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CHILDREN, YOUNG PEOPLE & EDUCATION SCRUTINY PANEL

**Thursday, 23rd March, 2023 at 7.00 pm in the Conference Room,
Civic Centre, Silver Street, Enfield, EN1 3XA**

Membership:

Councillors Elif Erbil, Gunes Akbulut, Ahmet Oykenner, Andrew Thorp, Adrian Grumi, Nelly Gyosheva, Suna Hurman (Deputy Mayor) and Ruby Sampson

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 PREVIOUS MEETING (Pages 1 - 4)

To approve the minutes of the meeting held on Tuesday 10 January 2023.

**4. THE DEVELOPMENT OF FAMILY HUBS AND CHILDREN'S CENTRES
(Pages 5 - 12)**

The Committee are recommended to note the report.

5. VIOLENCE TOWARDS TEACHERS (Pages 13 - 44)

The Committee are recommended to note the report and appendices.

6. YOUTH OFFENDERS - ACTIVITIES TO HELP STOP REOFFENDING, YOUTH CENTRES AND CADETS (Pages 45 - 60)

The Committee are recommended to note the report.

7. WORK PROGRAMME (Pages 61 - 64)

To note the completion of the Work Programme for 2022/23 and that the Children, Young People and Education Scrutiny Panel Work Programme for 2023/24 will be discussed at the first meeting of the new municipal year.

8. DATE OF NEXT MEETING

To note the dates of the future meetings will be confirmed following Annual Council on Wednesday 10 May 2023.

MINUTES OF THE MEETING OF THE CHILDREN, YOUNG PEOPLE & EDUCATION SCRUTINY PANEL HELD ON TUESDAY, 10TH JANUARY, 2023

MEMBERS: Councillors Elif Erbil, Gunes Akbulut, Ahmet Oykenner, Andrew Thorp, Adrian Grumi, Nelly Gyosheva, Suna Hurman (Deputy Mayor) and Ruby Sampson

Officers:

Director of Children and Family Services

Also Attending:

1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting.

There were no apologies given.

2. DECLARATIONS OF INTEREST

The following declarations of interest were received:

Cllr Akbulut declared she was a member of the Fostering Panel.

Cllr Grumi declared he was a Governor for Broomfield School.

3. MINUTES OF THE PREVIOUS MEETING

Approved

That the Chair signed the minutes of the meeting held on 02 November 2022 as a true and correct record. Subject to the spelling of Cllr Thrope's name to include the e.

4. LEVEL OF CARE PLACES IN THE BOROUGH AND THE NATIONAL SHORTAGE OF CARE PLACES

Councillor Abdul Abdullahi, Cabinet member for Children's Services introduced the item explaining himself and the team had been working on the issue of the level of care places since June 2022. The recruitment and retention of Social Workers remains a top priority.

Ram Ramasurbamanian, Head of Access to Resources Integrated Services highlighted the key points from the report which included the local and national issue of shortage of placements in children's homes and foster parents and looking at ways to tackle the issue. These include the possibility

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of increasing the local authority foster care provision, working with other local authorities to develop in house care homes and sub-regionally finding ways to increase capacity to end inappropriate placements.

In response to members questions, officers advised they try to keep placements within London, although the capacity is decreasing, and some children have gone as far as the midlands. The team works to keep the children as close to Enfield as possible, however with some children it can be beneficial to be away from London to access specialist therapeutic homes. If this is the case the parents are supported to visit the child.

Officers confirmed there around 50 children seeking asylum within the borough and there are no children who do not have a placement. The team have a good relationship with the providers and work hard to get each child placed.

Following member queries, officers explained that independent fostering agencies cost around £450 more per week. There is a London wide framework who oversee the independent fostering agencies.

Members wanted to know the main barriers for having adoptive parents, to which officers explained that an adoption is a court decision and is not always the best option for the child. Special Guardianship, which is means tested, can be available to friends or family of the child to enable them to remain within their community.

In response to questions from members, Officers explained that they have members of staff on duty every day and an out of hours system to be able to respond to any emergencies.

