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CHILDREN, YOUNG PEOPLE & EDUCATION SCRUTINY PANEL

Tuesday, 1st December, 2020 at 6.00 pm

Virtual Meeting/ Remote - Please use links on the Agenda Front Sheet to join the virtual meeting

Please click [Here](#) to view the meeting or copy and paste the link below into your web browser:

<https://bit.ly/3nSum75>

Membership:

Councillors: Achilleas Georgiou (Chair), Birsen Demirel, Ergun Eren, James Hockney, Bernadette Lappage, Derek Levy, Ahmet Oykener and Glynis Vince

AGENDA – PART 1

- 1. WELCOME & APOLOGIES**
- 2. DECLARATIONS OF INTEREST**

Members of the committee are invited to identify any disclosable pecuniary, other pecuniary or non-pecuniary interests relevant to the items on the agenda.

- 3. MINUTES OF THE MEETING HELD ON 10 SEPTEMBER 2020 (Pages 1 - 6)**

To agree the minutes of the meeting held on 10 September 2020.

4. DRAFT CHILDREN AND YOUNG PEOPLE'S PLAN (Pages 7 - 46)

To receive Enfield's new draft Children and Young People's Plan (CYPP) – Empowering Young Enfield.

5. DRAFT EARLY HELP FOR ALL STRATEGY (Pages 47 - 72)

To receive Enfield's new draft Early Help For All Strategy.

6. CHILDREN YOUNG PEOPLE & EDUCATION WORK PROGRAMME 2020/21 (Pages 73 - 74)

To note the work programme for 2020/21.

7. DATES OF FUTURE MEETINGS

To note the dates of future meetings as follows:

- Thursday 10 December 2020
- Wednesday 3 February 2021
- Tuesday 9 March 2021

All meetings will start at 6pm

MINUTES OF THE MEETING OF THE CHILDREN, YOUNG PEOPLE & EDUCATION SCRUTINY PANEL HELD ON THURSDAY, 10TH SEPTEMBER, 2020

MEMBERS: Councillors Achilleas Georgiou (Chair) Mahym Bedekova (Vice Chair), Birsen Demirel, Ergun Eren, James Hockney, Ahmet Oykenen and Glynis Vince

Officers: Tony Theodoulou, Executive Director People, Andy Ellis, Governance & Scrutiny Officer and Susan O'Connell, Governance & Scrutiny Officer

Also Attending: Cllr Rick Jewell, Cabinet Member for Children's Services. Cllr Mahtub Uddin, Cabinet Member for Public Health, 4 members of the youth Parliament and 3 members of the public.

1. WELCOME & APOLOGIES

The Chair welcomed everyone present to the first meeting of the Children Young People and Education Scrutiny Panel. He was pleased to welcome the four members of the Youth Parliament who had joined the meeting. Apologies had been received from Councillors Bernie Lappage and Egin Erbil.

2. DECLARATIONS OF INTEREST

3. LOCAL PRIORITIES FOR 2020/21

The Chair invited Councillor Rick Jewell (Cabinet Member for Children's Services) and Tony Theodoulou (Executive Director People) to present to the Panel the local priorities for 2020/21.

Councillor Jewell began by recording his thanks to everyone for their work over the last three to four months; recognising the work of teachers, support workers within schools, carers, foster parents, council officers, volunteers in the Youth Offending Service and within the schools and community, parents children and young people, young leader and youth parliament members in the borough. Covid 19 had brought about real changes and challenges to everyday life. Councillor Georgiou seconded this and recorded his personal thanks and that of the Panel.

The key priorities are highlighted within the report and are as follows:

- Covid-19 recovery – pupil physical and emotional well-being.
- Improve school attainment and reduce exclusion from school.
- School Attendance – post lockdown
- School Ofsted Judgements
- EHCP pathway review
- Increase local education provision for children with SEND
- Recovery of social work services post lockdown

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- Effectiveness of Early Help & Prevention services
- Improving Outcomes for LAC & Care Leavers
- Joint Service for Disabled Children – service developments
- Self-Evaluation of social care services
- Protect the most vulnerable residents in the borough from suffering abuse or neglect
- Scrutiny Reports – LADO/ Fostering/ Adoption/Annual Safeguarding Partnership Report
- Transition of Children's Services to Dugdale Centre
- Enhance the involvement of Young people within our decision-making structure where possible ie shadow cabinets, mystery shopper type roles.
- Reviewing our Youth Offending Service (YOS) ie feedback from young people and parents etc
- Improving the role of our volunteers within the YOS and input into decision making where possible.
- Youth Services

The following points were highlighted by the Cabinet Member and Executive Director

1. The priorities have had to be adapted to post Covid 19 recovery and how young people's education is looked at. These will be fluid going forward depending on how things progress especially is there are further lockdown procedures and schools have issues.
2. Schools have not yet been back a week and 10 schools have been affected by either confirmed or suspected Covid 19. In some schools this has meant that some children have had to be sent home already to isolate for two weeks. It maybe that this will be another year of disrupted education for children. This year's cohort could experience similar disruptions to their education.
3. Attendance at school maybe an area that scrutiny would be interested in. Some parents have been desperate for their children to go back to school. Some children have yet to return to school. There has already been an increase in parents who are choosing to home educate their children and this maybe a concern, but this is too early to say at present. The local authority does have statutory duties towards children who are home educated.
4. Schools are the biggest priority, helping schools to provide education to young children in very challenging circumstances. Since the national lockdown the work of the department has been focussed on supporting headteachers who have had to contend with some extremely difficult issues such as union issues, anxiety of staff, parents and children. There have been weekly meetings with Headteachers. There are inherent contradictions in government advice which cannot be avoided such as only 6 people can be together, yet they can fill up a school bus and sit next to each other. As the infection rate is increasing in the borough the expectation is that more schools will be impacted by the rising infection rate.

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5. Councillor Uddin, Cabinet Member for Public Health had circulated his priorities around children and young people to the Panel members ahead of the meeting.
6. Cllr Ergin Erbil, the Associate Cabinet Member focussing on children and young people in the borough had given his apologies for this meeting. This could be picked up a future meeting to hear from him what his priorities are and how he will be working with the Panel and the Cabinet Member.

The following comments, questions and queries were raised:

1. In response to a query on the challenges in meeting the priorities members were advised that the challenge is the council having the capacity to respond to everything that is going on.
2. Members said that whilst it was good that children have gone back to school, there is difference between approaches that schools have taken. Examples were cited of schools where masks are worn and social distancing is observed, but in other schools there is no social distancing or face masks. What can be done to make sure children and young people are safe? Officers advised that the government advice is that masks are not mandatory in schools. In the event that the infection rate increases that might change. All headteachers have discretion on the use of masks. What the government have advised is that if a school is in an area where the infection rate is particularly high then masks must be worn in corridors or anywhere where children can congregate, but they do not have to wear them inside the classroom and neither do teachers.
3. One of the things that the Panel will need to look at is post Covid 19 or living through Covid 19
4. Members of the Youth Parliament felt it was important to look at the mental health effect on young people. Members said that its effects on some of our foster's carers was also important as social workers have been unable to do some visits.
5. Youth Parliament members were asked to comment on enhancing the involvement of young people in decision making and going back to school what are the affects on young people. Youth parliament advised that at one of their early meetings shadowing councillors was discussed and most members supported this. If a shadow youth process was introduced, there would be lots of interest and applications for this from youth parliament members. The Chair agreed to take this back to Overview & Scrutiny Committee members for them to reach out to Youth Parliament members as a way of shadowing and Cabinet Members.
6. With regards to going back to school, this has not been an easy process, there is a lot of stress around the many rules that are in place. Student mental health should be a big priority. The Cabinet Member advised that there were quite a lot of services and organisation who have tried to reach out to young people who were suffering with mental health during Covid. This may have not caught everyone and may have not been advertised widely enough if the Youth Parliament members were not aware of this. The Executive Director advised that should this be an area that the Panel would like to focus on. Head teachers could be invited to

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explain how they take into account potential mental health problems of students as they returned to school

7. Further to a query as to whether teachers have training or support on how to support children on mental health issues especially with children with disabilities, underlining health conditions or autism. The Executive Director advised that there are a number of counselling organisations in the borough. There is a protocol that has been sent to all headteachers called Enfield Thrives together. During the lockdown the schools were responsible for keeping in contact with pupils especially those that they were concerned about. Schools are really experienced at dealing with mental health, some schools have dedicated mental health workers within them
8. The Chair had written to members for their ideas for possible inclusion the work programme. The suggestions for further discussion at this meeting are: continuation and conclusion of the Exclusions workstream; Children's poverty with a suggestion to particularly look at hunger; opening of schools re Covid 19 and gangs and violence and the youth service.
9. Picking up on the children's poverty suggestion there was a report back in January called the Enfield Poverty and Inequality Commission; All things being equal. There are recommendations in this to do with children and a lot of this is around schools. How do the council's priorities align with the recommendations from the commission? Officers advised that the recommendations are there to be implemented. There are challenges now given the financial situation. Some of the recommendations call for investment, however given the financial restraints it is more realistic in some cases to look at protection rather than investment. Should the panel decide this is a focus the recommendation could be reported back on.
10. Members reflected on children across the borough and how much education had been missed that more affluent parents may have been able to provide tutors access to more resources and that this may potentially put those most in need even further behind. How will we as a borough ensure that children not only catch up on their education and how those most in need and from poorer backgrounds get the additional resources they need. Officers advised that during national lockdown Ofsted school inspections were suspended. Ofsted offered inspectors to local authorities to assist. In North Central London (Barnet, Enfield, Camden & Islington, Hackney and Haringey) there were two Ofsted inspectors who researched this issue and they have produced a very comprehensive research document which could be shared with the panel.
11. Members referred to the Timson Review on Exclusions which made over 30 recommendations around exclusion including areas of social mobility and could explore the direction of travel on this report. Officers advised that reducing school exclusions is one the list of priorities and in Enfield exclusions have reduced two years in a row in Enfield.
12. Members discussed continuation and conclusion of the exclusions workstream. They could have this item on their work programme with a report coming to the Committee. The Panel will want to look at

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exclusions and will need to decide how they want to deal with this. A Youth Parliament member advised that some schools cannot have any internal exclusions at present. After three warnings repeated behaviour will not be tolerated and pupils will be sent home. It was felt that without internal exclusions there may be a possible increase in exclusions if pupils keep misbehaving.

13. Regarding poverty, a youth parliament member advised that going back to school this year, there had been a much bigger equipment list in terms of stuff that students needed to provide for themselves and the cost could be an issue for some pupils. Is there or could there be some sort of voucher scheme to assist those on free school meals with equipment costs. Officers advised that there had been a government scheme during lockdown where approximately 2k laptops had been distributed for eligible students. This only covered certain year groups and many more requests had been received. There was a particular issue for families who had one computer but had multiple children who needed to access a computer for their virtual learning.

4. PLANNING THE WORK PROGRAMME FOR 2020/21

The Chair formally invited members of the Panel and the Youth Parliament to raise any specific areas of interest. The Chair reminded members of the issues that have already been raised; issues around working with Covid 19 and going back to school; mental health; children and poverty/ Poverty and Inequality report; exclusions; attendance/ home education and supporting schools and Headteachers.

Further suggestions and discussions took place on:

1. Fostering- the effect of Covid on Foster carers and the possible effect on social workers. This has been a very difficult time.
2. Poverty should definitely be included on the work programme, working through Covid and post Covid must also be included. With regard to exclusions a suggestion was made to look at the work undertaken by the exclusions workstream.
3. Provision for children with special educational needs- looking at areas of pressure and cost such as sending children out of the borough
4. Youth gangs and violence, aware that the Crime Scrutiny Panel looks at this as a bigger picture. It was suggested that the panel look at the work undertaken on the Vulnerable Young Peoples Group. There was a further suggestion to look at this in a different way perhaps looking at what the local authority is doing around prevention/diversion. It was felt that there was not enough provision for young people. What can the local authority do to create a better environment for young people so that they do not get involved in gangs. This could all come together under youth provision and environment. Officers could provide details of what is available in the borough for young people to do. In 2016 with austerity there were substantial cuts to youth services expenditure with a reduction of £1.7 million which is about 80% of the budget. Since then the youth service has been steadily rebuilding getting

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money through grants raising income through hiring of youth centres to keep youth services in the borough going. The panel could look at terms of reference for this item including the work of the Vulnerable Children Group. A further suggestion was made to look at from the school's perspective what is there already and what could there be more of.

The Chair then drew together the themes from the discussion as follows:

1. Fostering
2. Mental Health
3. Exclusions
4. Covid 19 (opening of schools and working in a Covid 19 environment)
5. Supporting Schools and Heads of schools
6. Poverty and Inequality Commission (particularly the recommendations relating to children and young people report)
7. Special Educational Needs (focus on out of borough and costs)
8. Vulnerable children and young people youth provision and environment (within this Youth Parliament members asked what the council could do to assist young people getting jobs in addition to the government's Kickstart project, and look at what young people are doing outside school in terms of clubs and extracurricular activities as Covid had effected what is available.

Members supported these items and the Chair will take these away and work through this and liaise with officers to see how they could fit into the work programme.

5. TERMS OF REFERENCE

The terms of reference were noted.

6. DATES OF FUTURE MEETINGS

The dates of future meetings were noted.

Children, Young People and Education Scrutiny Panel Briefing

Date of meeting	<u>1 December 2020</u>
To	<u>Children, Young People and Education Scrutiny Panel</u>
Title	<u>Empowering Young Enfield 2021-2025 (Draft Children and Young People's Plan)</u>
Project Sponsor	<u>Tony Theodoulou, Director of People</u>
From	<u>Harriet Potemkin, Head of Strategy and Policy Victoria Adnan, Strategy and Policy Manager</u>
Contact Details	<u>Victoria.adnan@enfield.gov.uk</u>
Purpose of briefing	<p>This briefing provides an overview of Enfield's new draft Children and Young People's Plan (CYPP) – Empowering Young Enfield.</p> <p>The Corporate Strategy Service are seeking feedback and comments on the draft CYPP from the Children, Young People and Education Scrutiny Panel.</p>

Background

Empowering Young Enfield - Enfield's new Children and Young People's Plan (CYPP), once completed, will replace the existing Children's Plan.

Empowering Young Enfield is a four-year plan and is anticipated to start in early 2021, subject to approval by Full Council in January 2021. The CYPP provides an overarching strategic direction for how the Council will work with and support children and young people, families, local services and our wider partnerships to achieve the very best outcomes for children and young people, as they transition to adulthood.

Empowering Young Enfield is an ambitious plan, and we will need to work in a smart, coordinated and collaborative way to maximise the financial resources needed to deliver a lifetime of opportunities to children and young people in Enfield.

The Cabinet Member for Children's Services has been briefed throughout the process of drafting the new Plan.

Relevance to the Council Plan

How we support and empower children and young people is an essential part of our work to create a lifetime of opportunity for everyone in Enfield. Our vision is that every child and young person is safe, healthy and happy. They will be empowered with the skills, knowledge and opportunities to raise their ambitions and achieve their goals as they grow up.

Developing the new plan

Putting the voices of children and young people at the heart of our CYPP

To inform the development of Empowering Young Enfield, we carried out a significant engagement programme during the Spring term through schools, to hear the views and ideas of children and young people in the borough.

