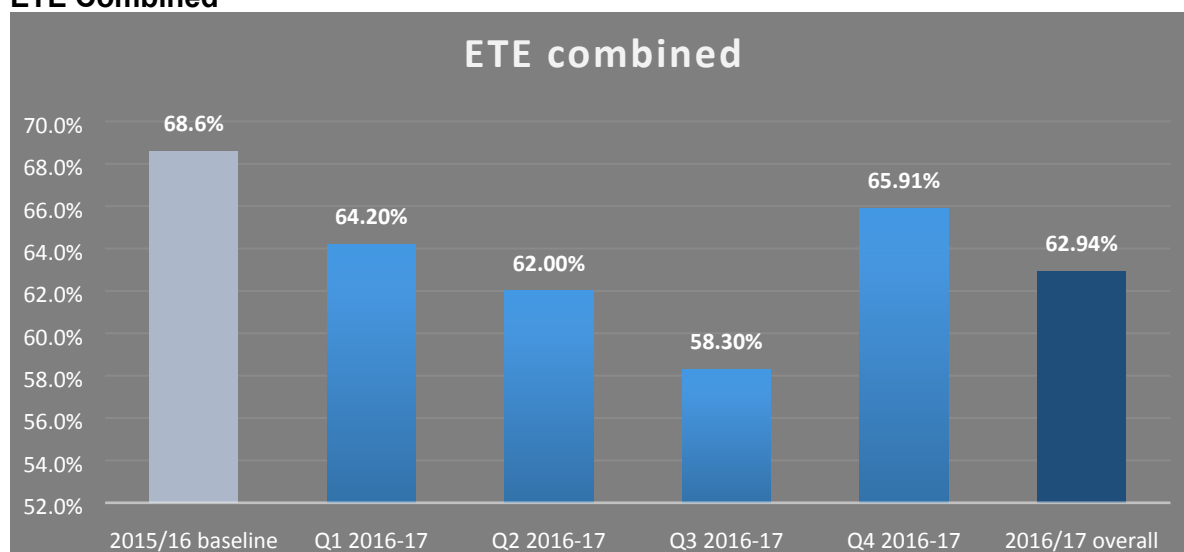
Table 4: Accommodation Suitability



Accommodation suitability has increased over the last few years. Percentages aside, numerically there are very few young people finishing intervention with YOS who do not have appropriate accommodation. This figure has been facilitated by good joint working with partners in the city- including housing and the development of effective partnership agreements- such as the local Resettlement Agreement which provides greater assurances that young people are not released from custody to inappropriate accommodation. Increased emphasis on earlier planning has been visible over the last three years

Table 5: Engagement in Full Time Education, Training and Employment

ETE Combined



Education, training and employment provision for young people finishing interventions deteriorated over the last 12 months from the 2015/16 baseline; children engaged in Education, Training and Employment at the end of intervention was down by 5.66%. School age children saw the biggest decrease; down by 7.16%, whilst over 16s was down by 4.11%. The YOS work very closely with Education Department colleagues so the outcomes are disappointing. It is hoped that the council's Phase 3 restructure will increase capacity for greater integrated working with colleagues to address this. Action has already been taken to improve outcomes of young people at risk of being NEET at the end of intervention by ensuring that data is shared with Education Service colleagues prior to young people finishing in an attempt to bolster planning and encourage engagement with provision on offer.

Remands into Youth Detention Accommodation

In 2016/17, 4 young people on 5 occasions were remanded into Youth Detention Accommodation

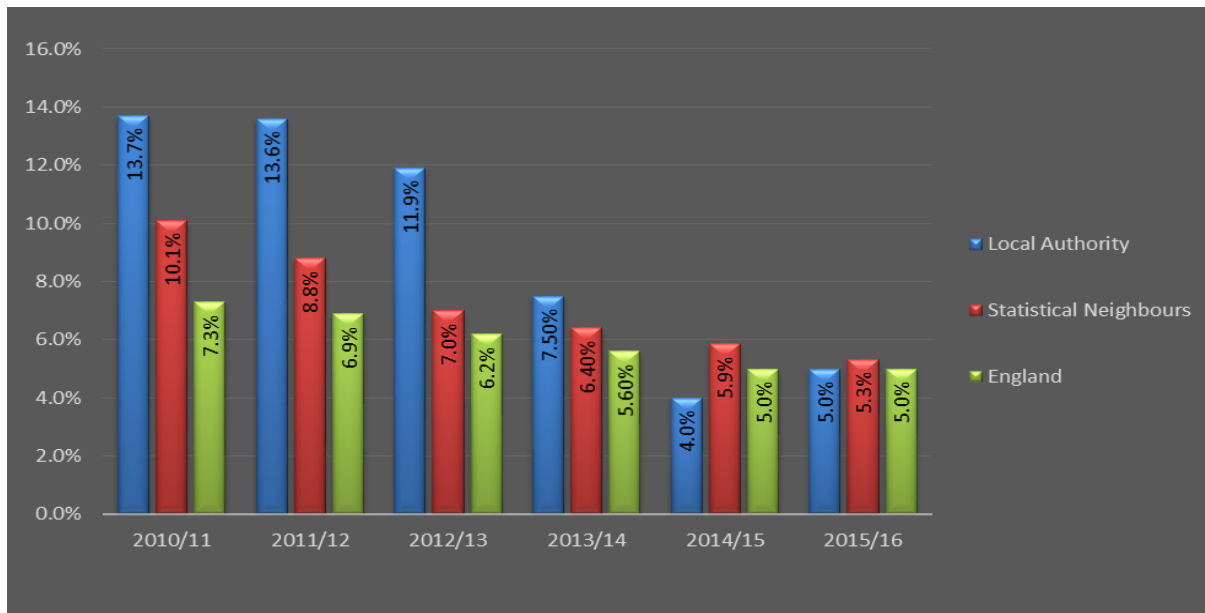
Table 6: Remand Spend in 2016/17.

Apr 2016 to Mar 2017	Placement	Total Placement Days	Cost per night (£)		Total Cost of Placements (£)
			From 01/04/2016	From 05/05/2016	
	Secure Children's Home		574		
	Secure Training Centre		490	472	
	YOI	91	177		£16,107
					£16,107

Performance in this area was strong over the last 12 months and reflective of the Court's confidence in robust community bail packages and support being on offer. Provision will be reviewed during the duration of the 17-20 Strategic Plan to ensure maintenance of high quality, supportive and available alternatives to custody for children

Children Looked After

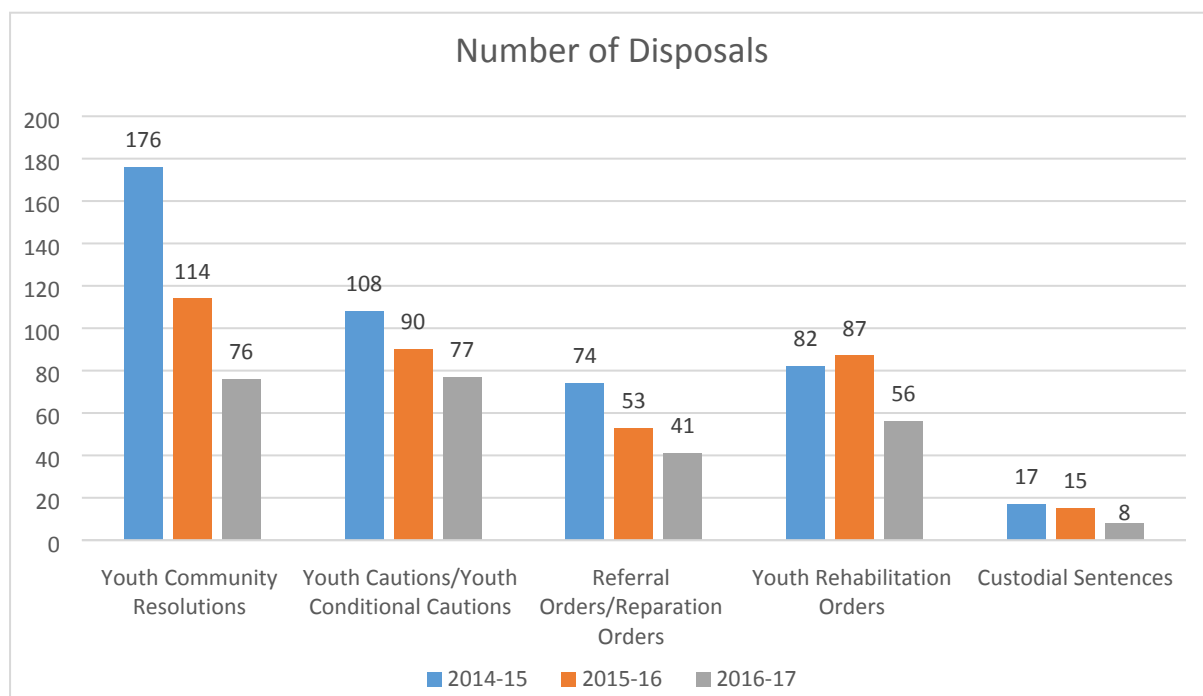
Table 7: Offending by Children Looked After