ACTION: Anne Stocker to provide data from the last 3-4 years in relation to item 14 of the report.

5. RECRUITMENT AND RETENTION OF SOCIAL WORKERS

Anne stocker introduced this item explaining that a stable and secure workforce is highly important, with relationships being a key factor in order to empower change and make a difference.

Angela Bent, Head of Practice Improvement, highlighted key points from the report.

Following questions from Members, Officers explained that the reason Zimbabwe and South Africa were the countries chosen as part of the International Social Work Programme were because their practices and standards are similar to those we have in the UK. This being the voice and needs of the child being a priority.

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Officers explained the apprenticeship programme lasts for 3 years, at the end of this they gain a degree. Officers are confident the current apprentices will graduate and are supporting them with their studies and work.

Members raised concerns on the methods of recruitment, particularly some advertised requesting specific genders or background. Officers confirmed that Enfield do not include this in their recruitment process and has a very mixed demographic in the workforce.

In response to Members questions, Officers explained that Enfield has a strong access to resource team with a great leader and it is very rare that a placement is not found. Officers also explained that there is a great Employee Support Programme available to staff and an individual programme for Social Workers. There are also emotional and wellbeing groups and the department has a fantastic management structure who provide support.

Following a query from members, the Officers explained that the recruitment process for social workers can not be less formal as a level of standard needs to be maintained and can not take any shortcuts. The risk of reducing standards would be too high.

6. RECRUITMENT AND RETENTION OF FOSTER CARERS

Debbie Michael, Fostering & Permanence Service Manager presented this item highlighting the key points from the report.

Members had queries on the marketing and communications strategies used. Officers explained that they had recently got a budget back for marketing and communications and will be using this for billboard adverts. Digital campaigns will also be done to raise awareness and generate interest. These methods have been used previously but there is not data to assess its benefits. Officers explained they get the best uptake from recommendations and their events.

Members suggested using Instagram or other social media to create videos which give positive experiences of foster carers.

Officers explained that faith groups have been involved in promoting Enfield's fostering service. An advert was recently put out on LGR radio to get across to the Greek and Turkish community.

Officers requested that members inform them of any events or large group meetings that the fostering team can get involved in to create interest.

Members suggested communicating more clearly that the allowance is not taxed. However Officers had reservations as the incentive should not be focused on the money.

7. WORK PROGRAMME 2022/23

NOTED the work programme for 2022/23.

8. DATE OF NEXT MEETING

NOTED the dates of future meetings as follows:

Thursday 23 March 2023

All meetings commence at 7pm and will be held in the Conference Room at the Civic Centre.

The meeting ended at Time Not Specified.

This report format is for scrutiny reports

London Borough of Enfield

Children, Young People and Education Scrutiny, 23rd of March 2023

Subject: Development of Family Hubs and Children Centres

Cabinet Member: Cllr Abdullahi

Executive Director: Tony Theodoulou

Purpose of Report

1. This report provides a progress update on developing Family Hubs and children centre provision within the context of the DfE's Family Hubs and Start for Life programme of work. It outlines national policy context, and Council's approach to transforming service delivery to deliver on the ambition of Family Hubs and Start for Life Services.

Relevance to the Council Plan

2. Developing Family Hubs contributes towards the following Enfield Council's Plan 2023/26 priorities:
 - Priority 2: Strong, healthy, and safe communities; and
 - Priority 3: Thriving children and young people
3. Family Hubs is also one of the priority areas of work contributing towards delivery of Council's Early Help for All strategy 2020 – 2024. The strategy sets a compelling vision to collaborate with our communities and partners to help everyone in Enfield to be resilient, overcome challenges and lead happy and fulfilling lives. It aims to achieve this vision through focusing on the following three key pillars of work, which underpins our approach to developing Family Hubs:
 - Provide clear information, advice, and support.
 - Empower communities.
 - Establish an effective early help system.

Background

National policy context for developing Family Hubs and Start for Life

4. The government has committed to championing Family Hubs. Family Hubs are at the heart of the Best Start for Life: A Vision for the 1,001 Critical days, published by the Department for Health and Social Care in March 2021. The Best Start for Life offer builds on the work of early years/children centres and is seen as a core part of the Family Hubs network and Supporting Families programme.