We invited primary schools, secondary schools (including sixth forms) and special schools, to engage with their pupils about a range of topics, to better understand what they like about living in Enfield, what they don't like and how they would improve things. Children and young people also told us about their goals for the future and what help they will need to achieve them.

This project represents Enfield Council's largest youth engagement exercise for the purpose of developing a strategy, policy or plan and acts as an important pilot for future work of this kind.

Engagement Approach

Lesson plans and toolkits were developed with the advice of education professionals from Enfield County School for Girls, George Spicer Primary and Brimsdown Primary. The engagement sessions were then delivered by teaching staff, who utilised the materials to generate discussions with children and young people, concerning the following seven themes:

1. Safety
2. Education and Learning
3. Health and Wellbeing
4. Equalities and Empowerment
5. Leisure (and Play)
6. Culture and Community
7. Climate Emergency.

Initially, fourteen schools, consisting of 11 primary schools, 2 secondary schools (including the PRU) and one special school registered their interest in taking part. However, work commenced during Spring 2020 and whilst impacted by the Covid-19 pandemic, **over 900 children and young people** took part in the engagement sessions through the following 5 schools:

- Delta Primary School
- Enfield County School for Girls including their sixth form
- Hazelwood School
- Prince of Wales Primary School
- St Andrew's CofE Primary School

To make sense of the large volume of qualitative data collected during the engagement, we utilised a thematic framework coding approach. This enabled us to break down/code complex issues into a series of themes and subthemes. A comprehensive engagement report was then produced by the Corporate Strategy Service and presented to People DMT. The findings of the engagement and quotes from children and young people are included throughout the Empowering Young Enfield draft.

Drafting the new CYPP

In addition to the evidence gathered during our engagement sessions with children and young people, we have also developed the draft based on evidence shared by children and young people with our independent Poverty and Inequality Commission, local evidence of need, research, best practice and statutory guidance for achieving the best possible outcomes for children and young people.

Furthermore, the Corporate Strategy Service have worked with colleagues from across the council during the drafting process. This approach has ensured that Empowering Young Enfield is a comprehensive and ambitious plan, which considers the many services that support children and young people to have the best possible start in life, through to their successful transition to adulthood.

The draft Children and Young People's Plan – An overview

Empowering Young Enfield has 6 main priorities, each with a series of sub-headings and targeted actions that will be important to ensure we deliver on our ambitious plan:

Priority 1: Children and young people are empowered, included and respected

- Work together to uphold the rights of every child and young person in Enfield and empower more children, young people and families to share their views to shape their borough
- Improve communication so that children and young people can always access the information they need, when they need it and in a variety of accessible formats
- Work together to tackle inequality and make Enfield a fairer place
- Celebrate the diversity, culture and heritage of our community and ensure that children and young people are supported to participate and make a positive contribution

Priority 2: Children and young people can thrive through effective early help, good housing and accessible and inclusive services and public places

- Make sure families can access universal preventative support and effective early help
- Children and young people live in good homes in well-connected areas
- Provide welcoming and relevant youth services to help young people thrive
- Provide inclusive and accessible public spaces and activities for all children and young people

Priority 3: Children young people and their families are supported to achieve the best possible health and well-being

- Support every child to have the best start in life
- Work with young people, families and our partners to promote better choices about their physical health, emotional well-being and mental health as early as possible
- Deliver healthier neighbourhoods and places where children, young people and families can easily make healthy food choices stay physically active and maintain a healthy weight.

Priority 4: Children and young people have access to an excellent education, are ready to learn when they start school and leave with the skills they need for life and the world of work

- Ensure that children benefit from their entitlement to an early education and are ready for school by age 5
- Children and young people have access to an excellent education

- Support and inspire young people to plan for the future and to develop and access the skills they need for life and the world of work

Priority 5: Children and young people are safe and protected from harm in all places and spaces

- Deliver excellent social care services to children who need them to improve their life chances
- Work together to protect children and young people from crime and exploitation
- Support looked after children and care leavers to prepare for adulthood
- Support children, young people and their families to live together safely and harmoniously.
- Support children and young people to feel safe walking, cycling and using public transport

Priority 6: Children and young people have an environmentally sustainable future

- Support youth-led climate action in Enfield
- Reduce waste and littering in Enfield
- Improve and enhance the borough's parks, green spaces and waterways for children and young people to enjoy

Finally, the draft plan provides an overview of how we will track and measure the success of Empowering Young Enfield. This is essential to ensure that we are making a positive difference, as we work towards achieving each of the 6 priorities.

Contribution to future work

The engagement carried out as part of this project and the adaptability of the materials developed can provide an important foundation for future projects of this kind across the council. The broad scope of the feedback received from children and young people as part of this project, will be used to inform the development of other relevant council strategies, to support the aims of the refreshed Council Plan 2020 and to help inform how we support communities to recover from the Covid-19 crisis.

Governance arrangements

The Safeguarding Children's Partnership have been identified as the appropriate board for overseeing the successful delivery of the new CYPP.

The Empowering Young Enfield Draft also crucially identifies the importance of the voices of young people as part of the governance and review process for the CYPP, and we want to ensure that young people will have an active role in shaping the plan throughout its lifecycle. As the elected representatives of young people, the Youth Parliament, the Young Mayor and the Deputy Young Mayor will also have the opportunity to review the progress of Empowering Young Enfield with the Leader of the Council or Cabinet Member for Children's Services. They will also be encouraged and supported to make recommendations on behalf of children and

young people to the Safeguarding Children's Partnership during the annual review, to enhance the plan and its delivery.

Monitoring and evaluating progress

Our ambition is to deliver a lifetime of opportunity for every child and young person in Enfield. To ensure that we are making a positive difference, we will be keeping track of our progress, as we work towards achieving each of the six priorities. This is important, so that we can identify any areas that might need to be improved and to recognise where we're making a positive impact.

The CYPP covers a wide range of services delivered by the council, and we will draw together analysis, data and performance management from a variety of relevant policies, strategies and their action plans. This includes our new Council Plan 2020-2022 and the different strategies signposted throughout Empowering Young Enfield.

We will assess and keep track of our progress by using the Council's Corporate Scorecard. The Corporate Scorecard is the tool we use to measure delivery against the council's key priorities. To do this, we use a range Key Performance Indicators (KPIs) including those, which specifically focus on improving the lives of children and young people in Enfield. We record the information on a quarterly basis (every three months) and then once a year we publish a report on the Council website.

As part of the annual review process of Empowering Young Enfield we will publish an annual report to outline our progress on delivering against the priorities set out in the Children and Young People's Plan.

Finalising Empowering Young Enfield

We have recently concluded a small number of targeted engagement sessions, with young people, parents and carers, which took place in October 2020, to seek their feedback on the draft. This included focus groups and feedback from the following groups:

- Parents and carers who are members of the Parent Engagement Network
- Members of Enfield Youth Parliament
- Young people who take part in the Young Leaders Programme
- Young people who attend the Very Important People Services (VIPS). The VIPS is a skills and activity hub working with children and young adults with SEND (Special Educational Needs and Disabilities)
- Young People who attend SENDIASS (Special Educational Needs and Disabilities Information Advice and Support Service)

To ensure we opened this opportunity up to those outside the identified groups, we also shared the draft with Headteachers at the 14 schools, consisting of 11 primary schools, 2 secondary schools (including the PRU) and one special school, that had

initially registered their interest in taking part in the first phase of engagement. This included the 5 schools that shared the views of their pupils with us in the spring term of 2020. This was an important step to feedback to the schools and their pupils that helped contribute to the development of the draft, and to offer them the opportunity to share their comments.

To ensure we captured the feedback of our partners in the borough, the draft has also been presented to the following groups for comment:

1. Safeguarding Children's Partnership
2. Vulnerable Young People Meeting
3. Voluntary Sector Strategy Group (VSSG)
4. Corporate Parenting Board (scheduled 22 December 2020)

Next steps:

1. We are now in the process of refining and finalising the draft, following the conclusion of targeted focus groups and based on feedback gathered from our partners. Feedback received from the Children, Young People and Education Scrutiny Panel is an important part of this process.

3. In line with the Constitution, Empowering Young Enfield will be subject to approval by Full Council in January 2021.

Attached Papers: Empowering Young Enfield (Draft Children and Young People's Plan)

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Empowering Young Enfield 2021-2025

DRAFT



Empowering Young Enfield

2021-2025

In 2020 we published our new Council Plan. In this document we set out how we will create a lifetime of opportunities for everyone in the borough. An essential part of this work is to inspire and empower young Enfield.



Good homes in well connected neighbourhoods

- Build more and better homes for local residents
- Invest in and improve our council homes
- Deliver housebuilding and regeneration programmes with our residents
- Drive investment to deliver good growth for London



Safe, healthy and confident communities

- Keep communities free from crime
- Inspire and empower young Enfield to reach their full potential
- Deliver essential services to protect and support vulnerable residents
- Create healthy streets, parks and community spaces



An economy that works for everyone

- Create more high-quality employment
- Enhance skills and connect local people to opportunities
- Develop town centres that are vibrant, safe and inclusive
- Craft a cultural offer for Enfield to support London's status as a world class city

Our vision

Every child and young person is safe, healthy and happy. They will be empowered with the skills, knowledge and opportunities to raise their ambitions and achieve their goals as they grow up.

Our ambition

To create a lifetime of opportunities for children and young people in Enfield.

Our priorities for children and young people in Enfield are:

Priority 1

Children and young people are empowered, included and respected

- Work together to uphold the rights of every child and young person in Enfield and empower more children, young people and families to share their views to shape their borough
- Improve communication so that children and young people can always access the information they need, when they need it and in a variety of accessible formats
- Work together to tackle inequality and make Enfield a fairer place
- Celebrate the diversity, culture and heritage of our community and ensure that children and young people are supported to participate and make a positive contribution

Priority 2

Children and young people can thrive through effective early help, good housing and accessible and inclusive services and public places

- Make sure families can access universal preventative support and effective early help
- Children and young people live in good homes in well-connected areas
- Provide welcoming and relevant youth services to help young people thrive
- Provide inclusive and accessible public spaces and activities for all children and young people

Priority 3

Children, young people and their families are supported to achieve the best possible health and well-being

- Support every child to have the best start in life
- Work with young people, families and our partners to promote better choices about their physical health, emotional well-being and mental health as early as possible
- Deliver healthier neighbourhoods and places where children, young people and families can easily make healthy food choices stay physically active and maintain a healthy weight

Priority 4

Children and young people have access to an excellent education, are ready to learn when they start school and leave with the skills they need for life and the world of work

- Ensure that children benefit from their entitlement to an early education and are ready for school by age 5
- Children and young people have access to an excellent education
- Support and inspire young people to plan for the future and to develop and access the skills they need for life and the world of work

Priority 5

Children and young people are safe and protected from harm in all places and spaces

- Deliver excellent social care services to children who need them to improve their life chances
- Work together to protect children and young people from crime and exploitation
- Support looked after children and care leavers to prepare for adulthood
- Support children, young people and their families to live together safely and harmoniously
- Support children and young people to feel safe walking, cycling and using public transport

Priority 6

Children and young people have an environmentally sustainable future

- Support youth-led climate action in Enfield
- Reduce waste and littering in Enfield
- Improve and enhance the borough's parks, green spaces and waterways for children and young people to enjoy

Introduction

How we support and empower children and young people is an essential part of our work to create a lifetime of opportunities for everyone in Enfield. This draft Children and Young People's Plan (CYPP) sets out how we will support children and young people to be safe, healthy and happy with the skills, knowledge and confidence needed to make a successful transition to adulthood.

To help us to develop this plan, we listened to the views and ideas of over 900 children and young people during the spring term in 2020 and the plan is a much richer document as a result of their input.

Children and young people told us what they like about living in Enfield, what they don't like and how they would improve things. Children and young people also told us about their goals for the future and the help they will need to achieve them.

The priorities set out in this plan reflect what children and young people told us about education and learning, their health and well-being, what makes them feel safe or unsafe, how they are empowered, what they want from leisure and play activities, their culture and community, and their concerns about the climate.

As well as the views of children and young people that were collected during spring 2020, this plan also benefits from the evidence shared by children and young people during the development of the Enfield Poverty and Inequality Commission (EPIC) report, local evidence of need, research, best practice and statutory guidance for achieving the best possible outcomes for children and young people.

Our plan is ambitious, and we will need to work in a smart, coordinated and collaborative way to maximise the financial resources needed to deliver a lifetime of opportunities to children and young people in Enfield. Since 2010, Enfield Council has seen its budget cut by £178 million, with further pressure resulting from the impact of the Covid-19 pandemic and the ongoing gap in local authority budgets as a result of this. We will need to secure funding and support from regional and national government and work in collaboration with other partners and stakeholders alongside our existing budget to make our plan a reality and to achieve the scale of ambition set out in this document.

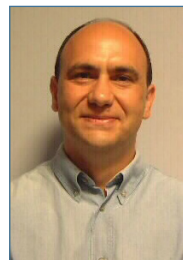
We would like to thank the staff in the following schools for their help and support in gathering the views of their pupils, and most importantly to the children and young people who shared their ideas and hopes for the future with us:

- Delta Primary School
- Enfield County School for Girls including their sixth form
- Hazelwood School
- Prince of Wales Primary School
- St Andrew's CofE Primary School

We would also like to thank George Spicer Primary School, Enfield County School for Girls and Brimsdown Primary for their invaluable advice and guidance on the design and creation of the Empowering Young Enfield school lesson plans.



Cllr Rick Jewell
Cabinet Member – Children's Services



Tony Theodoulou
Executive Director – People

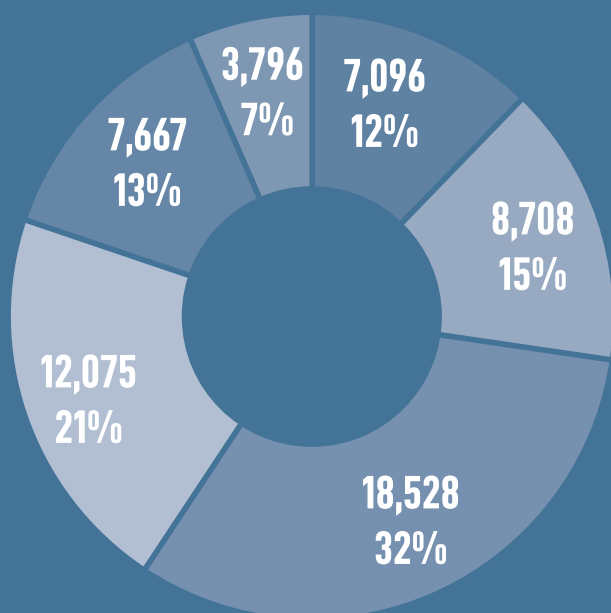
It's the year 2030.	
Show me where you live?	Show me what you do?
What help will you need to achieve your dreams? I need a great education and a really, really, supportive family. So I can dream big dreams. There might be some dream stealers in this world who want you to have a fixed mindset but I would just ignore them and persevere throughout all my life.	

*Enfield Poverty and Inequality Commission evidence –
George Spicer Primary School*

About Enfield



There are
84,309
children and young
people in Enfield and
57,870
are of school age



Early Years (Foundation Stage)	7,096	12%
KS1 (School Years 1-2)	8,708	15%
KS2 (School Years 3-6)	18,528	32%
KS3 (School Years 7-9)	12,075	21%
KS4 (School Years 10-11)	7,667	13%
KS5 (School Years 12-13)	3,796	7%

**Under
20**

More residents under 20 than
London and National averages

Our pupils speak over
**178 languages
and dialects,**

with 55% of pupils
speaking English as an
additional language.