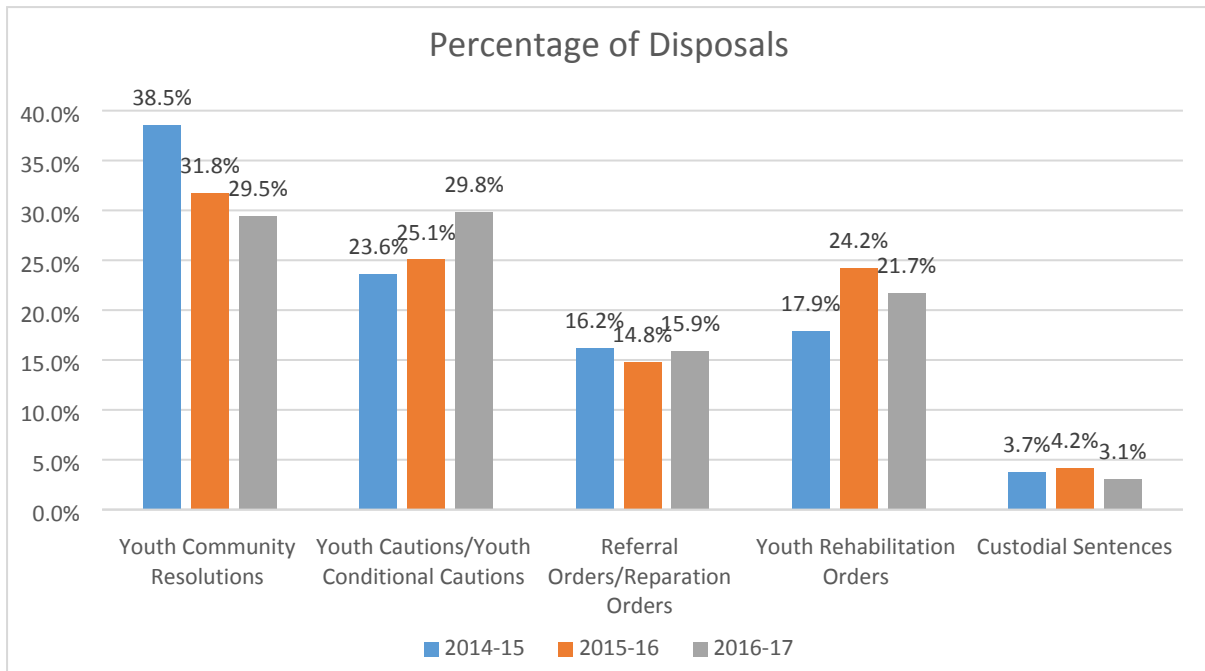


The number of CLA who are convicted or made subject to an out of court disposal in the city is still equitable to the National average and slightly below our statistical neighbours. The trend has been downwards for some years now. Looked after children continue to be prioritised at joint decision making panel and additionally, their needs are reflected in the Reducing Offending Action Plan where appropriate. Feedback is both provided to and received from the Corporate Parenting Board and Children in Care Council in an effort to develop best practice. This will continue to be a priority area and there will also be a focus on Missing, Exploited and Trafficked Children in the 2017-20 Strategy

Table 8: Southampton Youth Offending Service Disposals 2014-17

Type of disposal	2014-15			2015-16			2016-17		
	No of disposals	No of young people	Percentage of total disposals	No of disposals	No of young people	Percentage of total disposals	No of disposals	No of young people	Percentage of total disposals
Youth Community Resolutions	176	164	38.5%	114	106	31.8%	76	72	29.5%
Youth Cautions/Youth Conditional Cautions	108	99	23.6%	90	81	25.1%	77	71	29.8%
Referral Orders/Reparation Orders	74	72	16.2%	53	52	14.8%	41	40	15.9%
Youth Rehabilitation Orders	82	59	17.9%	87	58	24.2%	56	38	21.7%
Custodial Sentences	17	14	3.7%	15	12	4.2%	8	8	3.1%
Totals	457	408	100.0%	359	309	100.0%	258	229	100.0%





From 2014/15 to 2016/17, the number of young people working with the Youth Offending Service reduced from 408 to 229. The reduction of 179 young people represents 43.9%. The total number of disposals also reduced by 43.5% from 457 to 258.

There has been a decrease in the percentage of Youth Community Resolutions in the last three years and an increase in other out of court disposals. This may be reflective of either an increased complexity of young people coming through the Joint Decision Making Panel and the team will await feedback from HMIP Out of Court Disposal Inspection Fieldwork in August 2017 before agreeing on whether any action is needed to address. The continued reduction will not assist in maintaining a lower number of First Time Entrants.

There has been an increase in Youth Rehabilitation Orders and further scrutiny will be required to establish if this has been the result in declining numbers of custodial sentences or due to re-offending.

The objectives for the coming three years will be to

- Ensure out of court disposals are appropriately identified and targeted towards children based on risk, need and responsivity
- Continued reduction of custodial sentences

Appendix 2



Re-offending 'Live Tracker' 3 year analysis 2013/14-2014/15-2015/16

The Southampton Youth Offending Service have been using a 'Live Tracker' to analyse real time re-offending data over the past 3 years. This live tracker has used a cohort of all young people who commit and get convicted of an offence during a financial year and then looks at any re-offending by that young person during the 12 months after the date they are convicted of the previous offence.

The data within the tracker can then be used to look at several areas including; identifying possible Priority Young People (PYPs - those committing 5 or more further offences); the impact of Youth Community Resolutions (YCRs) may have had on lowering the re-offending binary rate; and profiling specific groups of young people such as 'Looked After Children', particular age groups; or address/postcode areas.

Headlines

This is an assortment of some of the headlines that the live tracker data has revealed.

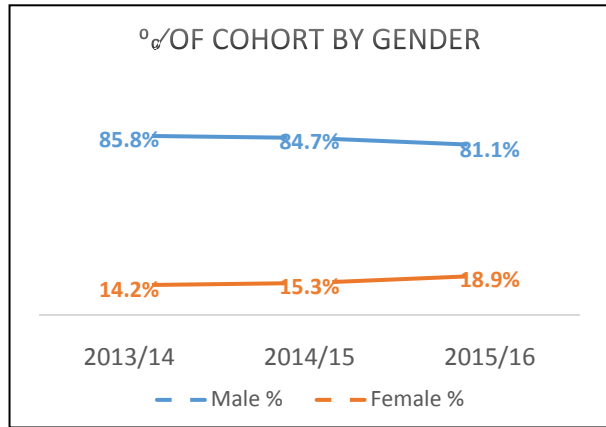
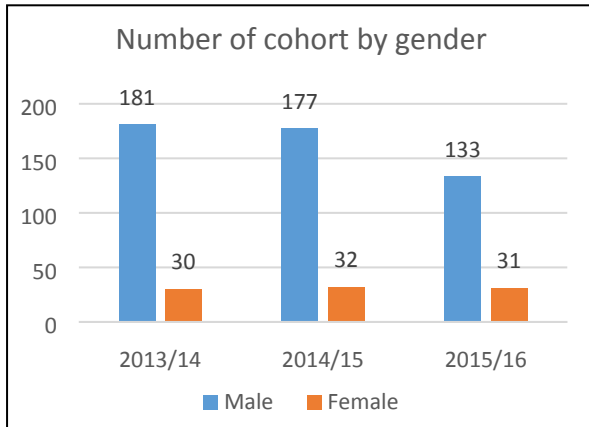
- The cohort size has dropped by 22%, all were male.
- The re-offending rate did drop but has risen again but is still over 4% lower than 2013/14
- The number of young people re-offending has fallen each year
- So has the number of further offences, dropping by over 50%
- Females are shown to be less likely to re-offend than males
- Re-offending rates for YCRs are lower than those for statutory disposals
- Re-offending rates for 'Looked After Children' are higher than not LAC
- Postcode areas SO16 and SO19 have the most further offences
- Violent offences are the most frequently committed further offences
- The number and percentage of PYPs and their further offences has reduced year on year

Cohort

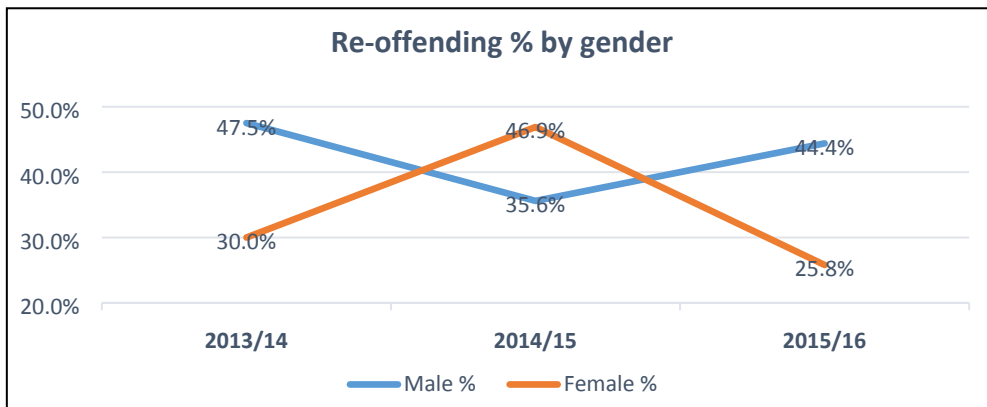
The first section of this report looks at each of the cohorts and compares cohort size, gender, ethnicity and age.

The overall cohort has reduced over the past 3 years by approximately 25%, going down from 211 in 2013/14 to 164 in 2015/16. What is noticeable is that the reduction has been wholly from the male group of young people, the number of females has stayed at just around 30 each year.

	Number of young people	Male	Female	Number of young people that re-offended (M/F)	Percentage of young people that re-offended
2013/14	211	181	30	95 (86/9)	45.0%
2014/15	209	177	32	78 (63/15)	37.3%
2015/16	164	133	31	67 (59/8)	40.9%



The re-offending rates by gender are shown in the graph below. The rise in the female re-offending rate in 2014/15 mirrors a drop in the male re-offending rate for the same year. During that year, 15 of the 32 young females committed a total of 42 offences during the year after their original convictions. The types of offences included Violence, Public Order, Criminal Damage and Theft.