5. In October 2021, the DfE provided an opportunity for LAs to bid for funding through the Covid recovery grant to accelerate development and opening of Family Hubs. Enfield Council secured £46,000 and commissioned Mutual Ventures consultancy to develop a business case and a blueprint for Family Hubs in Enfield.
6. In April 2022, the DfE confirmed 75 top tier LAs that will be eligible to sign up for funding support to develop Family Hubs and Start for Life programme. The funding package is £301.75 million for the period 2022–2025. Enfield was one of 75 local authorities eligible for this funding. The programme's core objective is to improve the universal Start for Life offer and transform delivery of family services across local authorities. The roll out of the DfE funding was delayed due to the changes in the government. This delayed the sign-up process for the eligible Local Authorities to December 2022.
7. Family Hubs provide a central access point for integrated and co-located family services. Family Hubs are a way of joining up services locally to improve access to services, connecting families and professionals and putting relationships at the heart of family help. Family Hubs are expected to bring together services for families with children of all ages (0-19 or up to 25 with special educational needs and disabilities). Family Hubs can include buildings, a virtual offer and outreach. The DfE stipulates that Start for Life services must include:
 - midwifery;
 - health visiting;
 - safeguarding;
 - SEND support;
 - breastfeeding;
 - home learning environment; and
 - perinatal mental health support.

Key DfE funding expectations

8. The DfE sets out a strict criterion how funding needs to be used, which is primarily focused on transformation of service delivery with ring fenced amounts for each start for life programme component.
9. In summary, local authorities are expected to deliver against all the following key programme components:
 - LAs must adhere to the DfE Family Hubs framework within the design and delivery of Family Hubs and agree to the minimum programme expectations across all programme areas of work and achieve those by March 2025 at the latest.
 - Create welcoming family hubs to support families with children across the age range 0-19 and up to 25 for children with SEND needs. This needs to include physical spaces as well as outreach and digital service delivery.
 - Develop a coherent joined-up 'Start for Life' offer available for all families. This must include midwifery, health visiting, infant-parent mental health support, infant-feeding advice, breastfeeding support, parenting support, home learning environment, safeguarding and SEND support. Publish start for life offer for every parent.

- Develop a skilled workforce, working in an integrated way to provide families with universal and targeted support with focus on creating capacity through new workforce models that incorporate a skill mix, closer working across professions and provision of clinical support for start for life service.
- Provide a strong local leadership and commitment across partners to prioritise early years and support for families with children of all ages. This must be supported by transparent local leadership structures with clear lines of accountabilities and governance.
- Strengthen continuity of care between professionals, facilitated by the appropriate person for the family, to ensure families receive a seamless offer of support and do not have to repeat their story. Focus should be on joined up working, clear referral pathways, a shared case management system, data sharing, co-location of staff and a consistent point of contact linked to family hubs.
- Enable co-production of Family Hubs through consultation with parents/carers, children and young people to co-design and improve services. This should be enabled by creating parent and carer panels.