হালা
cześć
MERHABA
Përshëndetje

Is ka warran

The top five (non-English) languages spoken by
Enfield school pupils, in 2020, were Turkish, Somali,
Polish, Albanian/Shqip and Bengali

In Enfield, the **infant mortality
rate** for 2017 was **2.5 per 1,000
live births**, which was lower
than both the London-wide and
England averages



69.7% of pupils in 2019 had achieved at
least the expected level across
all Early Learning Goals, a rising trend since 2016

In 2019, **Enfield ranked 31st in England** for our
average progress 8 score (KS4). Progress 8 is the
measure of progress made by a pupil from KS2 to
the end of KS4



One in three
children are in poverty

In our maintained schools, in 2018, **14.5%** of pupils in nursery and primary school and **15.5%** pupils in secondary school were eligible for **Free School Meals**



There are
5 youth centres

welcoming all young people between 11 and 19 years old

60 primary schools

4 infant schools

4 junior schools

17 secondary schools

(14 of these have a 6th form)

4 all through schools

(3 of these have a 6th form)

6 special schools



3,271

children and young people in 2019 with Education Health and Care Plans

24.9%

of children in Reception in 2017/18 and

42.3%

of Year 6 children in 2018/19 are overweight or obese



1 Further Education College

based in Enfield called Capel Manor. **2 Further Education Colleges**

with campuses in Enfield.

These are called the College of Haringey, Enfield and North East London (CONEL), and Barnet and Southgate College



3 theatres

130

parks and open spaces



399

Early Years Providers, this includes pre-school playgroups, childminders and day nurseries



Priority 1

Children and young people are empowered, included and respected

Empowerment can mean lots of different things, but at Enfield Council we believe that it's about children and young people having an active, respected and collaborative role in shaping services and decisions that affect their lives. Every child and young person should have access to the right information and be supported to gain the skills and knowledge they need to be part of the decision-making process. They should learn about and understand their rights as they grow up, and they should always know that their opinion matters and be inspired to speak up about the things that they care about. Importantly, children and young people should have the power to shape their borough for the better.

In Enfield we believe in celebrating the rich diversity, culture and heritage of our community, and by ensuring that all children and young people are treated with dignity, are protected and can express their views, feelings and wishes, we can create a fairer Enfield.¹ To achieve this, we must work together to take specific and measurable actions to overcome racism, remove barriers and tackle inequality in our borough, to ensure that children and young people in low income families, and those who are underrepresented and marginalised are supported to thrive.

We have a duty to protect and uphold the rights of children and young people in Enfield and we have developed four core values that we believe are essential for creating a fairer Enfield:

Equal Outcomes

A place where every child and young person has the same access to opportunities and are treated equally by the Council. This means giving extra support to children and young people in low income families, and those who are underrepresented and marginalised to improve outcomes.



Dignity and Respect

A place where every child and young person is treated with dignity and respect. This means respecting their feelings, wishes and rights and putting an end to negative behaviours that undermine their dignity, including discrimination.



Diversity

Diversity means appreciating the value of differences between individuals and groups. By celebrating the rich diversity, culture and heritage of our community we show respect to everyone. Promoting the benefits of a diverse community helps to break down barriers and negative attitudes and helps to promote social cohesion and good community relations.



Inclusion

To reduce inequality, every section of the local community must be included in decision making and be involved in community life. This includes children and young people, who should be encouraged and supported to become active community members, with the opportunity to shape policy and local services. To ensure this happens, it's essential that we break down the barriers that prevent the most marginalised and underrepresented children and young people in Enfield from meaningfully and actively participating.



To find out more about our work to create a fairer Enfield and to read our new Equality, Diversity and inclusion Policy please [click here <Inset link>](#)

¹ United Nations Convention on the Rights of the Child, Article 12 (Respect for the Views of the Child)

What are some of the things that children and young people told us?

Children and young people told us they feel empowered, but others felt that they are not listened to or included, and some wanted to know more about their rights. They would like more opportunities for meaningful involvement in democracy and would also like to receive feedback from the Enfield Youth Parliament on their work. Our engagement showed awareness of inequality in the borough among young people, and they feel that not everyone has access to the same opportunities.

Children and young people told us that they feel a sense of community in Enfield, but not all children and young people feel this way. Friends and family can be important for helping them to reach their full potential and schools do provide opportunities to celebrate cultures and diversity. They wrote about enjoying visiting theatres, exhibitions, historical landmarks, and attending talent shows/open mic nights. However, children and young people felt that Enfield's cultural offer could be improved by providing more opportunities to learn about and celebrate cultures in schools and through community events and activities.

“ It is diverse – I like how people come from all over the world. The community – the people are really nice. ”

Hazelwood Primary

“ My favourite thing about Enfield is that they welcome everyone into their area no matter who they are and offer them a variety of different opportunities. ”

St Andrew's CofE Primary School

“ There are not many ways to voice our opinions... ”

Enfield County School for Girls

“ Sometimes we don't know our rights so we can be taken advantage of. ”

Enfield County School for Girls



Looking ahead

Work together to uphold the rights of every child and young person in Enfield and empower more children, young people and families to share their views to shape their borough

We will:

- Work together with children and young people when developing all future policies, strategies and campaigns that affect their lives and futures; and prioritise engagement with those who represent marginalised or underrepresented groups or where involvement is low. To deliver on this promise we will be creating a Young Enfield Engagement Policy.
- Set up a regular review meeting between the Young Mayors and the Leader of the Council or Cabinet Member for Children's Services to review the progress of our plan and to discuss and advance young people's priorities in Enfield.
- Increase the number of schools holding Enfield Youth Parliament elections and encourage more young people to get involved and gain qualifications through our Youth Leadership Academy (YLA). We will also encourage more young people to take up volunteering opportunities so that they can make a positive difference and build relationships with their community.
- Work with education settings and our partners to explore the development of a local programme to help every child and young person to understand their rights under the United Nations Convention on the Rights of the Child (UNCRC). This includes sharing and championing good practice relating to Children's Rights across sectors.
- Develop more ways for children, young people and families to share their views and ideas with us.

What is the Enfield Youth Parliament and Youth Leadership Academy?

The Enfield Youth Parliament represent young people in Enfield, helping to make their voices heard. Members are elected through their school and are aged 11-19, or up to 25 if you have Special Educational Needs and Disabilities (SEND).

In 2020, Enfield's second Young Mayor and Deputy Young Mayor were also elected to represent the voices of young people in the borough.

The Youth Leadership Academy (YLA) is a programme which enables young people aged 13-19 who attend council and voluntary youth clubs and projects to gain formal recognition for their involvement as leaders in the design, delivery, evaluation and management of their Youth Centre and Projects.

Improve communication so that children and young people can always access the information they need, when they need it and in a variety of accessible formats

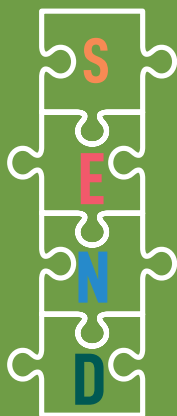
We will:

- Publish an annual report to share our progress on delivering against the priorities set out in this Children and Young People's Plan.
- Regularly update the Youth Enfield website, social media accounts, Enfield's Local Offer for SEND, and Enfield's Local Offer for Care Leavers to make sure that children and young people always have access to the latest information about services and what's happening in Enfield. We also want to explore opportunities to work with young people to enhance the Youth Enfield website.
- Publish information on our Council website, which is easy to read, understand, and available in a variety of formats. We will also explore opportunities to develop engaging ways to share information with children and young people to help them learn about how decisions are made at the Council and ways that they can get involved.
- Work in collaboration with young people to better promote our youth offer across schools, online and through our voluntary, community and cultural networks.
- Work with our Youth Enfield representatives to develop interesting and engaging ways to keep everyone in the borough updated on their work and to recognise the important contributions of children and young people in the Enfield community.

- Work with our Youth Enfield representatives so that they become social media champions and work collaboratively with us to develop social media policies and procedures to increase effective engagement with children and young people.

What is the Enfield Local Offer for SEND?

Enfield's Local Offer provides help and support to children and young people with Special Educational Needs and Disabilities (SEND) and their families. We offer a wide range of services for parents and carers, as well as young people who want to live as independently as possible. You can follow our **Twitter page** for updates on SEND events, or provide feedback on our services. To find out more please **click here**.



What is the Enfield Local Offer for Care Leavers?

This is the guide that provides young people leaving care with information about the services and support that you are entitled to support your pathway towards independence. We update this information regularly. To find out more **click here**.

Visit the Youth Enfield website today!

To find out more about what's on in Enfield and for advice and support about a range of topics including staying safe and your health and well-being and volunteering opportunities, please **click here** to visit the Youth Enfield website.



Work together to tackle inequality and make Enfield a fairer place

We will:

- Deliver on all 27 recommendations made by the Enfield Inequality and Poverty Commission, which aim to make Enfield a fairer place.
- Publish a new Equality, Diversity and Inclusion Policy called Fairer Enfield. This policy applies to everyone in Enfield and we will be assessing our progress along the way, to make sure our new policy is making a positive difference.

What was the Enfield Poverty and Inequality Commission?

In 2019, we set up an independent commission to better understand poverty and inequality in the borough. The Commission, chaired by Baroness Tyler of Enfield, listened to the experiences of local people including children and young people. The Commission made 27 recommendations for the Council and our partners to act on to make Enfield a fairer place.

The Commission made lots of recommendations about the lives of children and young people and we have made sure to build these into our new CYPP.

To find out more about the recommendations and what children and young people told the Commission please **click here**.

Celebrate the diversity, culture and heritage of our community and ensure that children and young people are supported to participate and make a positive contribution

We will:

- Create more opportunities to celebrate and learn about our diverse community and build positive and inclusive relationships between people of all ages and backgrounds. This includes collaborating on vital, challenging and inspiring events such as Black History Month, South Asian History Month and an exciting programme of festivals in the borough.
- Connect children and young people to Enfield's culture and heritage, supporting them to explore, learn about and contribute to our theatres, festivals, museums and heritage sites. We would like to share Enfield's heritage, so children and young people feel ownership of their borough's unique history, can see their part in it and are inspired to pass it on to future generations. This will include working with the Culture and Heritage strategies and exciting new opportunities with the National Lottery Fund.
- Work with school staff and governors to ensure our schools are inclusive and that they celebrate equality and diversity. This includes running training on anti-racism and unconscious bias and working with the National Black Governors Network to increase diversity on Governing Bodies.
- Develop and explore opportunities to create an ever more vibrant and relevant cultural offer for the borough that includes the voices of children and young people at its heart and in decision-making about the cultural opportunities available to them.

Priority 2

Children and young people can thrive through effective early help, good housing and accessible and inclusive services and public places

Making sure children, young people and families have access to early help is a priority in every area of work the Council is doing, so you'll see us mention it throughout this plan. At the heart of our approach to early help is working with children, young people, their families and communities to help them build resilience, be empowered and deal with challenges that they might face. To do this we need to give them the right information and the right support as early as possible, because when problems are identified early on, it's much easier to solve them and improve outcomes for the whole family.

In addition to our early help offer, we are working hard to protect and enhance the wider services that children and young people need to thrive and to ensure that they are child and disability friendly. As well as excellent early years services, schools, youth services and children's social care; children and young people also need a good home to live in that meets their needs, and inclusive and accessible public places to meet and socially connect such as libraries, diverse town centres, clubs, activities and safe outside spaces. We would also like to develop opportunities for children and young people to share their ideas and contribute to the design of child and youth-friendly spaces that work for them in Enfield.

What are some of the things that children and young people told us?

Children and young people enjoy Enfield's leisure offer and public spaces, including libraries, parks and green spaces, leisure centres, clubs and youth clubs, cinemas, shopping, restaurants, cafes and spending time with friends. However, there could be more and better advertised clubs and activities, including activities that are cheaper or free. Children and young people in some cases drew links between increasing crime and anti-social behaviour (ASB) and a reduction in youth provision and felt that safety could be improved in parks and green spaces. Libraries on the other hand offer an environment that supports both education and learning, leisure and play. Our engagement also showed a dislike of vacant shops and shops closing down.

“ My favourite things are the playground in the parks because you can go for free if you have no access to a play area. ”

Hazelwood Primary

“ My favourite things about Enfield are the clubs and youth clubs because it keeps children from bad things. ”

Delta Primary School

“ We don't really have access to regular extra-curricular and leisure activities – they are too far away for some people, some activities are quite expensive. ”

Enfield County School for Girls

“ My favourite thing is that they are building new flats and getting down the old flats because there was lots of dirt in all of the flats. ”

Delta Primary School

Looking ahead

Make sure families can access universal preventative support and effective early help

We will:

- Increase and deliver effective early help, giving families better access to the right information, services and support as early as possible. One of the ways we are doing this is through the new [Children's Portal](#), which puts information, guidance and advice all in one place to support children and families and improve access to services..
- Work with our partners to provide a social prescribing project for young people, called Youth Alive. You can find out more about Youth Alive and social prescribing in Priority 3.

Children and young people live in good homes in well-connected areas





We will:

- Work with our partners including those in the private sector to build more and better homes and to improve existing homes. We want to make sure that every child and young person lives in a home that is safe, good for their health and well-being, is child and disability friendly, and is designed to accommodate modern ways of working and studying.
- Prevent families, those leaving care and young people from becoming homeless. This involves working with the community, our partners and across the Council to spot the risks of homelessness early, making sure that the right help is given at the right time.
- Take the age of the child and the stage of their education into consideration when placing families in accommodation outside of the borough. We will also give special consideration to households with children with Special Educational Needs and Disabilities (SEND) who are receiving educational support from Enfield Council. However, if a family is placed outside of the borough, we will offer relocation support; this may include information about local schools, SEND support, local childcare, community care services and social groups and local employment opportunities where relevant.

- Work across the Council, with partners and with the community to develop and improve housing pathways for young people leaving care and other young people who need their own place to live. This means improving the supply and variety of independent and semi-independent housing. It also means making sure that care leavers and young people can access the right information and support to understand their housing options and make informed choices about the right accommodation for them.
- Deliver inclusive and accessible homes that meet the changing needs of children and young people with Special Educational Needs and Disabilities (SEND) and their families.
- Drive investment in better transport for Enfield and work with our partners to deliver a public transport system that works well for all our residents now and in the future. An essential part of this work is ensuring that public transport, walking and cycling routes in Enfield are accessible, inclusive and safe for children and young people to use.

The Enfield Housing Test for Good Growth

In everything we do, our vision is for homes and places that are:

-
-  Affordable to Enfield residents
-
-  Safe and good for health and wellbeing
-
-  Child, age and disability friendly
-
-  Environmentally sustainable
-
-  Digitally connected
-

To find out more about our Enfield housing, homeless and tenancy strategies please [click here](#).

What is universal preventative support and what is our approach to early help in Enfield?

Empowering families

All Enfield families have knowledge of and access to the services, advice and support they need.

Empowering the community

Communities help one another and take advantage of every opportunity Enfield has to offer.