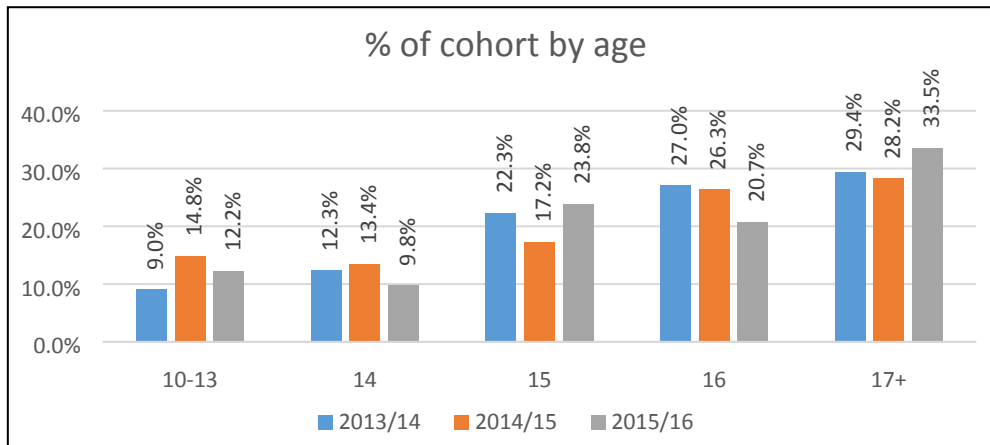
Over the 3 years the average re-offending rate for each gender are;

- Males = 42.5%
- Females = 34.2%

The age of the cohort is broken down into the following groups and the tables and graphs below show the cohort, re-offenders and number of further offences.

Consistently during the 3 years the largest age group is the 16 and 17 year olds who make up over 54% of the total cohort each year. They are also the biggest re-offending group with a rate of just under 48%.

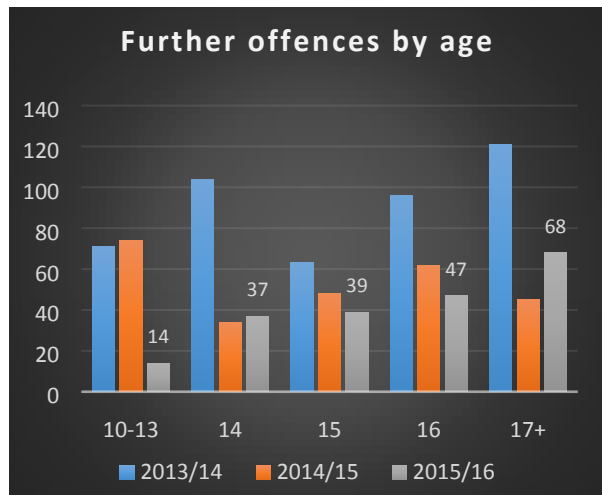
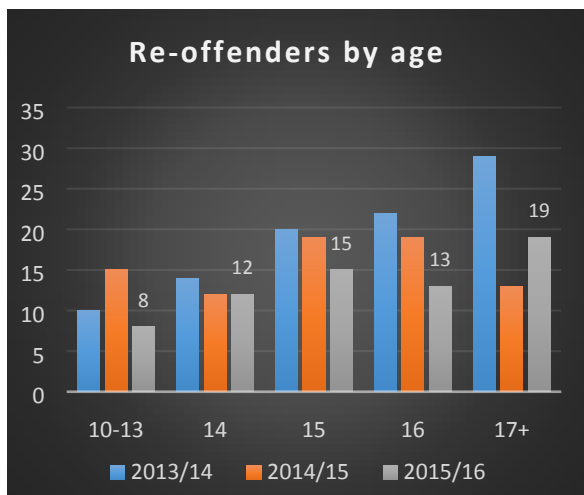
	Age				
	10-13	14	15	16	17+
2013/14	19	26	47	57	62
2014/15	31	28	36	55	59
2015/16	20	16	39	34	55



The following 2 tables show the number of re-offenders by age and the number of further offences committed by each age group.

Re-offenders	Age					Total
	10-13	14	15	16	17+	
2013/14	10	14	20	22	29	95
2014/15	15	12	19	19	13	78
2015/16	8	12	15	13	19	67

Further offences	Age					Total
	10-13	14	15	16	17+	
2013/14	71	104	63	96	121	455
2014/15	74	34	48	62	45	263
2015/16	14	37	39	47	68	205



Re-offending by young people receiving YCRs

Youth Community Resolutions are not included in the live tracker but it is important to look at how they measure up against the statutory disposals and also what the re-offending rates are for them. It may also be an indication of how the overall re-offending rate can be reduced by the use of YCRs.

Between April 2013 and Mar 2016 there were 401 YCRs given to 331 young people.

- 2013/14 – 111 YCRs to 103 young people
- 2014/15 – 176 YCRs to 141 young people
- 2015/16 – 114 YCRs to 95 young people

Of the 331 young people given a YCR, 72 (21.7%) of them re-offended after the YCR and 259 (78.3%) did not re-offend. The re-offending rate for this group is significantly lower than the rest of the cohort.

Re-offending by 'Looked After Children'

The live tracker collects LAC data at the time of the original disposal, so a young person will either be currently LAC, previously LAC or has never been LAC. The following information is a breakdown of that data and shows the LAC cohort size and re-offending rates.

	Current	Previous	Never
2013/14	14	22	175
2014/15	23	16	170
2015/16	20	8	136

	Current %	Previous %	Never %
2013/14	6.6%	10.4%	82.9%
2014/15	11.0%	7.7%	81.3%
2015/16	12.2%	4.9%	82.9%

There has been an average of 10% of the cohort that are current LAC at the time of their disposal and just under 8% that were previously LAC. Together they equate to 17.6% of the cohort.

	2013/14	2014/15	2015/16
Full cohort	211	209	164
Currently LAC	14	23	20
Re-offended (Number and %)	9 (64.3%)	17 (73.9%)	9 (45.0%)
Previously LAC	22	16	8
Re-offended (Number and %)	14 (63.6%)	7 (43.7%)	6 (75.0%)
Never been LAC	175	170	136
Re-offended (Number and %)	72 (41.1%)	54 (31.8%)	52 (38.2%)

From the data above it shows that the re-offending rates are high for both the current and previous LAC. Although they only make up 17.6% of the cohort, they make up more of the re-offending cohort at 25.8% and they committed 26.2% of all the further offences.

The average re-offending rate (2013-16) for a young person who was a current LAC is 61.4% and for previous LAC is 58.7%, but for a never been LAC it is just 37.0%.

Re-offending by PYPs (young people committing 5+ further offences)

The following is based on all data from young people that are shown to have committed 5+ further offences after their original disposal.

2013/14

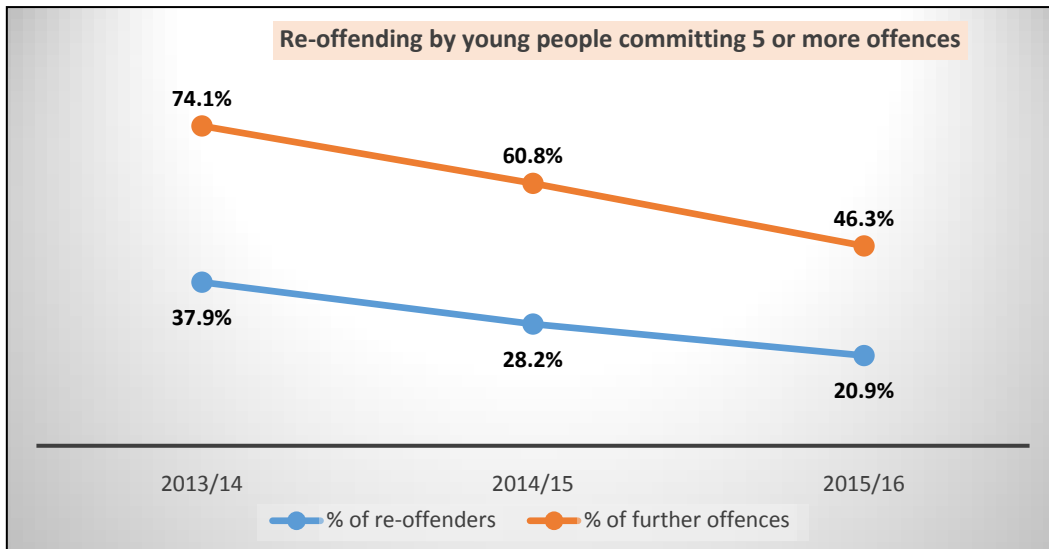
- 36 (37.9%) of the 95 young people that re-offended during the year after their original disposal committed 5 or more further offences
- Those 36 young people committed 337 (74.1%) of the 455 further offences.

2014/15

- 22 (28.2%) of the 78 young people that re-offended during the year after their original disposal committed 5 or more offences
- Those 22 young people committed 160 (60.8%) of the 263 further offences

2015/16

- 14 (20.9%) of the 67 young people that re-offended during the year after their original disposal committed 5 or more further offences
- Those 14 young people committed 95 (46.3%) of the 205 further offences



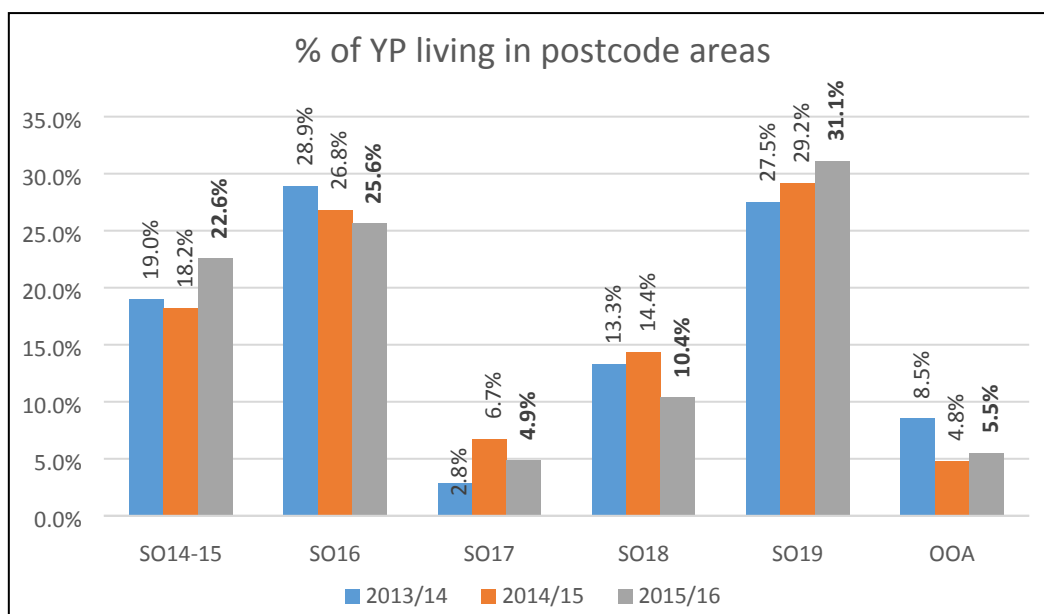
Re-offending by address (postcode)

The next section analyses the data from the postcode area of where each young person was living at the time of their original conviction and looks at numbers and percentages of young people by upper level postcode area and re-offending by area.