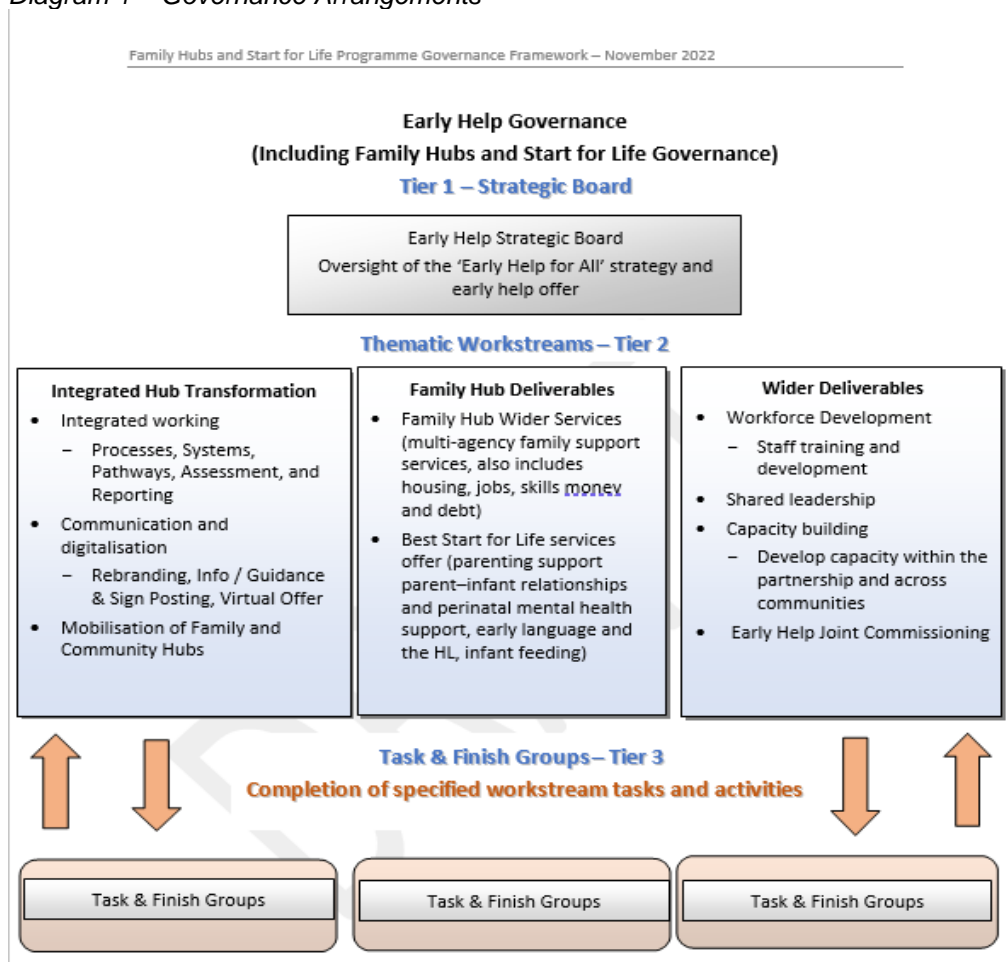
Local context

10. Enfield's early help system is well established, with long standing effective partnership working arrangements in place with the NHS, schools, children centre provision, GPs, public health, and the voluntary and community sector, providing a strong platform to galvanise resources and joint working.
11. The Council's Early Help Strategy for All provides a good strategic fit to enable delivery of Family Hubs and Start for Life service transformation. Early Help for All strategy delivery has been supported by a strategic partnership board that has been in place since March 2021.
12. The Council has continued to deliver a strong early help offer to families alongside of the work of partners, which includes the work of change and challenge and parenting support services, commissioned children centre provision, early years, special education needs service, education psychology, public health commissioned services such as health visiting and school nursing, youth services and community hubs.
13. The provision of children centre is within the scope of developing family hubs. The children centre provision is currently commissioned and delivered by schools from five primary schools' sites (De Bohun, Eldon, Carterhatch, Raynham and Hazelwood). The current contract value is £937,575 per annum with a contract end date of March 2024. The physical and structural constraints of the current children centre provision would not enable a fully integrated 0-19 Family Hubs service offer.
14. This transformation funding provides a fantastic opportunity for the Council and partners to build on the maturing local early help system through galvanising shared resources, enhancing start for life offer, co-locating services together to provide early help to families with children at the right time in the right place in the areas with the most acute needs.

Main Considerations for the Panel – progress against developing Family Hubs and Start for Life services