Empowering the workforce

Everyone who comes into contact with children, young people and families as part of their work have the skills, knowledge and networks to identify and help address any additional needs.

If you'd like to find out more about early help, you can also check out our new Early Help Strategy: **insert link when published (TBC)**

- Provide short breaks and inclusive clubs and activities for children and young people with Special Educational Needs and Disabilities (SEND) to help them to thrive.
- Work with young people to improve our Youth Services through our new Enfield Young Inspectors Programme.
- Encourage more volunteers to work with Children and Family Services particularly the Youth Offending Service and our Youth Service, to engage young people in positive activities and build intergenerational relationships in the community.

What is the Enfield Young Inspectors Programme?

The Enfield Young Inspectors programme puts young people at the heart of assessing the quality of young people's services across the borough. The programme was developed and piloted in partnership with The National Youth Agency's Routes to Success Programme in the spring of 2013. Initially, the programme focused on the inspection of youth work; however, plans are in place to extend the programme to inspecting other services for young people provided by the Council and its partners through other activities, such as mystery shopping.

Provide welcoming and relevant youth services to help young people thrive

We will:

- Develop our Youth Services and deliver good youth work that makes a positive impact on the lives of young people by increasing their confidence, strengthening their resilience, determination and their ability to build relationships with others.
- Increase access to informal learning, information and guidance around a range of issues all in one place and as early as possible. To achieve this, we will be working with communities and local schools to develop a network of youth hubs to support children and young people.
- Provide targeted youth outreach sessions to support young people at risk of exclusion in areas of the borough where youth violence and anti-social behaviour (ASB) is causing a concern. Importantly, our work will include engaging with and supporting Black pupils, who are historically overrepresented in exclusions.
- Support young people across the borough to make positive life choices by delivering 22 community-led programmes through the new Inspiring Young Enfield Project. You can find out more about Inspiring Young Enfield in Priority 5.

Provide inclusive and accessible public spaces and activities for all children and young people

We will:

- Provide young people with safe places where they can meet friends, relax, have fun and enjoy a range of stimulating, challenging and boredom-busting activities. This includes delivering the Enfield Summer University programme in collaboration with young people and encouraging more young people to take up places.
- Provide and promote reading, study space, clubs and activities through our library service for all children and young people to learn, imagine, create and play.
- Protect and enhance our parks and green spaces, ensuring that they are safe, clean and accessible for children, young people and families to enjoy. We want to encourage more people to use and enjoy these spaces.

- Continue to develop and enhance our town centres so that they are vibrant, diverse, safe and inclusive for children and young people. We will also be thinking of ways to work with children and young people in our regeneration work. This is already underway as part of our work to regenerate Fore Street in Angel Edmonton.
- Explore opportunities to provide and expand intergenerational facilities in our key redevelopment projects. We would like to ensure that there are more positive activities available to young people, such as mentoring and targeted outreach. We are also looking at ways to embed Youth Services into facilities in ongoing developments such as Meridian Water and estate renewal schemes such as Joyce and Snells.
- Create more opportunities to encourage young people to engage, participate and succeed in leisure, sport, arts and culture.

What is the Summer Universities Programme?

Summer Uni provides free activities over the summer holidays for young people aged 11–19 and up to 25 if you have Special Educational Needs and Disabilities (SEND) who live, work or study in Enfield. Young people can choose from dozens of free courses that are held all over the borough and virtually. In 2019, 545 young people attended the summer uni and of these, 70 gained a nationally recognised qualification.

To find more about the Summer Uni, [click here](#).



Priority 3

Children, young people and their families are supported to achieve the best possible health and well-being

We want it to be easy to make healthy choices in Enfield and we believe in taking what's called a prevention-based approach to public health. This means supporting children, young people and their families to take the right steps to make the healthy choice the first choice – helping to prevent illnesses that are avoidable. To deliver this, we are working with our partners to ensure that children, have the best start in life and that everyone can access the right health and wellbeing information, advice and services as early as possible. This includes mental health support throughout all stages of childhood, (including for families before a child is born), and targeted services to support children and young people to build resilience and prepare for the responsibilities of adulthood. We are also working hard to deliver healthier, safer and quieter neighbourhoods, where children, young people and families can more easily make healthy food choices, stay physically active and maintain a healthy weight.

However, we know that lots of things can impact health and well-being, such as our housing situation, employment, working conditions, education, access to welfare and whether we face the challenges of poverty in our everyday lives. Therefore, at the heart of our approach to improving health and well-being is working with our partners to tackle health inequalities, to make Enfield a fairer place, where everyone is supported to achieve the best possible health and wellbeing.

What is the Joint Health and Well-being Strategy?

Our Joint Health and Well-being Strategy sets out how we are working with partners and the community to support everyone in Enfield to make the healthy choice the first choice. To find out more please [click here](#).



What are some of the things that children and young people told us?

Health and wellbeing are important to children and young people. There's generally good access to leisure activities, facilities and spaces (including parks) that can positively contribute to health and well-being. However, cost can sometimes be a barrier. There's awareness of the

importance of eating well and a dislike of smoking. Our engagement showed that healthier food options need to be more accessible and affordable, and that academic pressure, money, body image and peer pressure can negatively impact mental health. There should be more mental health support, inside and outside of school, and some raised concerns about access and wait times for healthcare appointments and mental health support.

“ There are facilities in place to improve physical health. However, there is a lack of support for mental health.

Enfield County School for Girls

“ My least favourite thing is that people smoke and that's not good for kids.

Delta Primary School

“ My favourite thing about Enfield are the parks because they give me a place to relax and chill out.

St Andrew's CofE Primary School

“ I'd like to see space for riding bikes on the road nearly everywhere in Enfield.

St Andrew's CofE Primary School

“ Young people at our school eat junk food, even though we know it's bad for us. This is because it is easily accessible and cheaper than getting healthy food on the go.

Enfield County School for Girls

Looking ahead

Support every child to have the best start in life

We will:

- Support families to ensure each child has a good foundation of health and development in the first 1,000 days of life, the time roughly spanning between conception to age 2, which is critical for physical, cognitive, social, emotional and behavioural development.²
- Continually improve our Early Years Services, making sure that they are accessible and work well for all families in Enfield. This includes making sure that the very youngest children and their families have access to health support in their communities through services such as Children's Centres, Health Visitors and Midwives.
- Provide high quality universal health services and well-being advice from pregnancy and birth onwards, this includes help for parents to make sure that their children grow up in a safe and healthy environment. Healthy lifestyles, positive relationships, increasing breastfeeding provision and increasing awareness of immunisation are all important factors in helping us to achieve this.
- Reduce the rate of tooth decay in children aged 3 and 5 and reduce the number of children with and admitted to hospital with dental caries. This includes improving dental access and increasing the number of children aged 3+ receiving fluoride varnish. We will also work with partners to make the sugar smart pledge and embed oral health within school nursing, children centres, early years settings, health visiting and our hub libraries.
- Continue to work with secondary schools to ensure that we provide up to date information and advice about local health and well-being services to support the delivery of compulsory Relationships and Sex Education (RSE) and Health Education as part of the new curriculum, which started in September 2020.
- Work with all our partners (both statutory and voluntary) to make sure children and young people can access emotional well-being and mental health services. This means utilising the THRIVE Framework,³ which is designed to make sure children and young people can get help at the right time and in the right measure and recognises that some people will need more help at times. We have already started to work as part of a trailblazer programme to introduce mental health support teams in up to 40 schools and education settings across the borough.
- Develop a better understanding of disparity in access to mental health support. Nationally, we know that children from Black, Asian and Minority Ethnic (BAME) backgrounds are less likely to engage with services, which could prevent mental health issues from getting worse.⁴
- Work with our partners, schools and settings to develop and implement a whole system approach to understanding and promoting emotional well-being through a Trauma Informed Practice in Schools initiative. A recommendation by the Poverty and Inequality Commission.
- Support young people to not start smoking; and pregnant women who smoke to stop; using every contact with families effectively (by making every contact count), and increasing the number of smoke-free community spaces in Enfield, including around Council, NHS and voluntary sector buildings and at the school gates to help stop making smoking the norm.
- Reduce social isolation in young people who feel lonely, including those leaving care and those with long term mental health or physical health issues. We will achieve this by supporting our looked after children and care

Work with young people, families and our partners to promote better choices about their physical health, emotional well-being and mental health as early as possible

We will:

- Work with our partners to provide all families, children and young people with access to information and advice on how to maintain good emotional well-being, mental health and physical health. We will also work with our partners to support children, young people

² <https://publications.parliament.uk/pa/cm201719/cmselect/cmhealth/1496/1496.pdf>

³ <https://www.annafreud.org/media/9242/thrive-framework-for-system-change-2019.pdf>

⁴ <http://raceequalityfoundation.org.uk/wp-content/uploads/2018/02/Health-Briefing-332.pdf>

leavers, as well as through our proactive youth services and working with the voluntary and community sector to make Enfield a friendlier place, by delivering initiatives such as Youth Alive.

- Provide bespoke help and intervention to support the emotional wellbeing and physical health of all looked after children, through the Health and Access to Resources Team (HEART). We will also ensure that all children who are looked after for more than a year have access to their full health history when they leave care.

What is the Youth Alive Programme?

The Youth Alive programme is run by the Social Prescribing team, (Enfield Voluntary Action, Oasis Hadley, Focus CIC, and Chickenshed), and is accessible for young people aged 10-19 in the Edmonton area. The programme encourages young people to look after their well-being, develop resilience, build confidence, feel empowered, learn a new skill, build on happiness and take part in physical activities. This is a holistic approach to health and well-being, recognising that health is impacted by a range of social, economic and environmental factors. Young people are referred to their local health champion, who will discuss their interests and signpost them to free or low-cost activities. This encourages young people to focus on what matters to them and aims to increase the young people's control over their health and life.

What is Making Every Contact Count (MECC)?

As part of our work to empower the workforce to deliver effective early help, we will be rolling out Making Every Contact Count (MECC), which enables Council staff and stakeholders to engage residents in conversations about improving their health by addressing risk factors such as alcohol, sexual health, diet, physical activity and maintaining a healthy weight smoking and mental well-being.

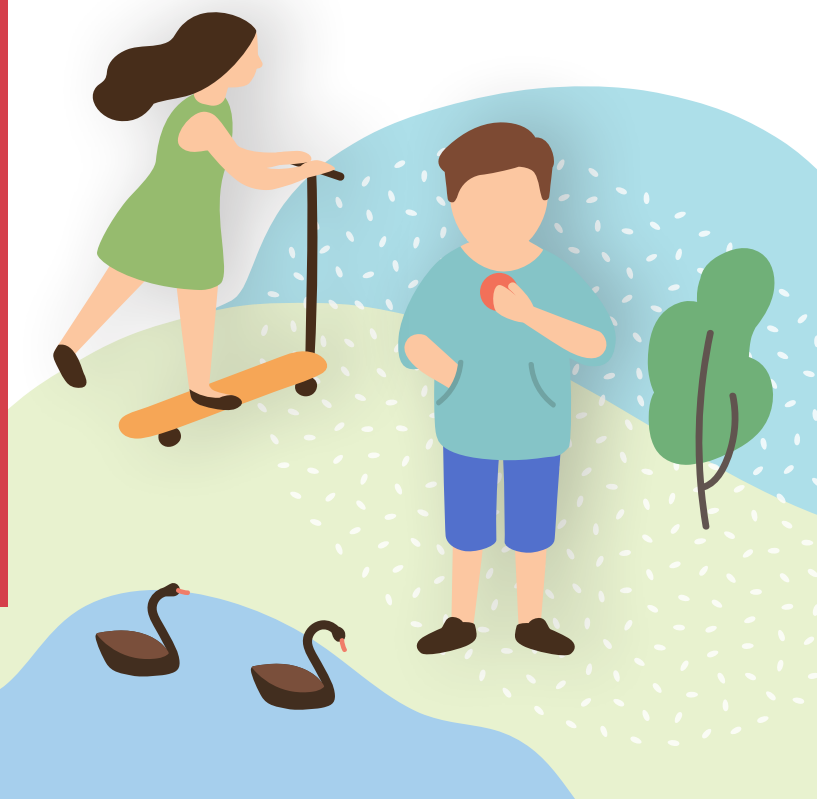
Want to find out about local mental health and emotional wellbeing support?

If you would like to find out more information about advice and support, or if you are worried about school, friendships or home and need to talk to someone, please [click here](#).

Deliver healthier and safer neighbourhoods and places where children, young people and families can easily make healthy food choices, stay physically active and maintain a healthy weight

We will:

- Work with families, early years settings, schools, the community and businesses to introduce a preventative approach to developing healthier lifestyle, making it easier for everyone to keep active and maintain a healthy weight.
- Make sure every child and young person has access to healthy food 365 days a year. As part of this work we are developing a holiday hunger scheme as recommended by the Enfield Poverty and Inequality Commission.
- Encourage more schools, families and young people to take up free cycle skills and training sessions offered by Cycle Enfield.
- Create opportunities to get more children and young people visiting and enjoying our leisure centres, parks and open spaces and other activities.
- Reduce traffic, congestion and speeding to make roads and neighbourhoods in Enfield healthier, safer and quieter for children and young people. You can find out more this Priorities 5.



Priority 4

Children and young people have access to an excellent education and the skills they need for life and a sustainable future in the world of work

Enfield Council is committed to ensuring that all our children and young people are ready to learn, get their right to a full education and have access to high quality learning in a school or setting which meets their needs, raises their ambitions and supports them to achieve their goals.

Once young people leave year 11, it can be an exciting time as they take their next step into further education, training or the world of work. However, for many young people we understand that this might be daunting, especially in the context of a rapidly changing economy. This is why, we believe that every young person should have access to a range of opportunities to learn the skills they want and need to feel confident and prepared for everyday life and a sustainable future in the world of work. To achieve this, we need to remove the barriers that prevent young people, especially those in low income families, and from marginalised or underrepresented groups from accessing skills and training, pathways into higher education and from entering and sustaining employment in the labour market. This includes dedicated support for young people with Special Educational Needs and Disabilities (SEND).

What are some of the things that children and young people told us?

A good education is important to reaching their full potential and for achieving their goals, but for some children and young people things like their home life or access to resources can create barriers to learning. There is an appetite for wanting to gain skills and experience to support their futures in the world of work and in everyday life, and for developing positive behaviours such as being brave, working hard and having ambition. For children and young people, libraries can be both places to learn and have fun, but for some they are overcrowded or too loud.

I like the libraries a lot because you can photocopy stuff and it is peaceful so you can do your homework and stuff like that.

Hazelwood Primary

We need more information about different types of career paths and would find it helpful.

Enfield County School for Girls

That there is amazing schools and I like it because it will help children get good jobs when they grow up.

Delta Primary School

I like that Enfield has amazing education and we get lots of new chances to learn and do new things.

St Andrew's CofE Primary School

Some barriers preventing learning, for example full-time carers need more support, lack of [support] at home.

Enfield County School for Girls

Looking ahead

Ensure that children benefit from their entitlement to early education and are ready for school by age 5

We will:

- Work with our partners and use our network of Children's Centre Programme to support children and their families from their conception to age 5 and improve outcomes for children with additional needs, disabilities and from disadvantaged backgrounds.
- Work with partners and in the community to improve the take-up of funded high-quality early education, including for children with additional needs and disabilities.
- Improve early years educational attainment through good quality childcare, our network of children's centres and joint working with our partners, and parents and carers, to ensure that children are ready to start school at age 5.
- Provide excellent services to support children's Speech, Language and Communication Needs (SLCN), with a focus on prevention and early intervention, as well as making sure those with more complex needs can be effectively supported.