Cohort size

The postcode areas of SO14 and SO15 were combined due to the limited fields available in the live tracker at the time. Geographically, areas SO16 and SO19 are the largest and this shows with the number of young people who offended residing there. The table below shows the number and the graph the percentages.

	SO14-15	SO16	SO17	SO18	SO19	Out of SCC area	Totals
2013/14	40	61	6	28	58	18	211
2014/15	38	56	14	30	61	10	209
2015/16	37	42	8	17	51	9	164



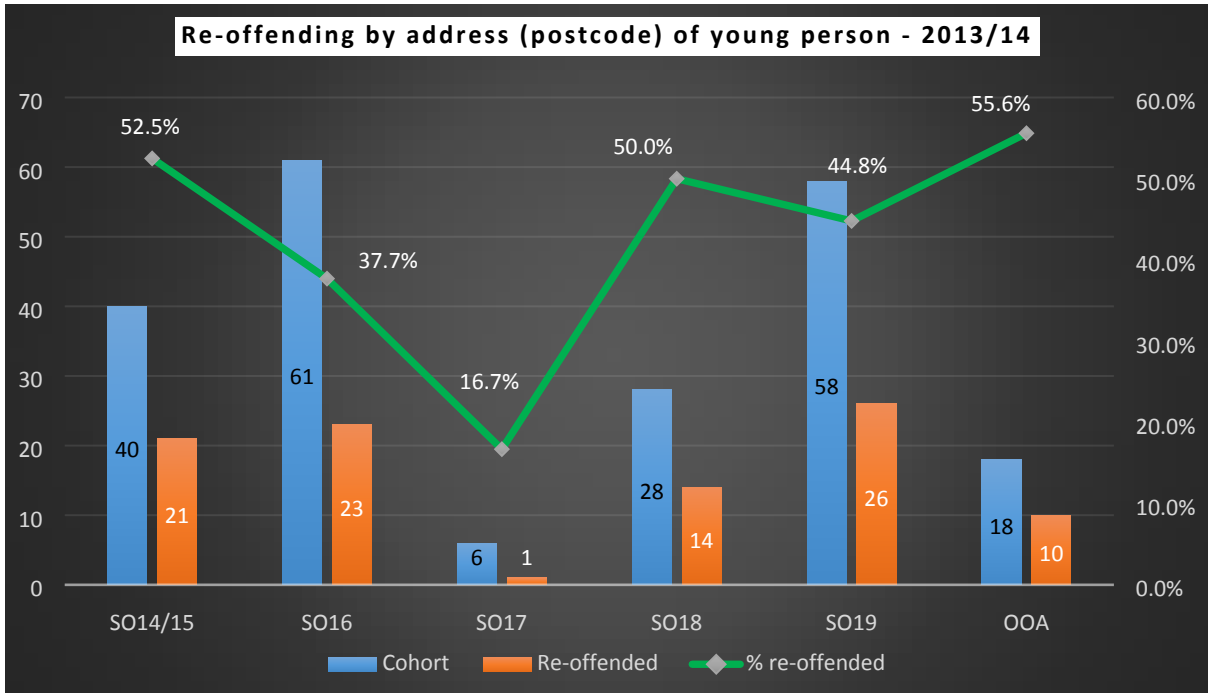
Re-offending

The following tables and graphs show the number in cohort, gender breakdown, number and percentage that re-offended and the number and percentage of further offences for each postcode area over the past 3 years.

As expected the highest percentages of further offences for all 3 years are for SO16 and SO19 with 56.3% of all offences committed by young people with a home address in those 2 areas.

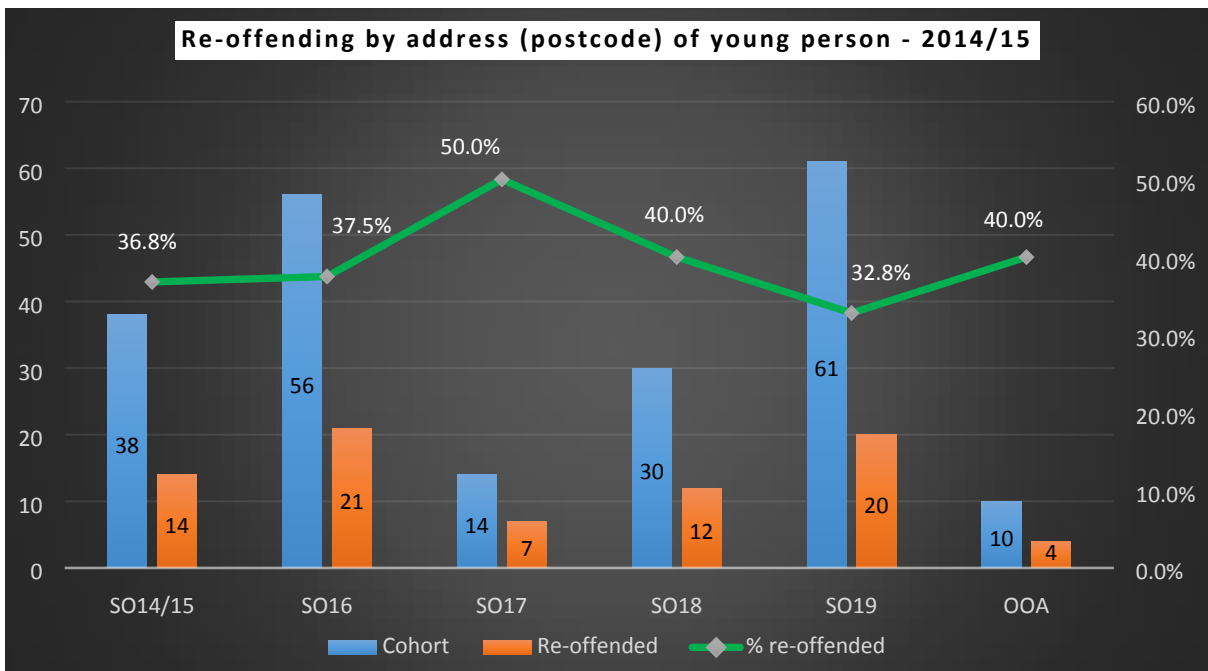
2013/14

	Cohort	Male	Female	Re-offended	% re-offended	No of further offences	% of overall further offences
SO14 and SO15	40	36	4	21	52.5%	96	21.1%
SO16	61	51	10	23	37.7%	123	27.0%
SO17	6	5	1	1	16.7%	5	1.1%
SO18	28	23	5	14	50.0%	44	9.7%
SO19	58	52	6	26	44.8%	117	25.7%
Out Of Area	18	14	4	10	55.6%	70	15.4%



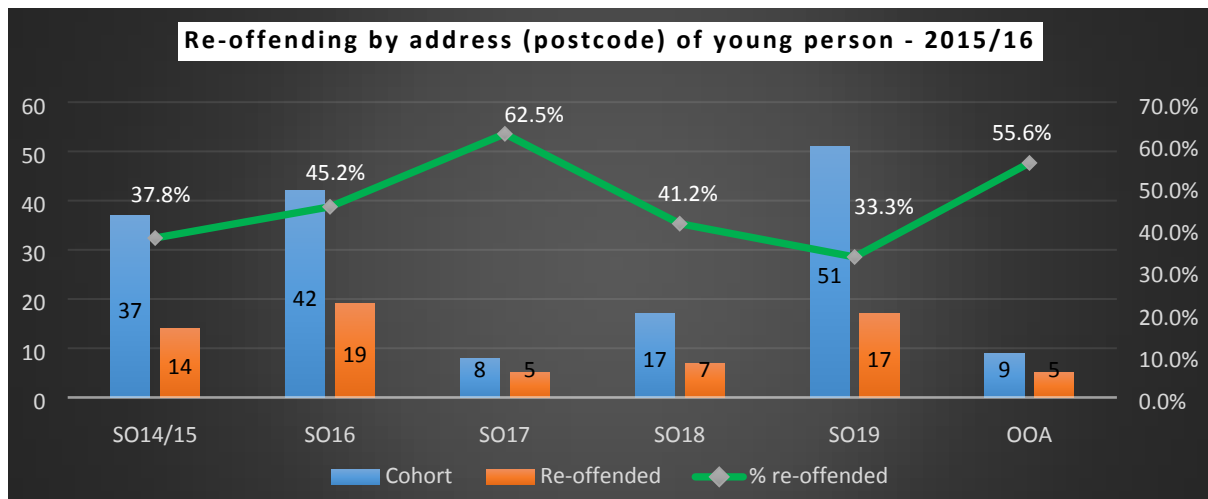
2014/15

	Cohort	Male	Female	Re-offended	% re-offended	No of further offences	% of overall further offences
SO14 and SO15	38	33	5	14	36.8%	52	19.8%
SO16	56	46	10	21	37.5%	64	24.3%
SO17	14	12	2	7	50.0%	15	5.7%
SO18	30	26	4	12	40.0%	46	17.5%
SO19	61	53	8	20	32.8%	71	27.0%
Out Of Area	10	7	3	4	40.0%	15	5.7%