15. During 2022, Enfield Council has co-produced with support from the Mutual Ventures a blueprint for Family Hubs model. The blueprint was informed by a significant engagement with a wide range of partners such as Public Health, Parenting Support Service, Social Care, SEND Services, North Middlesex Hospital, Health Visiting Service, Midwifery, 0-19 Services, BEH Trust, Integrated Care Board, IAPT services, Sexual Health and Substance Misuse Services, Housing, commissioned Children Centre provision, Third Sector partners, school representatives, Early Years, and Community Hubs. The blueprint model was tested with service users' focus groups, which included parents, children, and young people. Both partners and service users have positively received the idea of Family Hubs and provided suggestions on services they need. In September 2022, a partnership stakeholder event was held and attended by 54 stakeholders. The event established a strong commitment from partners to our preferred approach to the development of family hubs, as well as partners' support for the DfE funding sign up.
16. Our blueprint highlights a preferred approach for developing family hubs as an evolution of the existing early help system across Enfield. This approach enables a leveraging of existing service assets and buildings adopting the following methodology:
 - A place-based approach of developing family hubs, informed by local population needs, prioritising the resources for the areas with greatest needs.
 - Creating a 'navigator' role to help families to access support from youth, community, and family hubs network. Family navigators will be a point of contact who is able to provide information and help families and young people navigate and access the early help system and support that is available, additionally signposting families and young people to specialist services should this be required.
 - Adopting a 'no wrong door' approach, providing a one stop shop for families and young people who are seeking help and support.
 - Building on the integration through a co-location of services through family hubs.
17. We are currently in the process of assets and partnership work mapping, the plan is to open the first family hub in Ponders End. Our approach proposes to develop fully DfE compliant family hub and start for life services offer alongside of universal plus and community service wherever possible. Universal plus offer may include reducing parental conflict, parenting programmes, DA support, public health services, housing support, substance misuse support, food pantry, welfare, and debt management support.
18. In December 2022, the Early Help Strategy Board ratified a revision of the current governance arrangements that is currently being implemented. The new governance format, see diagram 1, enables delivery of family hubs whilst driving early help system and start for life service transformation.

Diagram 1 – Governance Arrangements



19. In December 2022, Enfield Council successfully signed up for the DfE funding. Table 2 highlights an indicative funding for Enfield Council which is in the range of £4.12 – 4.32 million over the three fiscal years from 2022 to 2025. The DfE funding clearly specifies how funding needs to be spent, see table 3.

Table 2 – overall funding

2022-23	2023/24		2024-25		Total	
Total	Lower range	Upper Range	Lower range	Upper range	Lower range	Upper range
£1,047,000	£1,679,000	£1,789,000	£1,399,000	£1,485,000	£4,125,000	£4,321,000

Table 3: Distribution of the funding allocation across the programme's strands

Programme strand	%
Family hubs programme spend	19.5%
Family hubs capital spend	4.9%
Perinatal mental health and parent-infant relationships	31.0%
Parenting support	16.3%
Infant feeding support	15.4%
Home learning environment services	9.8%
Publishing 'Start for Life' offers and Parent and Carer Panels	3.2%

20. In addition, Enfield Council was also successful in a bid to receive additional consultancy support from the Early Intervention Foundation that was made available to 15 local authorities to support system transformation.
21. In January 2023, the Council's proposed programme delivery for Family Hubs and Start for Life services was accepted by the DfE.
22. The Council's public health has developed a detailed local population needs analysis to inform development of family hubs and start for life services. This was positively commended by the Early Intervention Foundation.
23. Family Hubs and Start for Life service requires a large-scale system transformation. The proportion of the DfE funding is ring fenced for transformation infrastructure support. We have appointed Head of Family Hubs and Start for Life Transformation and are currently in the process of recruiting project management support.
24. A spatial requirement design meeting is taking place in March to consider the soft modifications required for the current Ponders End Youth Centre to enable a re-purposing into a fully-fledged 'family hub,' whilst retaining the full youth centre offer.
25. A clear target operating model is in the process of being developed and will be tested in in the first Family Hub.
26. Children and Family Services moved into the Children and Family Hub, at Thomas Hardy House at the end of December 2022. Planning is underway for the Thomas Hardy House facility to host a proportion of start for life service offer.
27. There is a follow up Early Help for All strategy partnership event scheduled in March 2023 to share the DfE delivery plan with focus on system and service delivery planning.
28. The thematic task and finish groups linked to the funded programme streams are currently being inaugurated.
29. Key high-level milestones within our DfE programme delivery plan are reflected within table 4.