If you would like more, please **click here** to visit Informed Families (IF), Enfield Council's Family Information Service. It provides information, advice and guidance on services, including funded early education for 2-, 3- and 4-year olds.

Children and young people have access to an excellent education

We will:

- Continue to keep a strong connection between the local authority and our schools, supporting these vital institutions to provide an excellent education to their pupils and improve the well-being of the communities they serve.
- Develop partnerships and collaboration with and between all schools across the borough, so that all schools are good or outstanding.
- Improve education outcomes at all phases for all learners.

- Improve attainment by working with schools, parents and carers so that we inspire and support all children and young people in Enfield to be ambitious, confident, enjoy learning and achieve to the highest possible levels.
- Review the number of pupil places through our primary and secondary school expansion where needed and co-location of additionally resourced provision.
- Increase the number of places available in our special schools to provide high quality education within the borough for children with Special Educational Needs and Disabilities (SEND) and ensure that sufficient services are in place to cope with the increase in places.
- Provide training to support schools and community environments on how to reduce barriers to inclusion to ensure equity for all children and young people with Special Educational Needs and Disabilities (SEND) including those with Speech, Language and Communication Needs (SLCN).
- Support schools to improve attendance by identifying and reducing barriers that prevent children and young people from accessing and sustaining education, such as our young carers, looked after children and children living in temporary accommodation.
- Reduce the use of fixed-term and permanent exclusions and when a child or young person is excluded, support them back into mainstream education as quickly as possible. We want to better understand and address the range of factors which result in the disproportionate rate of exclusions for Black young people.
- Increase awareness of opportunities to study and learn through our library services, by using study spaces and accessing library clubs and activities.
- Continue to improve waiting times to ensure that every child and young person who needs an Education, Health and Care Plan receives one as early as possible.
- Work with schools to mitigate, as far as possible, the impact of low income on young people's educational experience.
- Work with parents and carers to support children and young people with their education.

Support and inspire young people to plan for the future and to develop and access the skills they need for life and the world of work

We will:

- Hold an annual two-day skills and employment fair that includes sessions for young people in Enfield to find out about work experience, apprenticeships, supported internships, training and further education.
- Increase the quality and availability of supported internships and support and develop 'Moving On', Enfield's transition planning process for young people with SEND. This is to ensure they can participate in meaningful work experiences tailored to their individual needs and strengths, helping them to gain and sustain paid employment in the future.
- Support schools and encourage settings to improve their Gatsby benchmark score, which is a measure of both the effectiveness of school careers advice and the suitability of the work experience offer.
- Work with education institutions and employers to deliver quality work experience placements, to support young people to gain experience in areas of work that interest them.
- Work with the full range of educational and training institutions to develop a local offer to support young people who are not in education, employment or training (NEET) into work.
- Work with schools, sixth forms, local employers and higher education institutions to promote the pathway to higher education with particular support for young people from marginalised or underrepresented groups.
- Ensure that young people have access to the full range of post-16 progression opportunities that meet their ambitions and talents and feed into local work opportunities.
- Support young people with Special Educational Needs and Disabilities (SEND) to gain and sustain paid employment at the Council and with local businesses.
- Increase the education, employment and training options available for care leavers. Develop two skills academies, as part of our Meridian Water development. The Meridian Water Construction Skills Academy, providing visits, training, apprenticeships and work placements in construction, and the Troubadour

Meridian Water Studios Film and TV Skills Academy, which will provide training and work experience to people interested in a career in the behind the scenes technical skills within film and TV.

- Maximise training and skills opportunities across a wide range of disciplines through our housing development/estate renewal programmes and partnerships.
- Through partnerships and in collaboration with young people, explore opportunities for developing "skills for life" sessions, to help young people to build confidence as they prepare for adulthood.
- Work with our partners to create a dynamic local economy that works for everyone including young people. This includes increasing the availability of high-quality and low carbon employment opportunities, reducing low pay, making it easier to start a business, and making Enfield a number one destination for those looking to invest in London. **Click here** to find out more about this work in our new Council Plan.

What are the eight Gatsby benchmarks of Good Career Guidance?

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

To find out more **click here**.

What are supported internships?

Supported Internships are study programmes for young people aged 16-24 who have a Statement of Special Educational Needs or an Education Health and Care Plan who want to move into employment and need extra support to do so. To find out more please **click here**.

Priority 5

Children and young people are safe and protected from harm in all places and spaces

Every child and young person in Enfield should be safe from harm wherever they are in the borough, including public places, when travelling around, in school, online or at their home or the home of their peers. In order to achieve this, we all need to work together to protect and safeguard children and young people, and importantly give them the skills and knowledge they need to keep themselves and their peers safe. As members of the Enfield community, we would like to explore opportunities to give children and young people an active role in the design and improvement of spaces they use and the places they visit and live in, to help make them safer for everyone.

In addition to those children and young people who live in the borough within their family networks, the Council is the 'corporate parent' for all its looked after children and care leavers, and constantly seeks to improve the support they receive to promote their welfare and increase the opportunities available to them. While we do all, we can to support families to care for their children within their own family networks, sometimes this is not possible, and children need to become looked after. Although, some Enfield looked after children and care leavers are placed outside the borough, they remain the responsibility of the Council and receive the same level of support and protection wherever they may live. It is our duty to provide the highest quality care and support to ensure that all these children to reach their goals and achieve their aspirations. When children leave care, we continue to support them as they make the transition to successful independent living.

What are some of the things that children and young people told us?

When writing about safety, children and young people mainly shared their concerns about crime and anti-social behaviour (ASB), and road and pedestrian safety. They felt that a greater police presence could improve crime and make them feel safer; others spoke about the use of CCTV, community patrols, street lighting and the importance of community, intergenerational relationships and trust between young people and public services.

In terms of road and pedestrian safety it was suggested that there could be more safe places to cross the road and improvements to visibility on cycle lanes at night.

“ Some people get bored so they get involved in crime. There are not as many youth clubs as before so people don't have enough to do. ”
Hazelwood Primary

“ My least favourite thing about Enfield is crime and we can improve that by having more police on patrol. ”
Delta Primary School

“ Community patrol has led to fewer incidents... We would prefer more police rather than community patrol as they can control the situation better and investigate issues. ”
Enfield County School for Girls

“ I don't like the fact that there are not many safe places to cross in Enfield. To fix this you can put more zebra crossings in. ”
Hazelwood Primary

What is our approach to safeguarding children and young people in Enfield?

Enfield Council and its partners are responsible for keeping children and young people safe from harm. This is called safeguarding, and in Enfield we have a safeguarding partnership, made up of Enfield Council, NHS Enfield Clinical Commissioning Group and the Metropolitan Police Service. This arrangement is part of a national drive to improve and increase the safety of children and young people.

In Enfield we take a child-centred approach. This means all our decisions are based on the individual child's safeguarding needs and that we include and value young people's voices throughout our analysis of their situation, our response, and in how we develop our services. Contextual safeguarding is key to this and means that as well as taking a whole-family approach, we account for every context and environment that adolescents encounter beyond their family. This is our approach:



Lead and collaborate

We will have strong leadership at all levels of our collective organisations to tackle exploitation of children and young people across the borough.



Protect

We will protect young people and the wider community from the harms of exploitation, violence and abuse and provide individualised support based on in-depth need assessments.



Pursue

We will work together to progress enforcement actions to disrupt perpetrators of exploitation and violence.



Prepare

We will identify young people at risk of child sexual exploitation, criminal exploitation and/or radicalisation and divert them from harmful situations.



Prevent

We will build resilience amongst children and young people to prevent vulnerabilities from escalating into exploitation.



To find out more about our SAFE strategy please [click here](#).

Looking ahead

Deliver excellent social care services to children who need them to improve their life chances

We will:

- Work with our partners to deliver excellent Children's Social Care, keep children safe from harm and support families to stay together wherever possible. In 2019, OFSTED rated our Children's Social Care services 'good'.
- Safely "step-down" families from Children's Social Care to our Early Help Family Hub.

What is the Enfield Early Help Family Hub Model?

The Enfield Early Help Family Hub works with the whole family to improve wellbeing, relationships, behaviour and communication by offering advice, support and direct interventions at any point in a child or young person's life, from pre-birth to adulthood. The type of support offered is tailored to the needs of the family. The Enfield Early Help Family Hub has services that support children, young people and families, including Enfield Children's Centre, Change & Challenge (local Troubled Families team) and the Parent Support Service.

All services work jointly to support an Early Help Triage, ensuring that there is a clear mechanism for step-up/down between the Hub and the Multi-Agency Support Hub (MASH) in line with Enfield's Threshold document.

Work together to protect children and young people from crime and exploitation

We will:

- Develop a new Serious Youth Violence Strategy, which takes a Public Health Approach to improving outcomes for young people.
- Work with police, our partners, the community, children, young people and families to tackle and prevent serious youth violence and prevent young people from entering the Youth Justice System. If a young person does enter the Youth Justice System, we will work in partnership to support them away from reoffending, by giving them access to the right services to enhance their life chances.
- Work with children, young people, families, schools, the police and the community to build positive intergenerational relationships and trust. This includes offering young people a wide range of high-quality opportunities for learning, fun and to build strong trusted relationships with adults and their peers.
- Explore ways to work in collaboration with children and young people to hear their views on crime and anti-social behaviour (ASB) and give them an active role in designing or improving the spaces they visit and live in to make them safer for everyone.
- To explore opportunities to work with Police colleagues to better engage with young people to help improve trust and confidence.
- Support schools and our partners to give children and young people the tools and knowledge that they need to also keep themselves and each other safe wherever they are in the borough, including when they are online.
- Support children and young people to get involved in positive activities, be involved in their communities and have somewhere to go and something to do. This work includes the Summer University Programme and Inspiring Young Enfield.
- Identify children and young people who are at risk as early as possible and support them away from risky behaviours. This is part of our work to safeguard and prepare children and young people and includes targeted early help interventions and outreach services such as mentoring.
- Work with our communities and partners to better understand the overrepresentation of Black young men in youth convictions and better support young people to prevent them from being drawn into gangs, crime and serious violence.
- Seek opportunities to develop positive interventions to reduce the risk of young people becoming a victim of personal crime.
- Support young people affected by exploitation, abuse and violence to be resilient and empowered to regain confidence and control over their lives.
- Work with schools and our partners to support children and young people to learn about safe and healthy relationships. We will also reduce risks and ensure safety of children and young people through a new dedicated domestic abuse hub and free phone line to respond to concerns quickly, the number is 0800 923 9009.

- Fund additional Police Officers for the borough who provide additional support for council housing estates. Our Youth Outreach Officers will also work with Police Schools Officers to ensure highly visible presence and youth outreach at the end of the school day and at weekends in crime hotspots and on frequently used public transport routes. We are also continuing to invest in CCTV across the borough.
- Deliver the PREVENT agenda in schools and support teachers and pupils to raise concerns if they arise, to ensure that our diverse communities remain cohesive and tolerant.
- Promote safe, supported contact with family members where it is safe to do so.
- Ensure that children who need alternative long-term care, live in the settings which best meet their needs. This might include family and friends care, long term foster care or adoption.
- Ensure that care leavers are aware of the support and assistance they are entitled to through the Council's Core Offer to Care leavers.
- Increase the number of care leavers in Education, Employment and Training and provide apprenticeships within the Council to young people leaving care.
- Hold an annual care leavers conference to celebrate achievements, undertake consultation and enjoy a social event together.

What are some of the ways we are supporting children and young people to get involved in positive activities, be involved in their communities and have somewhere to go and something to do?

The Council alongside 20 community partners have secured £1.2m from the Young Londoners Fund to deliver 22 community-led local projects to support our most challenged young people make positive life choices, reconnect with their neighbourhoods and realise their true potential. To find out more please [click here](#).

If you're worried about any crime or criminal activity, including knife and gun crimes, domestic abuse or illegal gang activity, please [click here](#) to find out more about crime and community safety support.

In any emergency situation please call 999.

Support looked after children and care leavers to prepare for adulthood

We will:

- Be the best corporate parent we can be by promoting the best interests of all our looked after children and care leavers; ensuring they receive the individual support they require to stay safe, healthy and secure.
- Encourage more children in care and care leavers to participate in bespoke activities and to shape and influence the services they receive. The Children in Care Council, KRATOS, is thriving, with members meeting regularly to enjoy social activities, consult on service changes and assist on occasions in training and interviewing prospective social workers and foster carers.
- Support families to stay together wherever possible, providing early help services and providing easy access to the Children and Families Services Hub as a one stop shop to help families overcome challenges.
- Support and empower the Parent Engagement Network to improve outcomes for children, young people and their families and Parent Champions to promote the early help offer.
- Improve awareness, understanding and recognition of neglect and work with children, young people, families and partners to prevent it from happening.



To find out more about the Council's roles as a corporate parent and how we are improving outcomes for children that are looked after and those leaving care, please [click here](#).

Support children, young people and their families to live together safely and harmoniously

We will:

Support children and young people to feel safe walking, cycling and using public transport

We will:

- Continually reduce the number of road traffic casualties that occur on the road network within the borough, as we work towards the Mayor of London's ambition of Vision Zero where ultimately no one is killed or seriously injured on London's roads. This includes by working with Transport for London (TfL) and other partners to improve road safety, and by working with communities to reduce and slow down traffic – particularly around our schools.
- Develop our programme of Low Traffic Neighbourhoods, School Streets and Play Streets in the borough to make our neighbourhoods safer, healthier and quieter for children and young people.
- Help to reduce and combat anti-social behaviour (ASB) and excess speeds through the reintroduction of speed cameras on the A10.
- Make sure that public cycle lanes and pedestrian areas are well maintained and lit, to ensure that children and young people feel safe at all times of the day.
- Work with schools, the police and other partners to increase awareness about road safety, staying safe on public transport and when cycling.

What are some of the ways we are making our roads safer, healthier and quieter for children and young people?

Low Traffic Neighbourhoods

These are created to reduce the number of cars in a neighbourhood and the speed they travel at. This encourages more people to cycle and walk, making the streets healthier and safer for children and young people. Our neighbourhoods will also include safer road markings, new pedestrian crossings and 20 mph zones, where appropriate.

School Streets

These are streets where cars are not allowed to drive up to the school gates at drop off and pick up times, improving safety and air quality. We have already delivered our first two and are setting up more across the borough.

Play Streets

Councils can use their powers to temporarily close streets so that children are able to play out in the places where they live. We encourage and facilitate play streets across the borough.



Priority 6

Children and young people have an environmentally sustainable future

Our aim in Enfield is to create a lifetime of opportunity for everyone and that includes future generations who will live, learn and earn in the borough. Through our actions, large and small, and those of our community, we will play an important part in combating climate disaster, to make sure future generations can take advantage of those opportunities.

As a Council we have made a commitment to working together to become a carbon neutral organisation by 2030 and to create a carbon neutral borough by 2040. We set out our plans to achieve these goals in a new Climate Action Plan and below are some of the actions that we will be taking over the next four years.

What are some of the things that children and young people told us?