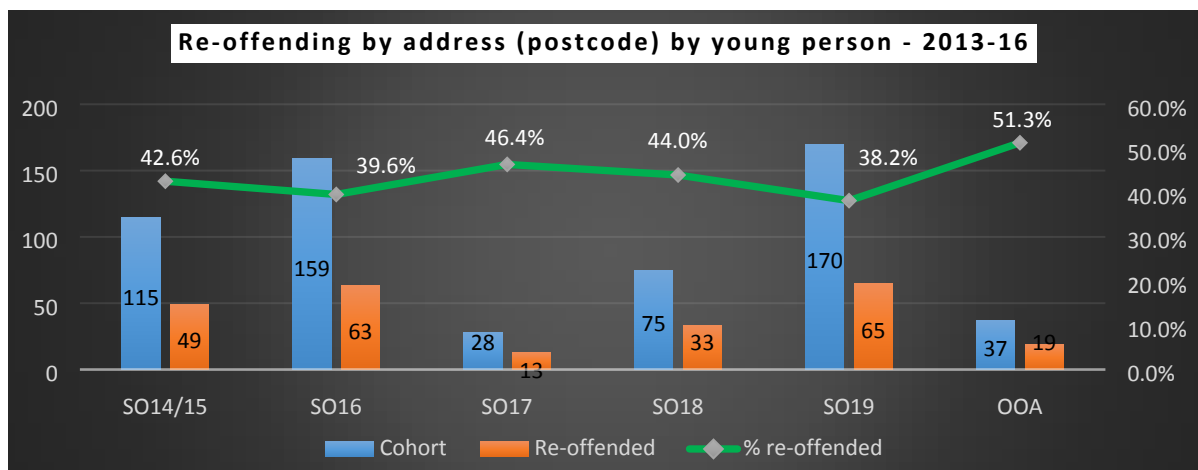
2015/16

	Cohort	Male	Female	Re-offended	% re-offended	No of further offences	% of overall further offences
SO14 and SO15	37	32	5	14	37.8%	39	19.0%
SO16	42	34	8	19	45.2%	50	24.4%
SO17	8	6	2	5	62.5%	19	9.3%
SO18	17	15	2	7	41.2%	21	10.2%
SO19	51	38	13	17	33.3%	58	28.3%
Out Of Area	9	8	1	5	55.6%	18	8.8%



2013-16

	Cohort	Male	Female	Re-offended	% re-offended	No of further offences	% of overall further offences
SO14 and SO15	115	101	14	49	42.6%	187	20.3%
SO16	159	131	12	63	39.6%	237	25.7%
SO17	28	23	5	13	46.4%	39	4.2%
SO18	75	64	11	33	44.0%	111	12.0%
SO19	170	143	27	65	38.2%	246	26.7%
Out Of Area	37	29	8	19	51.3%	103	11.2%

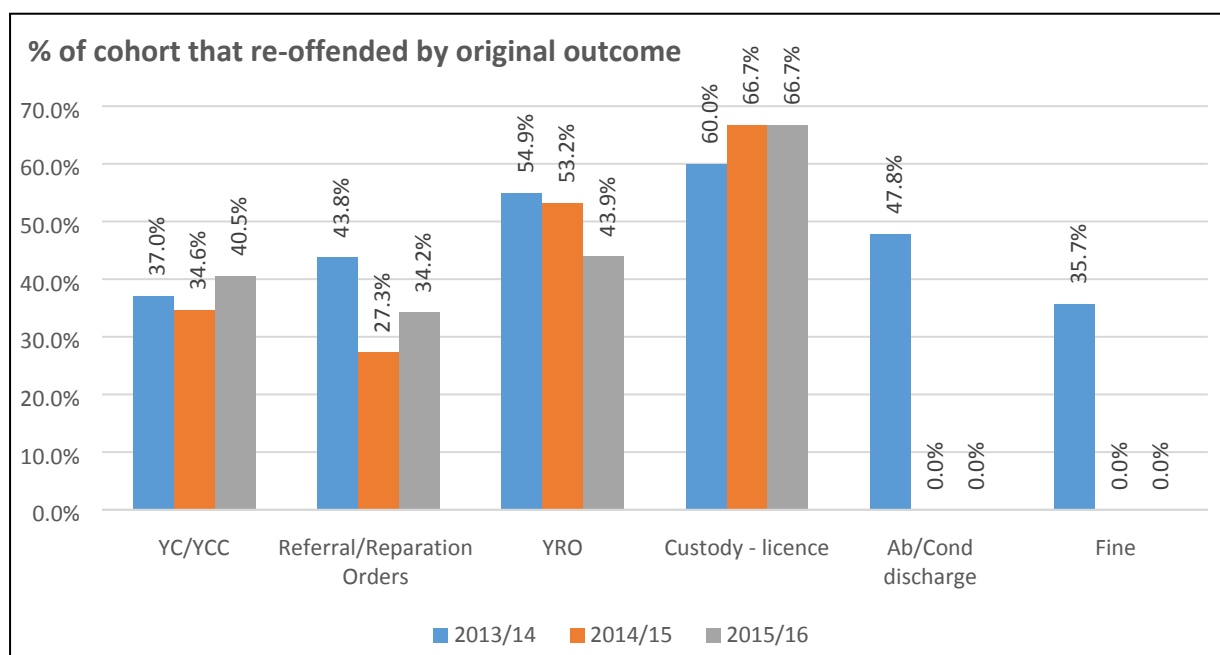


Re-offending by original disposal

The table and graph shown below represent the numbers and percentage of re-offending by each young person based on their original disposal. The highest percentage of re-offending by disposal is for the young people who have had a custodial sentence but this must be looked at in context as the cohort numbers are small so any percentages will automatically look high.

	% re-offending			% re-offending			% re-offending		
	number	re-off	2013/14	number	re-off	2014/15	number	re-off	2015/16
YC/YCC	54	20	37.0%	104	36	34.6%	79	32	40.5%
Referral/Reparation Orders	64	28	43.8%	55	15	27.3%	38	13	34.2%
YRO	51	28	54.9%	47	25	53.2%	41	18	43.9%
Custody - licence	5	3	60.0%	3	2	66.7%	6	4	66.7%
Ab/Cond discharge	23	11	47.8%			0.0%			0.0%
Fine	14	5	35.7%			0.0%			0.0%

Most re-offending by disposal rates appear to have risen from 2014/15 to 2015/16 except for Youth Rehabilitation Orders which has seen a 10% drop.

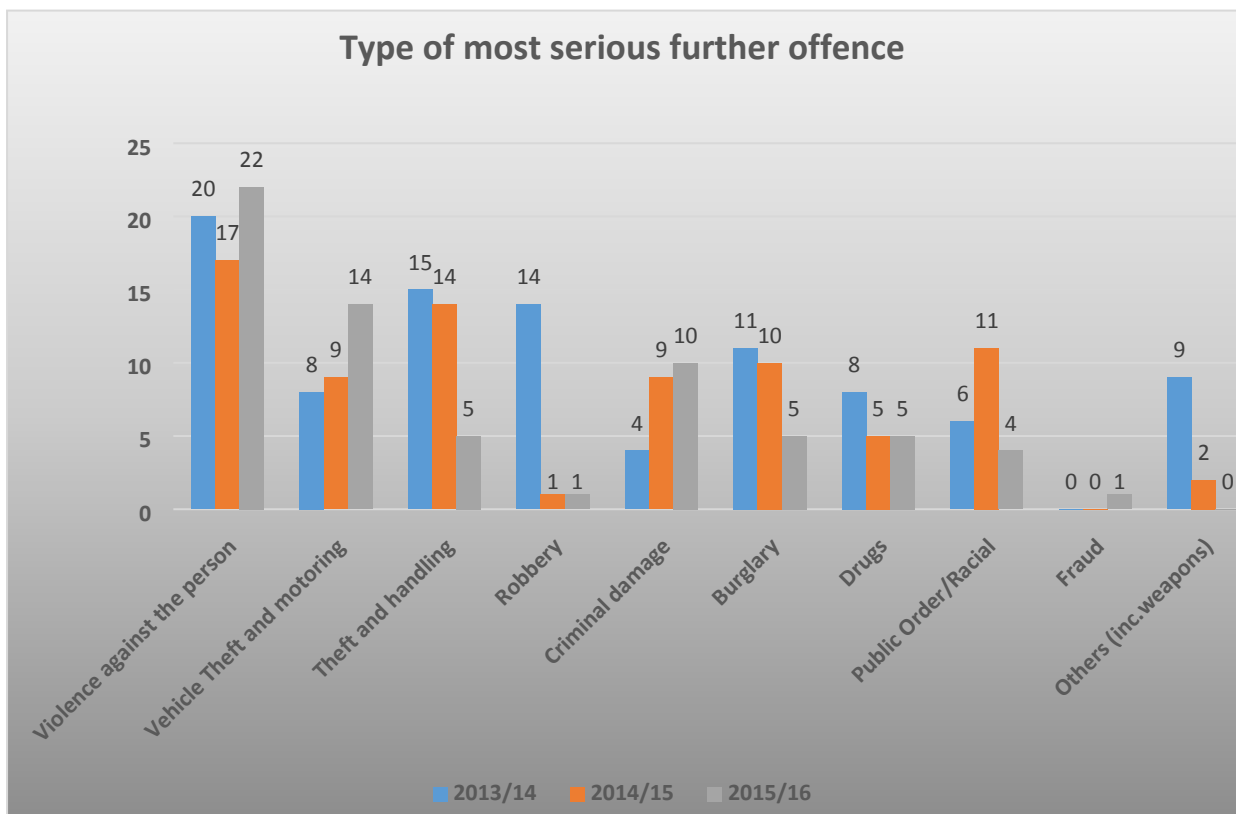


Type of most serious further offence

All further offences committed by young people in the following 12 months after their original disposal are counted in the re-offending live tracker but the only specific information is recorded for the most serious further offence. For example if a young person commits 3 further offences, i.e. Criminal Damage (2), Theft (3) and Arson (5), then the most serious of those by gravity score will be recorded. Therefore the most serious would be Arson (5) and this would be recorded in the live tracker.