Table 4 – Programme Delivery

Milestone	Timeframe
Task and finish group thematic workstreams fully mobilised with clear terms of reference and programme of work linked to the DfE funded programme elements.	March 2023
Maturity self-assessment submission	April 2023
Needs analysis fully completed	April/May 2023
Parent Carer panel established	April 2023
Business case for full integration of children centre provision within our emerging Family Hubs model agreed.	BC agreed May 2023

Milestone	Timeframe
	Full integration achieved by March 2024
Published Start for Life offer	April 2023
1 st Family Hubs in Ponders End soft launched	June 2023
Deliver all minimum DfE requirements/expectations	By March 2025

30. Stakeholder engagement in co-production of our family hubs model continues to be a priority for the next six months. There will be the following further stakeholder events: Early for All strategic board and partners event in March third sector engagement event in May and engagement with schools' community in June.

Conclusions

31. The delayed roll out of the DfE funding programme has presented significant challenges for local authorities. The secured DfE funding represents a significant investment for Enfield Council and partners, which will enable positive enhancement for the start for life services that families with children will benefit from.
32. Our preferred approach to developing family hubs is underpinned by a pragmatism to maximise the use of Councils' and partners' assets and resources, whilst unlocking additional capacity to expand and improve our local early help system.
33. Enfield Council has undertaken a significant amount of work to progress the family hubs ambition in a truly brief time.
34. In summary, there is a clear road map to deliver Family Hubs and Start for Life Services. The new governance for Early Help for All strategy will be the bedrock to drive the transformation through a programme approach. This is an ambitious programme that will improve outcomes for children and families in the borough.

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Date of report: 2nd of March 2023

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London Borough of Enfield

[Meeting title and Date]

Subject: Violence against School Staff

Cabinet Member: Cllr Abdullahi

Executive Director: Tony Theodoulou

Purpose of Report

1. To update the Panel in response to an item proposed by Cllr Thorp on incidents of violence against staff in school.

Relevance to the Council Plan

- 2.

Background

3. Cllr Thorp requested that the panel see data, patterns, intervention, and safeguarding for staff

Main Considerations for the Panel

4. The Schools Health and Safety Team collates violent, abuse and incidents which have caused harm data via the CLASSI reporting system for community schools as we are the dutyholder for those schools. It also records information provided to us by Voluntary Aided, Foundation and Academies who buy back into the Health and Safety Service Level Agreement (SLA). There is no requirement for schools other than community schools to use the system or report incidents of any description to the Local Authority.
5. There are the following designations of schools which buy back into Schools Health and Safety:
 - a. Community (included) 34
 - b. Academy (buy in) 27
 - c. Foundation (buy in) 6
 - d. Voluntary Aided (buy in) 22
6. The CLASSI reporting system is used to record violence and abuse incidents in schools. The accident reporting policy for schools provides examples of what schools should be reporting, see below:

- a. All incidents of violence and abuse against staff should be reported:
 - i. Member of the public abusing a member of staff over the phone.
 - ii. Member of public threatening a member of staff at work.
 - iii. Other types of violence/aggression incidents e.g. service users/members of the public having an altercation in a School building

should be recorded on the CLASSI system.

Note: *If the incident involves an assault or physical damage an Accident report must also be completed.*

7. It is to be noted that data is not specifically held with regards to violence or physical harm against staff by children or other members of staff. These would be held internally to the school and where an accident has occurred should be on the accident report.
8. If the accident is covered by RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) then a report would be submitted to the Health and Safety Executive. Over the last 5 years, there have been a total of 7 incidents (one or two a year) where SEN children have injured a member of staff such that a RIDDOR report was required, 6 of these have been within Special Schools, one this year in a mainstream setting. No other similar violence, physical harm or abuse against a member of staff has been reported from children without Special Educational or Additional Needs.
9. Appendix 1 show the details of incidents of violence and abuse that the Local Authority have been informed of. These can be summarised as
 - a. 2018: 6 incidents
 - b. 2019: 0 incidents
 - c. 2020: 0 incidents
 - d. 2021/22: 2 incidents
 - e. 2022 to date: 1 incident
10. It can be seen that there are very few incidents reported of violence against staff, either in the pre-CLASSI system or in the more recent times where the reporting system was improved.
11. Separately, it is to be noted that there have been a number of incidents of Special Educational Needs (SEN) behaviour incidents. The classification of 'SEN' is one provided by the school so these could be children with an Education, Care and Health Plan (EHCP) or children who are recognised as having additional needs within the school, including those who the school are collecting evidence for an EHCP assessment.
 - a. 2018: 46 incidents
 - b. 2019: 189 incidents
 - c. 2020: 18 incidents
 - d. 2021/22: 100 incidents
 - e. 2022 to date: 182 incidents