Our engagement suggests a broad understanding and awareness of climate change and the climate emergency, with children and young people writing about a range of topics from transport, pollution and sustainability to waste, littering and the natural environment. Responses included making environmentally friendly choices such as walking, using public transport, cycling and recycling. However, children and young people felt that more could be done in Enfield to combat waste and improve practices such as recycling. We also heard that cycling should be more accessible and that more trees should be planted.

“ My favourite thing about Enfield is the cycle lanes because they encourage sustainable transport. ”

Hazelwood Primary

“ Stop pollution because it can ruin children’s passion for the future. ”

Prince of Wales Primary

“ I think there are not enough trees and we should have more trees planted on our streets. ”

Hazelwood Primary

“ My least favourite thing about Enfield is the pollution and I can improve it by picking up litter and putting them in the bin. ”

St Andrew’s CofE Primary School

“ I don’t like the pollution in Enfield because our climate problem. I think we could improve it by using more electric buses and cars. ”

St Andrew’s CofE Primary School

“ Give parents more support and education so that they can educate their children about the environment. ”

Enfield County School for Girls

What is the Enfield Climate Action Plan?

The Plan sets out how we will reduce carbon emissions the Council creates from the operation of our own buildings (including our civic centre, libraries and community hubs, other council buildings and our maintained schools); from the goods and services we buy; and from how our staff travel to and from work.

The plan also focuses on the actions we are aiming to take across the whole borough to reduce carbon emissions. This includes tackling emissions produced from people getting around the borough, from our homes and businesses, and from how waste is produced, managed, recycled and got rid of.

It also includes our plans for low carbon energy for Enfield and how we will look after the natural landscape, such as planting lots of trees across Enfield to capture carbon emissions and improve biodiversity.

To find out more about our new Climate Action Plan please **[click here](#)**.



Looking ahead

Support youth-led climate action in Enfield

We will:

- Host a school climate summit to help schools to reduce their carbon emissions and support children and young people to design and shape climate initiatives in their local areas.
- Support young people to walk or cycle to get around the borough and to advocate to their peers the benefits of prioritising these active and sustainable choices where possible.
- Work with education and youth settings to provide information and advice for children and young people about how they can take climate action in Enfield.

Reduce waste and littering in Enfield

We will:

- Reduce the amount of waste we produce and increase the proportion of what we recycle.
- Increase awareness about the negative impact of littering and not recycling by sharing more information with children and young people to help everyone in the borough to learn more about recycling and cutting down on waste.

Improve and enhance the borough's parks, green spaces and waterways for children and young people to enjoy

We will:

- Plant 100,000 new trees by creating the Enfield Chase woodland in the north of the borough by spring 2021 – and develop a 10-year tree planting and woodland creation programme to plant many more.
- Plant more trees and other greenery across urban areas in the borough, particularly in areas where there are not many trees or enough greenery at the moment.
- Continue to develop wetlands and introduce urban drainage across the borough to improve wildlife habitats and create places where children and young people can experience nature and biodiversity locally.



How will we track and measure the success of Empowering Young Enfield?

Our ambition is to deliver a lifetime of opportunity for every child and young person in Enfield. To ensure that we are making a positive difference, we will be keeping track of our progress, as we work towards achieving each of the six priorities. This is important, so that we can identify any areas that might need to be improved and to recognise where we're making a positive impact.

The CYPP covers a wide range of services delivered by the council, so we will draw together analysis, data and performance management from a variety of relevant policies, strategies and their action plans. This includes our new Council Plan 2020-2022 and the different strategies signposted throughout this document.

How will we know that Empowering Young Enfield is making a positive difference to the lives of children and young people in the borough?

We will assess and keep track of our progress by using the Council's Corporate Scorecard. The Corporate Scorecard is the tool we use to measure delivery against the council's key priorities. To do this, we use a range of Key Performance Indicators (KPIs) including those, which specifically focus on improving the lives of children and young people in Enfield. We record the information on a quarterly basis (every three months) and then once a year we publish a report on the Council website.

Who is responsible for overseeing Empowering Young Enfield?

The Enfield Safeguarding Children Partnership are responsible for overseeing the delivery of the new CYPP, a partnership made up of Enfield Council, NHS Enfield Clinical Commissioning Group and the Metropolitan Police Service.

The voices of young people are crucial as part of the governance and review process for the CYPP and we want to ensure that young people will have an active role in shaping the plan throughout its lifecycle. As the elected representatives of Youth Enfield, the Young Mayor and the Deputy Young Mayor will have the opportunity to review the progress of Empowering Young Enfield with the Leader of the Council or Cabinet Member for Children's Services. The Young Mayoral Team will also be encouraged and supported to make recommendations on behalf of children and young people to the Enfield Safeguarding Children Partnership during the annual review, to enhance the plan and its delivery.



Thank you for taking the time to read our Empowering Young Enfield 2021-2025 plan; we hope you found it interesting. If you have any questions or comments, please get in touch as we value your feedback.

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Children, Young People and Education Scrutiny Panel Briefing

Date of meeting	1 December 2020
To	Children, Young People and Education Scrutiny Panel
Title	Early Help for All Strategy
Project Sponsor	Anne Stoker, Director, Children and Families Services
From	Helen Baeckstroem, Strategy and Policy Team Manager Arzhang Yusefi, Strategy and Policy Manager
Contact Details	arzhang.yusefi@enfield.gov.uk 02081321092
Purpose of briefing	<p>This briefing provides an overview of our new Enfield Early Help for All Strategy and the work we have undertaken so far to develop it.</p> <p>We are seeking feedback and comments on the draft strategy from the Children, Young People and Education Scrutiny Panel.</p>

Background

Early help means taking action to support children, young people, families and vulnerable adults as soon as problems emerge to prevent further escalation. The need for early help may emerge at any point in an individual's life and can involve interventions early on in life, as well as interventions early in the development of a problem.

It requires a focused and collaborative approach across Council services and our partners to increase residents' access to available support and advice to enable them to become more resilient and manage their situations. By doing so, outcomes will improve and the need for intrusive and expensive interventions will be reduced.

Early help is one of the cross-cutting themes of the refreshed Council Plan 2020-22. The Early Help Strategy sets out how we will join up services across the Council and work with our partners to enhance resident's access to a range of co-ordinated prevention-based services. This will provide people with the support they need to build on their strengths and become more resilient, by ensuring that they have access to the help and support they need as early as possible. It supports our vision to create a lifetime of opportunity for everyone in Enfield.

This strategy will replace our previous Family Resilience/Early Help Strategy.

An overview of the strategy

Our vision is to work with our communities and partners to help everyone in Enfield to be resilient, overcome challenges and lead happy and fulfilling lives.

To achieve this vision, we have identified three main priorities with supporting action areas.

Priority one: Provide clear information, advice and support

Every individual in Enfield will have the knowledge of and access to the right support, at the right time, in the right place to tackle problems early.

- Provide easy access to universal services that support resilience, enable independence and self-care, and prevent or delay the escalation of need.
- Increase access to mental health support both online and face to face. This will be delivered in close partnership with children, young people, adults and mental health practitioners.

- In partnership with families, design and provide online parenting programmes as an alternative to face-to-face training. This will include Parental Conflict e-learning training.
- Support people to access the right volunteering role for them, ensuring they have the information and training they need to fulfil their role and benefit from it by developing their skills, experience, health and wellbeing.
- Increase the use of assistive technology to help residents live independently at home, stay safe, improve their wellbeing and help them to stay socially connected.
- Provide and commission support for carers so that they have access to resources that help them develop and maintain social connection.

Priority two: Empower communities

People will be motivated and empowered to take advantage of every opportunity the borough has to offer, to help themselves and their communities to make Enfield an even better place.

- Identify and map all recognised Early Help providers in Enfield to aid referral processes and partnership working.
- Empower Voluntary and Community Sector organisations and groups through capacity building, advice and support to help them continue to deliver community focussed projects in an inclusive and sustainable manner.
- Continue to support and empower the Parent Engagement Network and Parent Champions so that we provide services in partnership with parents and carers, and deliver family-focussed, holistic and inclusive services informed by the experiences and views of our communities.
- Work with our partners to support the volunteering which takes place across the borough and to establish a lasting legacy from our 'Enfield Stands Together' Programme, to enable communities to help and support one another into the longer term.
- Take every opportunity to raise awareness about the importance of seeking or providing early help for everyone, and the way in which that help can be accessed. This includes promoting the take-up of funded early years education.
- Develop our libraries into community hubs for everyone in Enfield to access help, support and inspiration to achieve the very best outcomes.
- Explore opportunities for adopting a community commissioning model as an approach to empower communities through an analysis of our commissioning and procurement process.

Priority three: Establish an effective early help system

There will be a whole-system approach to early help with strong leadership, a confident workforce and commitment to join-up and integrate resources and services.

- Continue to improve our early help offer by implementing the Troubled Families Service Transformation Maturity Model.
- Promote the benefits of early help and prevention and share best practice on effective approaches across the whole Council workforce and with our partners.
- Seek alternative funding streams and collaborate in leveraging in new financial resources to sustain and increase our early help offer and increase the response capacity of our workforce. This will include identifying funding for rolling out Trauma-informed Practice for schools.
- Work in partnership to provide a comprehensive training offer to help all staff in community settings and services to provide effective early help, including training on social prescribing and making every contact count.
- Work towards establishing a single assessment framework with shared data access to enable professionals to understand the individuals existing support packages and make additional referrals if needed. This will be sought from the individual during initial registration and will complement existing service specific databases.

Outcome measures

Once successfully delivered, this strategy will have a positive impact on a number of outcome measures across different age groups and sectors. We are currently in the process of developing an outcome measures framework to track progress we will achieve by driving this strategy forward.

Governance and monitoring arrangements

The Early Help Strategic board have been identified as the appropriate board for overseeing the successful delivery of this strategy. This board will be accountable for implementing the strategy's action plan and reviewing progress on quarterly basis. The board will review the outcome measures set out in the strategy on annual basis. The board will report progress update to Safeguarding Children Partnership and Safeguarding Adults Board on annual basis. The annual review of the strategy will also include refreshing the strategy if deemed necessary based on the changes in circumstances and lessons learnt.

Developing the strategy

To inform the development of this strategy we have carried out a rigorous programme of engagement, deliberations and research so far.

We developed the initial draft framework of this strategy by undertaking extensive research and review of best practice and evidence at local, regional and national level as well as benchmarking with our neighbouring boroughs. Following this process, we organised intensive workshops and collaboration meetings with various sectors, organisations and community groups.

To listen to and gather the views of parents and carers on the draft strategy, we organised focus group discussions and administered questionnaires in close partnership with Voluntary and Community Sector VCS organisations and Parent Engagement Network PEN. We have also considered the findings from our engagement with children and young people as part of developing our new Children and Young People's Plan.

Furthermore, the Corporate Strategy Service have worked with colleagues including Councillors from across the council Directorates during the development process of this strategy. This approach has ensured that we have a strong backing for this strategy to be an overarching Early Help for all strategy.

Currently we are in the process of gathering feedback and comments from our partners across adults' sector including community-based organisations and groups. We are doing this through an online survey as well as presenting and discussing at the following partnership board and group meetings.

1. Members briefings
2. Safeguarding Children's Partnership
3. Safeguarding Adults Board
4. Early Help Strategic Board
5. Enfield Faith Forum
6. Voluntary Sector Strategy Group (VSSG)

Next steps

1- We will further develop and finalise the draft strategy, following the conclusion of our current engagement programme. Obtaining feedback from the Children, Young People and Education Scrutiny Panel is an important part of this process.

2. In line with the Constitution, Early Help For All Strategy is to be approved by Full Council booked in January 2021.

Appendix: Enfield Early Help For All Strategy (DRAFT)

DRAFT

Enfield Early Help For All Strategy 2020-2025



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Scope	This strategy sets out our approach to deliver effective early help to children, young people, families and vulnerable adults to build resilience and identify and address any concerns early. It replaces our Family Resilience Strategy, launched in 2016, with a broader remit to focus on early help and prevention for everyone in Enfield.
Approved by	Full Council
Approval date	Full Council, January 2020 TBC
Document Author	Corporate Strategy Service
Governance Board	The Early Help Board will oversee the delivery of this strategy and will report to the Enfield Safeguarding Children Partnership and Safeguarding Adults Board on an annual basis, based on the outcome measures set out in the strategy.

Foreword

Early help is about providing support as early as possible to prevent problems escalating and causing distress. We are determined to work with our communities and partners to help everyone in Enfield to be resilient, overcome challenges and lead happy and fulfilling lives.

There is a strong moral and economic case for effective prevention and early help for children, young people, families and individuals to tackle challenges earlier and prevent future costs. The consequences of not intervening early are far-reaching and profound, as unresolved challenges can adversely affect people's health and happiness.

The Early Intervention Foundation estimates that nearly £17 billion per year – equivalent to £287 per person – is spent in England and Wales by public services on the cost of late intervention. Local authorities bear the largest share at £6.4 billion, followed by the NHS with £3.7 billion and the Department for Work and Pensions with £2.7 billion. We understand that for some children, providing a statutory response is the only option and we cannot bring this expenditure down to zero, but we can reduce the cost significantly if we provide effective and timely early help.

Early help isn't just about providing support for children and young people. If we intervene early to support adults who are struggling with a particular issue, we can prevent health problems developing and the need for more intrusive and more costly intervention. The 'Centre for Aging Better' discusses the importance of good quality housing on health and wellbeing of older age people, for example. In a new report,¹ they assert that 'every £1 spent on improving warmth in homes occupied by vulnerable households can result in £4 of health benefits, while £1 spent on home improvement services to reduce falls is estimated to lead to savings of £7.50 to the health and care sector.'

The COVID-19 crisis has confirmed the significant role of communities in supporting one another; and the incredible impact we can have as a local partnership by working collaboratively. During a time where resources are reducing and demand for specialist services is increasing, we will work together and pool our resources to ensure people in our communities get the right support, at the right time, in the right place to tackle problems early. This ambitious strategy sets out how we will work with our communities and our partners so that no one in Enfield is left behind.



Cllr Nesil Caliskan
Leader, Enfield Council



Cllr Rick Jewell
Cabinet Member,
Children's Services

¹ [Homes-health and COVID-19 report](#)

Our vision

To work with our communities and partners to help everyone in Enfield to be resilient, overcome challenges and lead happy and fulfilling lives.

We will achieve our vision by focussing on the following three priorities:



Provide clear information, advice and support

Every individual in Enfield will have the knowledge of and access to the right support, at the right time, in the right place to tackle problems early.



Empower communities

People will be motivated and empowered to take advantage of every opportunity the borough has to offer, to help themselves and their communities to make Enfield an even better place.



Establish an effective early help system

There will be a whole-system approach to early help with strong leadership, a confident workforce and commitment to join-up and integrate resources and services.

These priorities and our approach to deliver on them have been identified based on national evidence of best practice; a review of effective approaches in Enfield and local performance and outcomes; and engagement and consultation with partners; parents/carers and children and young people through deliberative workshops, group discussions and online surveys. Our strategy has also been informed by the [Enfield Poverty and Inequality Commission](#), an independently delivered and time-limited commission, established by the Council in May 2019 to better understand the forces driving poverty and inequality in the borough and to point the way to potential local solutions.

What is early help?