The data below shows a breakdown of all most serious offences over the 3 years. The highest number of offences are violence against the person, this includes common assault, ABH/GBH, and assault of a Police Officer.

	2013/14	2014/15	2015/16
Violence against the person	20	17	22
Vehicle Theft and Motoring Offences	8	9	14
Theft and Handling Stolen Goods	15	14	5
Robbery	14	1	1
Criminal Damage	4	9	10
Burglary	11	10	5
Drugs	8	5	5
Public Order/Racial Harassment	6	11	4
Fraud	0	0	1
Others (Inc. weapons)	9	2	0
<i>totals</i>	95	78	67



Report author: Debbie Blythe – Management Information Analyst (SYOS)
 Date: 09/06/2017

Appendix 3b- Breakdown of gender and ethnicity of staff and Contract Type

(NB- The below is correct at time of writing and reflects staff employed on 10.7.17 and does not take vacancies into account. It also includes details of Junior Attendance Centre Sessional Staff and Volunteers not noted in Section 7 of the Youth Justice Strategic Plan)

Fig 1 Staffing of YOS by Gender and Ethnicity

	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British			1	2	6	11		2		2			1	4	8	21
White Irish																
Other White																
White and Black Caribbean																
White and Black African																
White and Asian																
Other mixed	1														1	
Indian										1				1		2
Bangladeshi																
Any other ethnic group																
TOTAL	1		1	2	6	11		2		3			1	5	9	23

	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Student/trainees	Volunteer	TOTAL
Permanent		1	1	1	1	6	1					11
Fixed-term					1	1			3		6	11
Temporary/Acting Up				1								1
Secondee Children's Services						1						1
Secondee Probation					1	1						2
Secondee Police						1		1				2
Secondee Health (substance misuse)					1							1
Secondee Health (mental health)					2							2
TOTAL		1	1	2	6	10	1	1	3	6		32

Fig 2 Staffing of YOS by Contract Type

Appendix 4: Breakdown of Activities Funded by Pooled Budget

Component	Activity	Measured By	Amount
Service Development and Performance	<p>Management implementation and oversight of quality assurance activity</p> <p>Development of peer audit process to QA procedures</p> <p>Review of QA processes, completion of QA Reports for Management Board</p> <p>Service development planning and implementation- following themes/deficits identified by QA activity</p> <p>Staff workforce development planning and implementation as a consequence of identified learning needs (including commissioned training)</p> <p>YOS Manager AYM Membership</p>	<p>Continued improvement in quality of assessments against appraisal targets set at the beginning of every year</p> <p>Positive feedback to Management Board following QA activity</p> <p>Completion of workforce development plan</p> <p>Performance Monitoring by Management Board against National KPIs and Local measures agreed by Board at start of year</p>	£103,000
Development of Restorative Practice Strategy	<p>Ensure RP provision is in place and monitored effectively in all cases open to YOS</p> <p>Continued Development of partnership work with Solent University regarding volunteer recruitment and training</p> <p>Development of volunteer's appraisal offer</p> <p>Continued development of Restorative Schools network and links with partner agencies as means of contributing to the development of a 'Restorative' city</p>	<p>Maintenance of database of experienced and well trained volunteers</p> <p>Evidence of high quality RP intervention from service user feedback and questionnaires</p> <p>Increase in schools and partners accessing YOS TPQM accredited RP training</p>	£15,000
Development of Service User Involvement Strategy	<p>Engagement with SCC Young People and Families Participation Officer</p> <p>Service User face to face Have Your Say event</p> <p>Development of self-assessment and self-audit procedures</p>	<p>Review and refresh of Service User Engagement Strategy</p> <p>Implementation of appropriate suggestions made by children, parents/carers and victims</p> <p>HMIP Viewpoint feedback and subsequent changes to practice emanating from feedback</p>	£11,000
Administration of Management Board	<p>Review and development of YOS Management Board terms and conditions of membership</p>	<p>Quorate attendance at well-functioning, partnership led Management board meetings on a quarterly basis</p>	£7,000

	Development of links with SCC Meeting Support Service to provide admin assistance	Evidence from YOS Management Board meeting Minutes	
Development of Priority Young Person Strategy and Reducing Re-Offending Action Plan	<p>Ongoing review, development and implementation of PYP Strategy and chairing of multi-agency strategy meeting</p> <p>Review of reducing re-offending action plan on quarterly basis and implementation of new objectives and actions</p> <p>Monthly review of re-offending tracker and implementation of robust action plan to address developing trends, patterns and cohorts</p> <p>Continued review and refresh of Junior Attendance Centre provision and role it plays in addressing re-offending</p> <p>Continue to implement the recommendations of the Health Needs of Young Offenders report to achieve the stated outcomes and new models of delivery</p>	<p>Continued reduction in re-offending rates highlighted in quarterly performance reports and KPIs</p> <p>Feedback from Youth and Crown Court user groups in relation to confidence of work undertaken</p> <p>Junior Attendance data provided to MoJ on a monthly basis indicating successful completions. Scrutiny of re-offending rates for JAC attendees against baseline Re-Offending rate data</p>	£22,000
Targeted work to reduce custody rates and remand into Youth Detention Accommodation	<p>Management oversight and QA of PSRs, Breach Reports and Court Updates</p> <p>Workforce development and upskilling staff in relation to Court skills</p> <p>Provision of a) Saturday and Bank Holiday Court Cover and b) on call manager (NB required every weekend & BH to be on call in lieu of potential call outs from HYOT colleagues)</p> <p>Attendance by staff and management at relevant training events and user groups</p>	<p>Continued reduction in custody and remand rates against National and Regional averages</p> <p>Quarterly performance reports to YOS Management Board</p>	£15,000
Development of Joint Decision Making Panel and other initiatives to reduce FTE numbers	<p>Continued implementation and development of JDMP</p> <p>Workforce development of new staff and partners involved in service delivery and decision making</p> <p>Support provided for auditing of outcomes both internally and at countywide Scrutiny Group</p> <p>Work collaboratively with Pathways, Looked After Children's Team and Virtual School Head to improve offending and re-offending</p>	<p>Continued reduction in FTE- when compared against National and Regional data</p> <p>Performance Reports provided to YJB and</p>	£14,000

	<p>outcomes for Looked After Children in Southampton</p> <p>Development of an early help offer for U10s</p> <p>Participation in the development of the Gateway Project to develop an early help approach for 18-25 year olds</p>		
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Southampton Youth Justice Strategy | 2017-2020





Southampton Youth Offending Service is committed to contributing to a fair and effective criminal justice system which provides value for money, justice for victims and communities, punishment, rehabilitation and positive opportunities for children. We are a service that aspires to provide the best for our children and young people; we want them to achieve and succeed and we recognise the importance of providing supervision and robust support along the way to enable this to happen.

As the service develops, we aspire to apply a strengths-based and restorative approach to our direct work with whole families, to ensure that children's needs are understood and supported within the context of their wider circumstances. To this end, the Youth Offending Service aims to be at the forefront of activity to realise Southampton's ambition to be recognised as a Restorative City.






★ Our priorities

 <p>Reduce youth crime Reducing youth crime in Southampton will positively impact on everyone living and working in the city. There will be less victims of crime and better outcomes for young people who have previously been involved in criminal activity.</p>	 <p>Reduce first time entrants to the youth justice system Offering prevention and early help to address risk factors and build upon strengths can help prevent children and young people from offending or re-offending in the future.</p>	 <p>Reduce custody Custody can have a detrimental impact on the lives of children and young people and their families. Young people who serve custodial sentences are much more likely to re-offend.</p>	 <p>Reduce re-offending Breaking the cycle of offending can help young people significantly improve their life chances and make our local communities safer.</p>
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✓ Our successes

 <p>Reduce youth crime</p>	<ul style="list-style-type: none"> From 2014/15 to 2016/17, the number of young people working with the Youth Offending Service (YOS) reduced from 408 to 229 (43.9%). The total number of out of court disposals (young people who received support without formally entering the criminal justice process) also reduced by 43.5% from 457 to 258. Strong links have been established with schools and further education; especially in relation to work around restorative practice and in the close relationship that has been developed with the local Pupil Referral Unit. In February 2017 young people from the YOS put on a hugely successful exhibition at the Tate Modern. 	<ul style="list-style-type: none"> Improved partnership working with organisations such as Princes Trust and Wheatsheaf Trust to allow a faster response to issues as they emerge. We have improved user feedback through regular 'Have your Say' meetings with young people in conjunction with completion of HMIP Viewpoint Questionnaires. An action plan has been devised and implemented emanating from the Ending Gang and Youth Violence Peer Review, including the development of a service level agreement with Lewisham.
 <p>Reduce first time entrants to the youth justice system</p>	<ul style="list-style-type: none"> Southampton now has far fewer children entering the Youth Justice System for the first time. The number of First Time Entrants is now in the top half of comparator Youth Offending Trusts and compares favourably with core cities. This success is due to changes to the Joint Decision Making Panel as well as further alignment between the local YOS and Early Help Service. 	<ul style="list-style-type: none"> The proportion of young offenders who are Looked after Children fell in the first 3 quarters of the year (2016/17). 14 schools are now actively participating in the Restorative Network with 6 more due to join before the end of the year. Quarterly meetings are well attended and a Restorative Practice Action Plan is in place to further develop the network and links with other agencies and services.
 <p>Reduce custody</p>	<ul style="list-style-type: none"> Custody rates have reduced every year for the past three years and Southampton now has less children in custody than many similar cities. The Deferred Sentence Pilot was embraced by the Court and is now fully embedded as the local approach to sentencing. 	<ul style="list-style-type: none"> The Asset Plus assessment framework is now embedded within the team and procedures have been put in place to ensure that this is fully effective.
 <p>Reduce re-offending</p>	<ul style="list-style-type: none"> 96% of victims were offered the opportunity to participate in restorative justice in 2016/17 compared with 89.5% in 2015/16. A review of data over 2016/17 shows that accommodation for young offenders at point of release continues to be to be suitable and appropriate. 	<ul style="list-style-type: none"> Real-time re-offending data is now reviewed on a monthly basis to identify trends in re-offending which are rapidly addressed. Systems are now in place to ensure that long term trends identified by the Service's data analyst form the basis for key actions going forward from 2017-20.