12. Two points of note: a) 2020 was the year that there was Covid Lockdown for much of the year, and this would explain the low numbers of incidents in that year and b) that there seems to be a substantial rise in this academic year, as the figures are only for 5 months and yet nearly double the full academic year for 2021/22.
13. There could be many reasons why there has been a rise including the trauma felt by some children following lockdown, and the lack of social interaction during that time, the increasing needs of some of our children, as well as a great number of children that we are retaining within the Borough in our Additional Resource Provisions (ARPs)
14. Looking at these figures in greater depth, and whilst there has recently been some additional training on the CLASSI reporting system and the understanding of what to report, of the 182 incidents reported
- a. 61 were in Special Schools
 - b. 1 was in a Secondary School
 - c. 120 were in Primary Schools

15. The figures can be again split by the type of injury and as such are:

a.	Bite	38
b.	Bruise/abrasion/bump	95
c.	Crushing (head/chest/abdomen)	1
d.	Cut or puncture (but not needlestick injuries)	9
e.	Eye injury/reduction/loss	4
f.	None visible	23
g.	Sprain or Strain	12

16. Children with SEND or those with additional needs may have more challenging behaviours at times and these incidents can be taken that they are acting within the parameters of their own expected behaviours. Although they could be considered as a form of violence, it could be seen as unintentional physical harm as it is expected behaviour for children with those diagnosis which schools and staff are aware of, schools should have risk assessments and appropriate strategies in place for, and other relevant professionals will be involved.
17. With regard to these incidents there are a number of areas of support for schools:
- a. The Health and Safety Team have over time looked at these incidents and worked with the schools and their subject matter experts to minimise harms and follow good practice, putting additional risk assessments in place and training for staff in working with these children to reduce the likelihood of them becoming agitated and/violent.
 - b. To reduce the risk of violence or physical harm against staff, the Health and Safety Team provides schools with templates for a

Visitor Behaviour Policy (Appendix 2), a Visitor risk assessment (Appendix 3) and a Pupil risk assessment (Appendix 4)

- c. Enfield has Responding to Critical Incidents Protocol For Schools and Educational Settings for meeting the emotional needs following a sad or traumatic event. This is accessible for all schools and follows the Enfield Trauma Informed Practice approach.
- d. The support for Special schools includes the funding model taking into account things such as class size, ratios, etc and gives flexibility for Heads to organise classes as they see best. Two of the Special Schools are PRICE trainers. PRICE equips staff with the knowledge, skills and confidence to safely respond to situations where the behaviour of individuals or groups is impeding learning. The Special Schools follow Positive Behaviour Support (PBS).
- e. With regards to support for mainstream settings, especially primary schools, there is an outreach offer organised by SEND using the Special Schools and this includes Primary Behaviour Support Service. There are services such as Enfield Advisory Service for Autism (EASA) and ECASS that offer support and advice to schools. There is a Senior School Improvement Advisor for Safeguarding & Inclusion that offers support and advice for schools.

Conclusions

- 18. Whilst there are some incidents of physical harm that have been reported, and all are taken seriously, there remain a small number considering the population of Enfield school children being over 56,000. However, we understand that each incident impacts staff and pupils and would want to keep any incidents to minimum, and learn lessons to reduce the risk of it reoccurring.
- 19. Schools have a range of support that they can access. Each school has an SEND Case Officer assigned to them and they can contact these for advice and support as needed. There is a Professional Learning training offer, some free to schools and some traded. The borough is currently in the process of starting a trail of a Virtual Complex Needs School to support mainstream schools with more challenging situations and if successful this is something that will be rolled out to all schools.
- 20. Officers are working with schools, governors and staff representatives to develop guidance to support schools and staff where incidents which cause harm to staff may occur and the responses to them.