Early help means providing support as early as possible to prevent problems escalating and causing distress. The approach requires us to change culture from an often-late reaction and re-focussing our response along with our resources on the root causes of problems. By doing so, outcomes for children, young people, families and vulnerable adults improve and costly statutory interventions are avoided.

Central to our early help approach is the early identification of children, young people, families and individuals who would benefit from early help and a co-ordinated early assessment and response to help improve their outcomes.

The concept of early help reflects the widespread recognition that it is better to identify and deal with problems early rather than to respond when difficulties accumulate and demand specialist services. Early help includes universal and targeted services designed to reduce needs or prevent small problems from becoming entrenched and difficult to address.

There is substantial evidence that early help can make a difference in improving outcomes. If early help is not offered, there is a very real risk that some people will experience significant harm that sometimes can be irreversible. In the case of children, their physical, cognitive, social and emotional development may be impaired affecting their life chances and futures. Adults will encounter distressing health and wellbeing issues that would require specialist services – they will experience social isolation/loneliness and will be in need of premature specialist care and support.

Early help may occur at any point in an individual's life and can involve interventions early on in life as well as interventions early in the development of a problem. To get the best possible start in life, a baby's mother needs to be healthy before and during pregnancy and childbirth. There is compelling evidence that a child's experiences in the early years (0-4) has a major impact on their health and life chances, as children and adults. For adults, early help is the most effective and efficient approach to ensure they lead independent and fulfilling lives. With some level of support, adults will be able to maintain or build social networks and tackle their loneliness and social isolation.

Early help is not the responsibility of one service or organisation – it is everyone's business. For example, the housing sector has an important role to play to help ensure that families who would benefit from support early on, at the onset of issues, are enabled to do so. They are well placed to be among the first to spot signs of difficulties with debt, antisocial behaviour, domestic violence and social isolation.

Our early help and prevention work involves support and intervention to tackle the following issues:

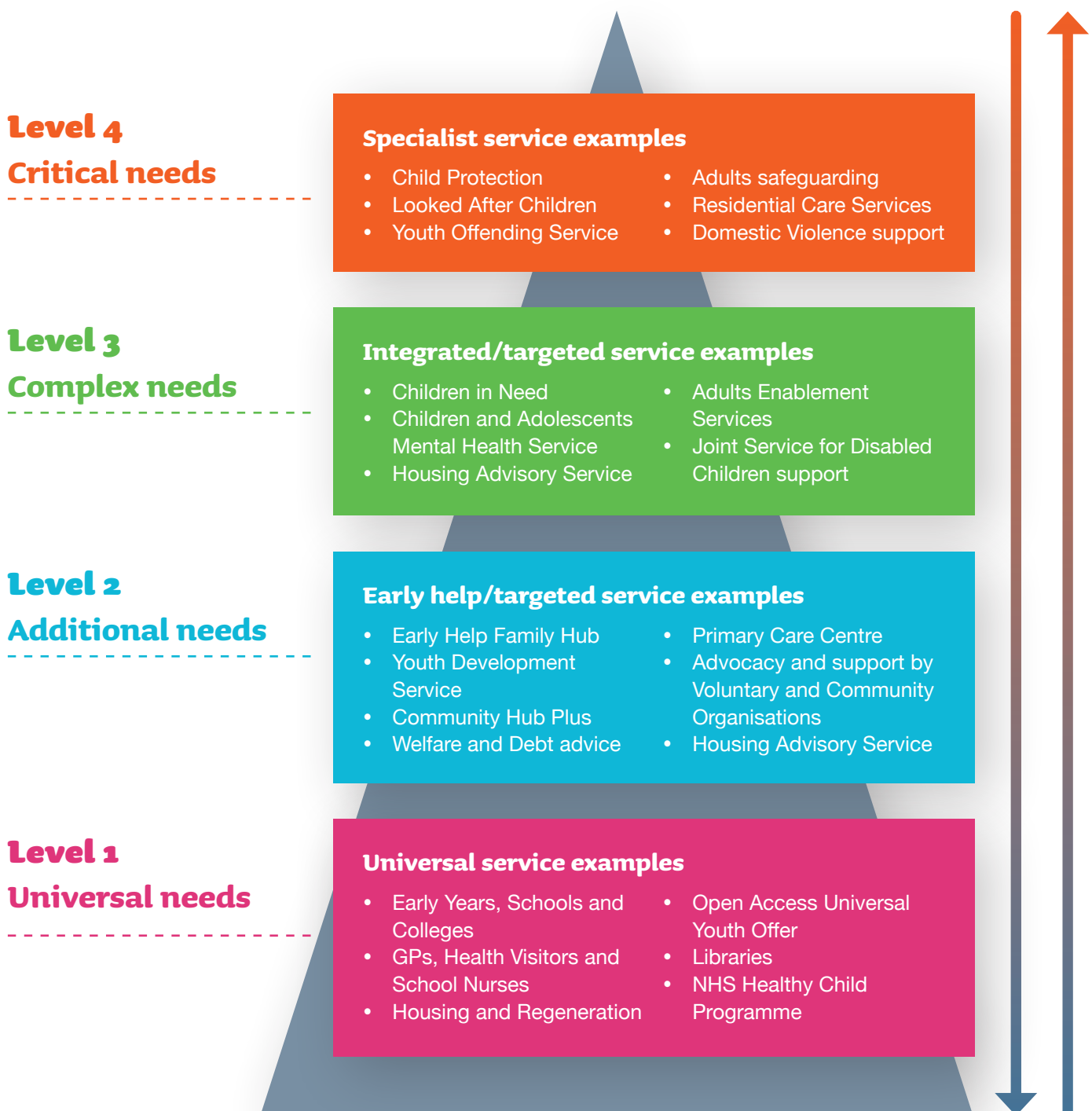
- Domestic Abuse
- Social isolation and loneliness
- Worklessness
- FGM practice
- Substance misuse
- Early Years (Speech and Language issues)
- Youth violence
- Anti-social behaviour
- Crime
- Relationship breakdown
- Child neglect and abuse
- Children at risk of exclusion from school or excluded from school
- Housing and welfare issues
- Emotional and mental health issues
- Self-neglect and hoarding
- Poor money management
- Young people Not in Education, Employment or Training (NEET)
- Children with Special Education Need and Disability (SEND)

There is a broad range of legislation that underpins the work of Early Help. The statutory framework and guidance that sets out how services and partners, regardless of the sector, must work together to support vulnerable children, young people and their families at the earliest opportunity. This framework includes, but is not limited to:

- The Children Act 1989 and 2004
- Care Act 2014
- Working Together to Safeguard Children 2018
- Keeping children safe in education for schools and colleges 2018
- The Children and Families Act 2014
- The Special Educational Needs and Disability Code of Practice 0-25 2014

The four levels of need

We define the different levels of need that people may have as universal, additional, complex and critical. If early help is effectively provided to everyone who has universal or additional needs, then any challenges they have are less likely to escalate up the pyramid to distressing and costly interventions at the 'complex' and 'critical' levels. Similarly, strong and effective universal and additional services can help people to 'step down' from those higher levels of need, making it more likely that they will achieve their full potential and experience positive outcomes independently.



Level 1 > Universal needs

This level refers to children, young people, families and individuals whose needs can be met through mainstream universal services. This includes early support from agencies, where a person begins to show signs of additional needs, which can be met through a single universal service.

The following services respond to this level of needs:

- Early Years, Schools and Colleges
- GPs, Health Visitors and School Nurses
- Housing and Regeneration
- Open Access Universal Youth Offer
- Libraries
- NHS Healthy Child Programme

Level 2 > Additional needs

People at this level of needs require coordinated early help intervention with targeted services. Their needs cannot be met by a universal service/setting alone but can be met by an additional single service or a group of additional single services using the Early Help Assessment process.

To respond to this level of needs, the following services may become involved:

- Early Help Family Hub
- Youth Development Service
- Community Hub Plus
- Welfare and Debt advice
- Primary Care Centre
- Advocacy and support by Voluntary and Community Organisations
- Housing Advisory Service

Level 3 > Complex needs

This level represents complex problems, which will require an integrated and co-ordinated response. People with this level of needs are unlikely to reach or maintain the expected level of health and wellbeing, or they have special educational needs or disabilities which mean they require additional help and support.

To respond to this level of needs, the following services may become involved:

- Children in Need
- Children and Adolescents Mental Health Service
- Housing Advisory Service
- Adults Enablement Services
- Joint Service for Disabled Children

Level 4 > Critical needs

People at this level will be at risk of harm. In the case of children, they may be subject to child protection enquiries, taken into the care of the local authority or need specialist mental health intervention.

To respond to this level of needs, the following services may become involved:

- Child Protection
- Looked After Children
- Youth Offending Service
- Adults safeguarding
- Residential Care Services
- Domestic Violence support

The following directories provide further information about available services and activities targeted at various age groups:

- [My Life](#)
- [Children's Portal](#)
- [Local SEND Offer](#)
- [Simply Connect Enfield](#)

The case for early help in Enfield

There are proportionately more children and young people under 20 in Enfield than in both London and England overall. A total of 22.6% of all dependent children in Enfield live in low-income families and we have one of the highest numbers of serious youth violence victims in London. Young people in Enfield also experience higher rates of first-time entrants into the youth justice system. We are also above the national average when it comes to the obesity levels of children in reception and in year 6.

There are increasing numbers of referrals to children's social care since the establishment of Single Point of Entry in Enfield (now called Multi-Agency Safeguarding Hub MASH) in 2012 although we are performing better than our statistical neighbours in regard to the level of this increase. Recorded number of domestic abuse incidents is also increasing year on year. This has exacerbated in the wake of COVID-19 crisis.

In Enfield, 85% of our state funded primary schools and 90% of our state funded secondary schools were rated Good or Outstanding by Ofsted in 2018/19. However, the percentage of children achieving a good level of development at the end of foundation stage is still lower than the England average; and we still have too many children and young people being permanently excluded from school – although the numbers are decreasing as a result of targeted work with families and schools. 4% of 16-17 year olds are Not in Education Employment or Training (NEET), which is higher than both our statistical neighbours and the England average.²

As a result of school closures due to the COVID-19 outbreak, some children have missed a substantial amount of learning and there is evidence that this will disproportionately impact on children from poorer socio-economic backgrounds. The concern is that some children's life chances could be seriously impacted on by their loss of learning and we will need to continue to strengthen and adapt our early help strategies to prevent this from happening.

Many families and individuals are also facing complex challenges to maintain safe housing and welfare. Since 2011/12, homelessness has increased by 246% in the borough. In February 2020, Enfield had 3,433 households in temporary accommodation, a 74% rise since 2012. This makes us the second highest provider of temporary accommodation in England. Data from the last census shows that one in ten households (10.8%) in Enfield are single occupied households (33,359 households). This indicates that these people are at the risk of suffering from social isolation and loneliness.

Income deprivation among people above the age of 60 is at 23% with stark ward level variation (13% in Grange and 43% in Edmonton Green). As of November 2018, 2.8% of working-age adults in Enfield (5,995 people) were claiming either Job Seekers Allowance JSA or were unemployed and claiming Universal Credit UC.

Eviction from private rented accommodation continues to be the highest cause of homelessness in Enfield. These challenges increase the risk for people escalating up the continuum of need. We will implement a joined-up approach to prevent and end homelessness in Enfield. We will do this through investing in a Housing Advisory Service model and actively enable those at risk of homelessness to secure sustainable housing solutions.

We can only shift these outcomes by bringing services together and maximising the use of what Enfield has to offer as a borough. Our vast and diverse VCS sector is full of potential to help understand local needs and deliver effective early help to address issues as early as possible. We have clear example of how residents come forward to offer help to one another when needed. During the COVID-19 lockdown our call for volunteers generated an overwhelming response with huge numbers of local people registering to help provide support to vulnerable people during the crisis. We will capitalise on this huge pool of capacity and will, to ensure nobody is left behind when it comes to accessing help and advice.

In February 2020, Enfield had 3,433 households in temporary accommodation, a 74% rise since 2012. This makes us the second highest provider of temporary accommodation in England.



² Enfield Borough Profile 2019

Case study 1

Adam and his two teenage sons move to Enfield from another city due to gang threats where they were previously living. The family have to move urgently and decide to stay with a family friend in Enfield. Adam terminates his employment and removes both children from education. He is struggling to manage his sons' challenging behaviour.

The family is referred to Change and Challenge team by their GP from their previous hometown. Adam starts receiving support from Jo (Change and Challenge worker) and manages to be accepted on the Home Finder's scheme. It doesn't take Adam long to move to a privately rented accommodation. Jo also helps Adam and his sons to register with a local GP and Dentist in Enfield. With the help of the Adam and Jo the children get on the school roll in Enfield as a matter of urgency.

Adam also works with an Employment Support Adviser and receives information about work and training opportunities as well as CV writing. Adam is proactive in terms of seeking help. He tells Jo that he needs emotional support and counselling to maintain good mental health despite the challenges he is going through. Jo makes sure that he sees a counsellor on need basis which Jo is quite happy about.

With the advice and support that Adam receives he manages to settle in Enfield smoothly with his sons. He is now working as a part time carer and also receives Universal Credit. He reports a positive relationship with the boys who has now built positive friendship groups in the area and are not affiliated with any past or current gang members.³

Case study 2

Maggie is struggling to pay her rent and is really worried about how to cope. She regularly uses Enfield Town Library and decides to talk to Fatema, one of the Community Hub advisers at the library, about her rent arrears. Fatema listens to Maggie talk about the challenges she's facing. She asks her questions to find out more about what's been happening, what resources or support is already available for her and what she would like to do next.

Maggie tells Fatema about how she has been unwell and that she suffers from panic attacks and has recently felt suicidal. Fatema helps Maggie to complete a request for support from the Housing Advisory Service and also puts her in touch with the welfare and benefits team so that they can help Maggie to manage her finances and make sure she's getting all the benefits she's entitled to.

She gives Maggie the contact details for the urgent mental health team, which Maggie didn't have – although her GP has made a referral, this might help speed up access to mental health support. Fatema also tells Maggie about a reading group at the library, which Maggie feels she might be interested in joining to meet other local people and help to re-establish a local support network.

³ Case studies are based upon real cases but names and details have been changed.

Key achievements

This strategy replaces our 2016 Family Resilience Strategy. Since the launch of that strategy, we have achieved a number of successes for children and families in Enfield, embedding early help as an essential part of how we deliver services across children and educational services, and now further embedding this across the whole organisation.

Early help is progressively becoming an overarching approach in Enfield to empower residents to do more for themselves and one another without relying on or needing specialist services. We have enhanced partnership and joint working to provide effective and inclusive early help. One example of this collaborative working is the development of a strong Family Resilience/Early Help Board which oversees early help services and interventions across the borough and develops new and better ways of working. It is a platform where we hold each other to account for effective delivery of our early help offer. We have also developed a SEND Partnership Board to strengthen the strategic overview of children with special education needs and/or disabilities. Another important development is our quarterly collaboration events where we discuss the status of our partnership working in early help and identify ways for further improvement of this offer in Enfield.

At an operational level, we launched our new Early Help Family Hub in September 2018 with a dedicated triage system, managed by a qualified social worker, with a clear early help offer. The Early Help Family Hub is made up of the Change and Challenge Service, Parenting Support Service and Children's Centres. We ensure that the needs of the families are responded to collaboratively with professionals working as part of a Team Around the Family (TAF). Between 01 April 2019 and 31 March 2020, a total of 1,652 referral assessments were accepted by the Early Help Family Hub. This represents a 33% increase on the previous year. The percentage of families making an improvement because of Early Help interventions remains high, with 100% seeing some improvement and an average improvement in more than half of the areas supported.