! Our challenges

 <p>The number of custodial sentences given to young people per 1,000 (0.49 during 2016/17), whilst decreasing, is still significantly higher than the regional (0.2 per 1,000) and national (0.07 per 1,000) averages.</p>	 <p>Whilst 96% of victims were offered the opportunity to participate in restorative justice in the past year, only 9.3% engaged with the service.</p>
 <p>Whilst the rate of 10-17 year old first-time entrants into the youth justice system per 100,000 population (354) has reduced hugely since 2014/15 (550); this is still higher than the England average of 327 per 100,000 and the regional average of 256 per 100,000.</p>	 <p>Engagement in education, training and employment provision for young people finishing interventions deteriorated over the last 12 months from the 2015/16 baseline; children engaged in education, training and employment at the end of intervention was down by 5.66%. School-age children saw the biggest decrease in participation; down by 7.16%, whilst over 16s' engagement fell by 4.11%.</p>
 <p>The reoffending rate increased to 38.2% in 2016/17 which is above the England average of 34.6% and the regional average of 35.2%.</p>	

What young people in Southampton have told us

- During the course of 2016-17 young people undertook HMIP Viewpoint Questionnaires and attended "Have Your Say" meetings with the YOS Management Team in order to provide their perspective on service delivery.
- Viewpoint data from 2016-17 indicates the following strengths in YOS service delivery from those who participated in the survey:
 - 100% of children felt that they had enough say about the contents of Referral Order Contracts
 - 100% of children felt that they had enough say in the contents of supervision and sentence plans
 - 96% of children said someone at YOS asked them to explain what they thought would help prevent them re-offending
 - 100% of children said YOS helped them feel safer
 - 80% of children who said they needed help with 'strange thoughts' said things got better after YOS intervention
 - 92% of children said YOS made them realise change was possible
 - 89% of children felt they were less likely to offend
- 100% of children felt the service given by YOS was good
- Areas for development include:
 - Only 50% of children who spoke English as a second language were asked what language they wanted to use in sessions
 - 20% of children felt external factors made it harder for them to engage
 - 35% felt the Viewpoint survey itself could be improved
 - 33% of children felt their Education, Training and Employment opportunities had not increased following the intervention.

What are we going to do?

Priorities	Key actions	Lead agency	Lead partners	How we will measure success in
 Reduce youth crime	Work with partners to respond to recommendations arising from the 2016 National Review of Youth Justice to reduce levels of criminogenic need of children who offend.	Youth Offending Service Management Board	Southampton City Council National Probation Service Hampshire Constabulary Southampton Clinical Commissioning Group	Decrease the % of young people who are at a high risk of re-offending according to Asset+ assessments.
	Work with schools and education providers to ensure children who are at risk of offending have access to appropriate and high quality education provision.	Youth Offending Service	Education and Early Years' Service Skills and Development Schools	Improved educational attainment at each key stage for young people who offend.
	Continue to develop a co-ordinated approach with Education Welfare, Families Matter and schools to improve the attendance of children who offend.	Youth Offending Service Management Board	Education and Early Years' Service Skills and Development Schools John Hansard Gallery Wheatsheaf Trust	Improved school attendance levels for children who offend.
	Continue to implement the recommendations of the Health Needs of Young Offenders report to achieve the stated outcomes and new models of delivery, by encouraging partners to commit resource.	Youth Offending Service Management Board	Southampton Clinical Commissioning Group Solent Health Trust Education and Early Years' Service	Increase the % of young people who are accessing health support appropriate to their needs.
	Continue to participate in the Youth Justice Board's Special Educational Needs and Disabilities (SEND) project with partners to develop best practice for working with children with SEND.	Youth Offending Service	Youth Offending Service Families Matter Schools	Improvements in service delivery for young people who offend with SEND.
	Develop and enhance Quality Assurance and Audit arrangements within the team by the introduction of peer auditing and referencing activity to wider stakeholder planning (ie EHCPs, Early Help Assessments etc).	Youth Offending Service/SCC Quality Assurance Service Manager	Youth Offending Service SCC Quality Assurance Service Manager	Proportion of audits that indicate that work is of an 'excellent' standard across a range of different auditing activities.
 Reduce first time entrants to the youth justice system	Review the Southampton Joint Decision Making Panel following feedback from August 2017 HMIP Thematic Inspection to ensure that youth diversion arrangements continue to be robust.	Youth Offending Service	Hampshire Constabulary NHS Liaison and Diversion Service Families Matters	Reduction in first time entrants to Youth Justice System.
	Contribute to the Southampton Gateway Project, to extend the benefits of diversion and out of court disposals for young adults (18 to 24).	Hampshire Constabulary	Youth Offending Service Hampshire Constabulary Families Matters	Reduced offending/re-offending rates of young people aged 18 to 24 year olds who have benefited from an out of court disposal.
	Work collaboratively with Pathways, Looked After Children's Team and Virtual School Head to improve offending and re-offending outcomes for Looked After Children in Southampton.	Youth Offending Service/ Children's Social Care	Youth Offending Service Children's Social Care	Reduce the number of Looked After Children entering the criminal justice system.
	Contribute to the city's ambition to become a Restorative City by further developing restorative practice in schools and with other partners in order to provide innovative, outcome focussed opportunities for children.	Education and early years' service	Youth Offending Service Families Matter Schools	Increase the number of schools working with Youth Offending Service.
	Sell high quality training rooted in areas of Youth Offending Service expertise; particularly restorative practice.	Education and early years' service	Youth Offending Service	Level of income generated by YOS.
	Extend the reach of our arts project and restorative practice offer to benefit more young people and to develop Southampton YOS as a national exemplar of good practice.	Youth Offending Service	John Hansard Gallery Restorative Practice Council	Gaining Platinum 'Artsmark' standard for our arts provision.
 Reduce custody	Continue to work with the West Hampshire Youth Bench to identify and implement alternative approaches to youth custody via deferred sentence strategy.	Youth Offending Service Management Board	West Hampshire Youth Bench	Reduce custody rates by 20%.
	Participate in the South East Region Resettlement Forum to improve outcomes for young people leaving custody.	Youth Offending Service	No Limits Next Steps	Ensure no young people leaving custody go into inappropriate accommodation upon release.
 Reduce re-offending	Ensure that resources are targeted at the most prolific young offenders and those at risk of involvement in serious youth crime by reviewing the Priority Young People scheme with partners.	Youth Offending Service Management Board	Hampshire Constabulary Community Safety Team	Maintain a low re-offending rate. Decrease in serious youth crime and drug distribution. Decrease in violent re-offending.
	Specific focussed management support with practitioners to deliver high quality, integrated intervention planning and co-ordinated step down planning when children exit the service.	Youth Offending Service	Youth Offending Service	All plans quality assured by management team achieve rating of 'good'.
	Develop the case formulation approach to manage the risks and needs of those young people at most risk of re-offending.	Youth Offending Service	Southampton Children and Adolescent Mental Health Service	Reduction of cohort numbers subject to Priority Young People strategy by 20% as a result of reduced re-offending.
	Deliver action plan to improve offending and re-offending outcomes for Looked After Children in Southampton.	Youth Offending Service Management Board	Hampshire Constabulary Children and Families Service	Increase the use of restorative interventions with Looked After Children.

DECISION-MAKER:	COUNCIL		
SUBJECT:	PROCUREMENT OF A CLIENT CASE MANAGEMENT SYSTEM		
DATE OF DECISION:	21 MARCH 2018		
REPORT OF:	CABINET MEMBER FOR FINANCE		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	James Strachan	Tel: 023 8083 3436
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STATEMENT OF CONFIDENTIALITY	
Not applicable	
BRIEF SUMMARY	
<p>Southampton City Council has social care responsibilities that oblige it to keep a record of client information and interactions such as client visits, chronologies and payment for care packages. Since 2003 the council has managed this information for both adult and children’s services through a ‘client case management’ (CCM) system called Paris, supplied by Civica.</p>	
<p>Given the extremely long period for which the council has used Paris, best practice is to consider the re-procurement of a CCM system on the open market to ensure the council is benefitting from the most appropriate product. Research by officers shows that the market for CCM systems is viable and offers the kind of functionality the council needs to achieve its desired service outcomes and support delivery of key priorities in the Southampton City Council Strategy:</p> <ul style="list-style-type: none"> • Children and young people get a good start in life, and • People in Southampton live safe, healthy, independent lives. 	
<p>This report seeks authority to proceed to a full business case subject to sign-off by Council Capital Board (CCB), which will be done following a procurement exercise and selection of a preferred CCM supplier. It is recommended that procurement takes place through a Crown Commercial Service (CCS) Framework Agreement.</p>	
<p>Based on supplier presentations, the maximum capital budget requested is £2.5M, which requires approval by Council. On 27 February 2018 Capital Board (CCB) recommended that the CCM proposal is approved by Council.</p>	
RECOMMENDATIONS:	
(i)	<p>That approval is given to add the Client Case Management scheme to the Finance Portfolio Capital Programme in 2018/19 for the sum of £2.5M and to give the Service Director for Digital and Business Operations approval to spend, subject to consultation formal sign-off of a detailed business case by Council Capital Board.</p>

	(ii)	That the Service Director for Digital and Business Operations is given delegated authority, following consultation with the Cabinet Member for Finance, to progress the procurement of a purpose-built client case management system that covers both Adults' and Children's services via the CCS Lasa Framework Agreement RM1059.
	(iii)	That the Service Director for Digital and Business Operations is given delegated authority, following consultation with the Cabinet Member for Finance, to negotiate a short-term extension to the Paris contract if required.