We are now effectively monitoring evidence of success for families with outcome tracking tools, Signs of Safety and Family Star, to guide our work with families and evidence improved outcomes. We have put in place a strong step-up and step-down process of collaborative work between Social Care and Early Help to review and agree step down cases.



To enhance the accessibility of available services, we launched our Children's Portal⁴ and My Life directory in 2019. This is a streamlined electronic referral system and information portal which reduces bureaucracy, simplifies processes and puts all information, advice and guidance into one place.

We have developed the Supported Internship Programme which is being run by West Lea School to support young people who have a Statement of Special Educational Needs or an Education Health and Care Plan to get into employment. At the end of the programme's first year, nine young people aged 19+ were successful in getting paid employment and there are currently 25 young people on this year's scheme.

Enfield Council are successfully delivering targeted community outreach sessions in the areas of the borough where youth violence and behaviour are causing concerns. From September 2019 to March 2020 our outreach team has engaged with 389 young people. From April 2020 to September 2020, we continued to deliver proactive and effective outreach during the COVID-19 restrictions, making contact with 173 young people during this period.

We are working closely with four primary schools on a number of preventative measures. This includes a new initiative Supporting Families Towards Safer Transition (SFTST) to provide vulnerable children in years 5 and 6 with direct, targeted support to prevent behaviour escalating into serious violence and crime that can happen at the transition to secondary school. The project includes an extensive police education programme as well as support to parents and carers, siblings, friends and the school community.

A new Mental Health Support Team is now operating in schools to offer low level interventions. The team is intended to deliver evidence-based interventions for mild to moderate mental health and emotional wellbeing needs; providing advice to staff in education settings; and liaising with external specialist services.

We launched our new Housing Advisory Service in September 2020, which is allowing us to work with tenants and landlords at the earliest opportunity to support people at risk in the private rented sector to sustain their tenancies. Our newly designed service is helping us work better with partners and with the community to respond to links between poor housing, low income and poor health to help residents to build resilience against future challenges.

A more recent example of our joint success is our response to the challenges brought about by the COVID-19 crisis. Our Enfield Stands Together initiative provided vital support to residents, businesses and our workforce to help them address issues and stay well during this difficult time. The initiative was a great testament of how communities can be supported to help one another and prevent issues from affecting their lives.

When I received your call, I couldn't believe it was someone who wanted to just talk to me about small things that matter the most to me – gardening. I do need food but equally important to that is having someone to talk to.

An elderly befriending service user during COVID-19 lockdown

We still regularly reference the resources and strategies the worker shared with our son and I also shared them with his school in order to support them to help him better.

The changes we have made in our family have been as a direct result of the advice and support the worker gave us and they have resulted in positive changes at home.

Participants from a Parenting Training Programme

⁴ The Children's Portal can be accessed [here](#)

Priority 1

Provide clear information, advice and support

Every individual in Enfield will have the knowledge of and access to the right support, at the right time, in the right place to tackle problems early.

We want all Enfield residents to have access to the services that respond to their particular needs. Information on services will be accurate, up to date and easily accessible, so that people have all the information they need to access help, support and positive activities independently.

We will provide services in a coordinated way by making every contact really count. This means that families and individuals only have to tell us their story once and that support pathways are accessible and clear. This will enable them to get the right and timely support regardless of which service they first make contact with.

For example, our new Housing Advisory Service, which launched in September 2020, has been designed to allow us better support tenants at risk of homelessness to tackle the multiple risk factors for homelessness, helping to negotiate with landlords, tackle debt issues and provide employment support in a more coordinated way.

As a result of the social distancing requirements due to COVID-19 we have adapted our services to provide virtual and digital support programmes. Our experience so far has shown that people are willing to take part in one-to-one interventions over the phone using Skype, Teams and WhatsApp. We will continue to maximise the use of digital facilities to reach those in need of help. To do this, we will listen to people using our services, and their carers and adapt how we provide help based on their views and wishes.

We as parent champions have received a great deal of training that has equipped us with knowledge and skills. We want to utilise this to help other parents deal with family issues.

Focus Group Discussion, Parent Engagement Network

I use an iPad and an Android phone and find them extremely useful. Life is much easier buying things online. The only challenging thing is my lack of dexterity about my arthritic hands, so I have to be strict with myself about the time spent on these devices. Any voice activated technology would be great to trial.

Safeguarding with smart tech consultation

To deliver on this priority we will:

- Provide easy access to universal services that support resilience, enable independence and self-care, and prevent or delay the escalation of need.
 - Work in partnership with our voluntary and community sector to further develop and promote the Children's Portal, My Life directory, Local Send Offer, Simply Connect Enfield and other information sharing platforms so that everyone in the borough uses them to access services, support and positive activities easily and quickly.
 - Ensure that all information provided online is easy to access and understand. This means that it is written in plain English, meets readability guidelines and the website displays an accessibility statement.
 - Increase and enhance the early help offer delivered from our community-facing venues, including our libraries, community centres, children's centres and council housing halls. We will provide joined-up services in settings that are welcoming and inclusive.
 - Publicise the new domestic abuse hub free helpline across all communities and in particular to people who are most at risk from domestic abuse and those who may be worried about someone who might be at risk.
- Increase access to mental health support both online and face to face for those in schools. This will be done in close partnership with children, young people, adults and mental health practitioners.
- In partnership with families, design and provide online parenting programmes as an alternative to face-to-face training. This will include Parental Conflict e-learning training.
- Support people to access the right volunteering role for them, ensuring they have the information and training they need to fulfil their role and prepare them for employment.
- Increase the use of assistive technology to help residents live independently at home, stay safe, improve their wellbeing and help them to stay socially connected.
- Provide and commission support for carers so that they have access to resources that help them develop and maintain social connection.



Priority 2

Empower communities

People will be motivated and empowered to take advantage of every opportunity the borough has to offer, to help themselves and their communities to make Enfield an even better place.

We will empower community groups and networks to build capacity and resilience, enabling them to do more for themselves. With the right support, communities will be able to deal with issues before they become more severe or complicated; and be independent and resilient enough to support themselves in the longer term, appropriate to their particular needs.

Given the continuing demand pressure on children and adult social care services, combined with the impact of funding cuts, funding new and innovative ways of establishing sustainable partnership with communities is more important than ever. Addressing this challenge is an opportunity to meet people's desire for more influence over their lives.⁵ Giving the community a greater sense of ownership of local assets such as libraries, community hubs, children's centres or council housing halls encourages the community to be inventive and resourceful.

We will provide opportunities for the community to take control and improve outcomes for their children, young people and themselves, building more cohesive communities in the process. To do this we will use public-facing communication to reinforce the message that effective early help starts in communities. As we empower communities and they take the lead in delivering initiatives, our role will progressively become more supportive and facilitative.

One significant step to develop how we work in partnership with communities is to encourage community commissioning. Research shows that the community often have a fine-grained understanding of local needs and they are keen to build their capability through their commissioned services.⁶ Community-led commissioning has also been shown to increase community cohesion and wellbeing, which contributes to prevention.

As part of our shift to greater community participation in decision making, we will review and reform our commissioning and procurement processes so that service users and communities participate and have influence on these processes. The review will guide us to take further steps in community commissioning and handing power to communities.

The thing I least like about Enfield is the lack of community get-togethers.

Consultation with Primary School children, Children and Young People's Plan Engagement

We should capitalise on health champions and enhance Enfield social prescribing approaches. This can be done through more coordination and collaboration among community organisations and data sharing.

Consultation with Early Help practitioners

⁵ Community Paradigm, NLGN, 2019

⁶ Community Commissioning, NLGN, 2019

To deliver on this priority we will:

- Identify and map all recognised Early Help providers in Enfield to aid referral processes and partnership working.
- Empower Voluntary and Community Sector organisations and groups through capacity building, advice and support to help them continue to deliver community focussed projects in an inclusive and sustainable manner.
- Continue to support and empower the Parent Engagement Network and Parent Champions to so that we provide services in partnership with parents and carers, and deliver family-focussed, holistic and inclusive services informed by the experiences and views of our communities.
- Work with our partners to support volunteering and establish a lasting legacy from our 'Enfield Stands Together' Programme, to enable communities to help and support one another into the longer term.
- Take every opportunity to raise awareness about the importance of seeking or providing early help for anyone experiencing difficulties.
- Develop our libraries into community hubs for everyone in Enfield to access help, support and inspiration to achieve the very best outcomes.
- Explore opportunities for adopting a community commissioning model as an approach to empower communities through an analysis of our commissioning and procurement process.

The 3-conversation model

This is a strength-based approach that helps people recognise their needs and identify the best workable approach to help improve their life outcomes.

Conversation 1 is about listening hard to people to understand what's important for them and working with them to make connections and build relationships in order to help them get on with their life independently.

Conversation 2 is about meeting and talking to people who need something to happen urgently to help them regain stability and control in their life, we use Conversation 2 to understand what's causing the crisis, put together an 'emergency plan' and stick with the person to make sure that the changes happen quickly, and that the plan works for them.

Conversation 3 is undertaken to establish a plan for long-term support in building a good life. It is to understand what this good life looks like to them and their family and helping them to get the support organised so they can live the best life possible.



Priority 3

Establish an effective early help system

There is a whole-system approach to early help with strong leadership, confident workforce and commitment to join resources and services.

Early help is a cross cutting theme in our Council Plan, demonstrating our commitment to take this approach in everything we do; the high priority this is given across the Council and our understanding of the impact of early help on achieving all the priorities set out in our overarching Plan for Enfield.

As well as strong leadership and commitment to early help, we are equipping our workforce across the Council with the skills and knowledge to work with local people in a way which is empowering and helps communities to be strong and resilient. Practitioners across all services will have access to the right training, information, guidance, supervision and support at the right time which equips them for taking an effective early help approach to working with families and individuals. This is because we know that we will only turn around the lives of people needing support and facing complex and multiple disadvantages if front line staff have the competencies and tools to work with them effectively.

Positive relationships between residents and practitioners are vital, to achieve positive outcomes through early help. We will give frontline staff the time to build these kinds of relationships and support them to develop the soft skills they need to do this. As part of building strong relationships and trust, there needs to be the time and space for reflection on the early help services we provide. This includes both self-assessment by practitioners and services and by children, young people and their families as well as individuals. We will make sure that everyone is able to assess the service they receive on a regular basis and feed this back in an impactful way.

Focusing on building relationships and communicating effectively across the board enables each one of us to understand the impact of our individual work and how we fit in the context of the whole early help offer in Enfield. This will allow us to play a more complementary role and avoid duplication.

We know that effective sharing of information between practitioners and local organisations and agencies is essential for early identification of needs, assessment and coordinated service provision. We will work towards establishing a single assessment framework to ensure that all relevant partners can access and use the information they need to do their jobs in a timely and coordinated manner.

There is huge benefit to early intervention and prevention, delivered through a range of early help services. But in the face of funding cuts, resources for these services is challenging to maintain. As such, we will take a more proactive approach in identifying funding opportunities and leveraging other support to not only continue to provide the current level of early help services but also to develop further capacity in this area.

Like most of the other fantastic services within the borough, we as the network of early help offer work together to support families in the best possible way. We are very good in sharing best practice and supporting one another.

Consultation with Early Help practitioners

To deliver on this priority we will:

- Continue to improve our early help offer by implementing the Troubled Families Service Transformation Maturity Model.
- Promote the benefits of early help and prevention and share best practice on effective approaches across the whole Council workforce and with our partners.
- Seek alternative funding streams and collaborate in leveraging financial resources to sustain and increase our early help offer and increase the response capacity of our workforce. This will include identifying funding for rolling out Trauma-informed Practice for schools.
- Work in partnership to provide a comprehensive training offer to help all staff in community settings and services to provide effective early help, including training on social prescribing and making every contact count.
- Create a single data collection, management and reporting dashboard to establish a better understanding of our local needs and enhance the effectiveness of our early help offer in the context of COVID-19 and beyond.
- Further develop the new Housing Advisory Service to proactively identify residents/households with a risk of homelessness, help them access the relevant services across the council to prevent homelessness and address underlying issues.

Trauma Informed Practice in Schools (TIPS)

Trauma Informed Practice in Schools is a whole system approach aimed at promoting the emotional wellbeing of every child and young person. The approach helps us recognise the signs and symptoms of trauma in children, young people, families, staff and others working across the system and address mental health problems.

It is essentially a training and implementation programme designed based on evidence-based knowledge and practice. It will help schools and the wider education settings to integrate this approach into their policies and everyday practices. It will help empower and enable key staff in schools to be able to respond effectively to mild to moderate mental health problems and actively prevent re-traumatisation.

Once implemented, this programme will help inform every interaction, every action and every decision relating to every child/young person in every schools in Enfield.



Governance and measuring our success

The Early Help Board will retain oversight and actively drive the delivery of this strategy.

This board will be accountable for implementing the action points and reviewing progress on quarterly basis. The board will review the outcome measures set out in the following table on annual basis and report update to Children Safeguarding Partnership and Adults Safeguarding Board. The annual review of the strategy will also include refreshing the strategy if deemed necessary based on the changes in circumstances and lessons learnt.

Outcome measures table to be confirmed.

Connected strategies and policies

Early Help is a crosscutting theme in our Council Plan. There are a number of focused strategies which set out how we are applying early help to achieve a lifetime of opportunities for everyone in Enfield. These are set out below, under each of the three priorities from our Plan.



Good homes in well connected neighbourhoods

- Homelessness Prevention Strategy 2019
- Housing and Growth Strategy 2019



Safe, healthy and confident communities

- Children and Young People's Plan 2020 (*under development*)
- Joint Health and Wellbeing Strategy 2020-2023
- Safeguarding adolescents from exploitation strategy 2019
- Healthy Weight Strategy 2019-2023
- CAMHS Transformation Plan
- North area violence reduction plan
- SEND Strategy 2018-2021
- Library Strategy (*under development*)
- Digital Enfield Plan: Digital access for all in Enfield (*under development*)



An economy that works for everyone

- Employment and Skills Strategy (*under development*)
- Midterm Financial Plan

Climate Action Plan
Fairer Enfield – Equality, Diversity and Inclusion Policy
Enfield Poverty and Inequality Commission 2020

Thank you for taking the time to read our Enfield Early Help For All Strategy 2020-2025; we hope you found it interesting. If you have any questions or comments, please get in touch as we value your feedback.

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CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY WORK PROGRAMME 2020/21

WORK	Thursday 10 September(Work Planning)	Tuesday 1 December	Thursday 10 December 2020	Wednesday 3 February 2021	Tuesday 9 March 2021
Panel Work Programme 2020/21 – To consider the Panel work programme	Agree work programme				
Local Priorities 2020-21	Verbal Update				
Specific Topics:					
Draft Children & Young People's Plan		Report			
Early Years Help Strategy		Report			
Fostering			Report		
Mental Health				Report	
Exclusions			Report		
Covid 19 (opening of schools and working in a Covid 19 environment)			Report		
Supporting schools and the Heads of schools				Report	
Poverty & Inequality Commission					Report
Special Educational Needs				Report	
Vulnerable Children & Young People youth provision and environment					Report

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