REASONS FOR REPORT RECOMMENDATIONS

1.	It is not good practice to continue with a contract of this type for 15 years. Without going to procurement, the council cannot be sure that it is achieving value for money or benefitting from innovations that have taken place in the market.
2.	The recommendations in this report have been prepared in the context of the council's Digital Strategy for 2018-22, which specifies that new systems should be procured with certain principles in mind, such as minimising local customisation and prioritising mobile access.
3.	The CCS Lasa Framework Agreement RM1059 includes all the leading CCM suppliers and is the quickest route to contract award and implementation.
4.	If a product other than Paris is selected, it may be necessary to extend Civica's contract in the short term to ensure a smooth transition between systems.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

5.	Continue to extend the Paris contract annually. This option is not recommended because the council has been using Paris for 15 years, which is not good practice.
6.	Use a Customer Relationship Management (CRM) System to deliver CCM. While this might be technically feasible, this approach is unproven and potentially risky given the range of social care statutory duties the council must discharge.
7.	Build a CCM system in-house. The council does not have the skills to do this. In addition, good products are available on the market.
8.	Jointly procure with neighbouring councils. The option to procure jointly with Hampshire County Council, which is also preparing to procure a similar system, has been considered. However, the County Council is at a different stage in its planning and is not yet ready to proceed, and no discussions have been had about a joint specification.
9.	Adopt systems used by the NHS that cover Adult Services and procure separately for Children's. This option would be more expensive than procuring a single system and would increase rather than reduce the complexity of the council's IT estate. Separate systems for Adults' and Children's Services would limit the ability to provide a single view of a family and would make it more difficult to support children during and after their transition to adulthood.

DETAIL (Including consultation carried out)

10.	A Project Board, chaired by the Service Director for Digital and Business Operations, is already in place and meets weekly to take decisions and move the
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	project forward. The Board includes the Service Directors for Quality and Integration, Children and Families, and Adults, Housing and Communities.
11.	In preparation for the procurement exercise, seven suppliers have informally presented their products to a team of officers including practitioners from all three operational service areas and staff from Finance, Procurement, Programme Office and IT. Officers have also met with or spoken to colleagues from a wide range of other local authorities who have recently procured a CCM system or are considering doing so, including Hampshire County Council, Isle of Wight Council, Portsmouth City Council and a number of other county and unitary councils. These activities have enabled officers to draft a product specification for a modern, easy-to-use and fit-for-purpose system, with all of the features needed to fully support best practice. This specification would be issued to suppliers as part of the procurement exercise, and responses would be evaluated against it.
12.	If the recommendations are agreed by Council and there are no technical impediments, the procurement process will begin at the end of March 2018 and the contract will be awarded by the end of June (possibly sooner). It is envisaged that there would then be a 12- to 15-month implementation process, which is considered challenging for a project of this complexity. Migrating large volumes of client data from Paris to the new system is likely to be a particularly complex exercise. The timescales are dependent on securing the right level of resourcing and commitment from across the council. The new contract is envisaged to last five years with the option of a two-year extension (the maximum allowable under the CCS framework).
13.	It is intended that the council will use the preferred product 'out of the box' i.e. that local customisation will be minimised. This is consistent with the Digital Strategy, which seeks to ensure that future upgrades are not complicated and made more expensive by local customisations that may no longer work when the system is upgraded. This will require certain council business processes to be changed, potentially to conform with the default set of best-practice processes that most suppliers recommend based on feedback from their existing customers. A key part of the implementation will be to comprehensively train staff on how to use the new system and the revised business and finance processes that may be needed.
14.	The requirement for staff to be able to use the new CCM system effectively in a mobile environment, both online and offline, will be listed in the procurement specification as mandatory. This is expected to increase staff productivity.
15.	Officers are in close touch with health sector colleagues to ensure that client data can be appropriately and securely exchanged via the new CCM system. This will improve the efficiency of inter-agency working, support work to reduce delayed transfers of care and enable a smoother experience for clients.
16.	The work to upgrade Paris to version 6.1 is nearing completion and the council will benefit in the short term from the new functionality this brings, including full mobile access, until the new CCM system is fully installed.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
17.	Based on information provided by suppliers, a capital budget of up to £2.5M will be required to procure and install a new CCM system. The expected capital

	budget and ongoing revenue commitments are set out in the table below.			
18.	<u>FINANCE REQUIREMENTS</u>	<u>2018/19</u>	<u>2019/20</u>	<u>2020/21</u>
		<u>£M</u>	<u>£M</u>	<u>£M</u>
	<u>Capital</u>			
	<ul style="list-style-type: none"> Supplier Licence costs <i>(Cost of intellectual property)</i> 	£0.75		
	<ul style="list-style-type: none"> Supplier Implementation Costs <i>(Physical installation; data migration; integration with other systems; testing; training)</i> 	£0.75		
	<ul style="list-style-type: none"> SCC in house project costs <i>(Project management time and backfill for frontline service staff)</i> 	£0.50		
	<ul style="list-style-type: none"> Hardware Costs <i>(If required: potential need for new tablets/laptops)</i> 	£0.50		
	Total Capital	£2.50	0.00	0.00
	<u>Revenue (post-implementation)</u>	<u>2018/19</u>	<u>2019/20</u>	<u>2020/21 & Ongoing</u>
		<u>£M</u>	<u>£M</u>	<u>£M</u>
	<ul style="list-style-type: none"> Support and Maintenance <i>(Cost of intellectual property and technical support)</i> 	0.00	0.12	0.12
	<ul style="list-style-type: none"> Cloud Hosting Costs: <i>(Offsite server costs including remote upgrades and disaster recovery SLA)</i> 	0.00	0.08	0.08
Total Revenue	0.00	0.20	0.20	
19.	Council Capital Board considered the CCM proposal at its meeting on the 27 th February 2018. The board recommended that Council give approval to add the scheme to the Finance Capital Programme and give approval to spend, subject to the consideration of a detailed business case by the CCB once the procurement process has been implemented, up to £2.5M. The scheme will be funded through a direct revenue financing contribution of £0.80M and £1.70M of council resources. Following recommendation to proceed by CCB it is requested that delegated authority is given to the Service Director for Digital and Business Operations, after consultation with the Cabinet Member for Finance, to implement the necessary actions to proceed with the procurement of the CCM including the possible extension of the current Paris contract during the implementation period.			
20.	The ongoing revenue commitments of £0.2M per annum can be met from within existing general fund revenue budgets which form part of the approved Medium-Term Financial Strategy. There is also potential to achieve long-term revenue savings through decommissioning old systems, eliminating unnecessary processes and reducing server costs. This will be evaluated as part of the detailed business case.			
21.	It is intended that, as far as possible, existing council laptops, tablets and smartphones will be used to run the new system. Should there be a requirement for any new hardware to be purchased, the ongoing revenue costs of supporting these will be fully offset by savings from decommissioning existing hardware as			

	there is an existing budget to meet the fixed monthly charge to support all devices. (SC)
<u>Property/Other</u>	
22.	It is likely that the preferred product will be hosted in the 'cloud'. This would reduce pressure on server space within SCC buildings, reduce disaster recovery risks and make the process of delivering product upgrades easier.
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
23.	Section 101 Local Government Act 1972 and Localism Act 2011.
<u>Other Legal Implications:</u>	
24.	Data stored in a CCM system is of vital importance to the council as evidence to support legal action and court proceedings. A fresh procurement provides an opportunity to strengthen the integrity and reliability of this data and to ensure full GDPR compliance.
25.	If the council does not procure a high-quality CCM system and use it effectively, it is more likely to fail in discharging its statutory social care duties.
RISK MANAGEMENT IMPLICATIONS	
26.	Procurement and effective use of a high-quality CCM system will reduce the risk of vulnerable people receiving insufficient care and attention from the council and its partner agencies.
27.	An effective CCM will help ensure compliance with statutory requirements relating to adults' and children's social care, enable the council to complete statutory returns in a timely way and support robust financial and budget management, helping to mitigate legal, reputational and financial risks to the council.
28.	Procurement of an up-to-date CCM system will reduce the risk of IT failure and data loss.
29.	As with all major projects there are risks concerning potential technical problems, insufficient resources, failure by the supplier, cost overruns etc. A full risk register will be maintained by the Project Manager and the Project Board will monitor the register at every meeting.
POLICY FRAMEWORK IMPLICATIONS	
30.	Procurement of a new CCM system will have no direct impact on the Council's Policy Framework. However, it will support council strategies to promote the safety and wellbeing of vulnerable individuals and also the council's Digital Strategy, adopted in January 2018. It will support delivery of key priorities in the Southampton City Council Strategy 2016-2010: <ul style="list-style-type: none"> • Children and young people get a good start in life, and • People in Southampton live safe, healthy, independent lives.

KEY DECISION?	YES
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WARDS/COMMUNITIES AFFECTED:	ALL
<u>SUPPORTING DOCUMENTATION</u>	
Appendices:	
1.	None.
Documents In Members' Rooms	
1.	Equality and Safety Impact Assessment
2.	Privacy Impact Assessment
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	Yes
Privacy Impact Assessment	
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	Yes
Other Background Documents	
Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	
2.	