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10th Feb 2023

Appendices

Appendix 1: School Violence on staff 17.01.23

Appendix 2: Visitor Behaviour Policy

Appendix 3: Visitor Example Risk Assessment Nov 15

Appendix 4: Pupil risk assessment template

Background Papers

The following documents have been relied on in the preparation of this report:

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Violence & Abuse

	Pre-CLASSi		
	2018-2020		
	2018	2019	2020
Physical assault	0	0	0
Verbal abuse (1:1)	3	0	0
Telephone abuse	2	0	0
Intimidation	1	0	0
Property damage	0	0	0
Other	0	0	0
<i>SEN behaviour</i>	46	189	18

NB: The ANT system was replaced with the more detailed CLASSi system in 2021 – details of who the violence/abuse was directed at was not always recorded in detail. It is also unclear as to whether these are SEN pupil behaviour.

Violence & Abuse 2021-23 by quarter

	CLASSi							
	2021/22				2022/23			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Teachers	0	0	0	0	0	0	0	
TA	0	0	0	0	0	0	1	
Reception/Office	0	0	0	0	0	0	0	
Site Manager	1	0	0	0	0	0	0	
Other	1	0	0	0	0	0	0	
<i>SEN pupil behaviour</i>	15	20	33	32	42	41	99	

Violence & Abuse by year 2018 – 2023 (to date)

	Pre-CLASSi		
	2018	2019	2020
Physical assault	0	0	0
Verbal abuse	3	0	0
Telephone abuse	2	0	0
Intimidation	1	0	0
Property damage	0	0	0
Other	0	0	0
<i>SEN behaviour</i>	46	189	18

	CLASSi	
	2021/22	2022 – to date
Teachers	0	0
TA	0	1
Reception/Office	0	0
Site Manager	1	0
Other	1	0
<i>SEN behaviour</i>	100	182

Violence & Abuse - Summary

Q1 2021/22:-

Site Manager: Verbal abuse towards the Site Manager by a parent.
Slight injury (not detailed).

Other: A water bottle was thrown at a cover supervisor's head.

Q3 2022/23:-

TA: Nursery children were playing in their playground. The TA was explaining to a child to share the toys with other children. Child threw a metal car on left side of her head.

London Borough of Enfield

Visitor Behaviour Policy

	Name	Signature	Date
Prepared by:	Paul Bishop		Sept 2014
Reviewed by:	Julia Moulton		March 2021
Approved by:	Peter Nathan		March 2021
Document Title:	Visitor Behaviour Policy		
Version Number:	6	Date of Next Review:	March 2023

This plan will be amended according to legislation / changes to better practice and will be updated as and when required.

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Director for Education's Policy Statement

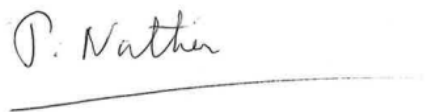
As Director for Education, I, have overall responsibility for all health and safety matters within schools. As such I am committed to the continuous improvement in health and safety standards for staff, clients, pupils, and visitors and a better working environment for everyone.

It is essential to the achievement of our Strategy for Health and Safety to ensure that access to the right knowledge, skills, and support is available to staff when they need it, and that this is widely communicated and understood.

I am committed to the continuous improvement in health and safety management by setting clear objectives and monitoring performance through health and safety management plans and proactive audit programmes. All Headteachers, Managers, including the Department Management Team and Service Managers must lead by example by demonstrating best practice in health and safety management and ensuring whenever possible, that all management decisions further health and safety objectives.

Effective partnerships between Headteachers, Managers and Staff are crucial to successful health and safety management. Poor health and safety management is rarely the result of malicious intent. Education and training in health and safety skills and risk management are key to achieving a strong health and safety culture which benefits all staff, clients, pupils, visitors and contractors who work in our premises, and improves the quality of our service.

Peter Nathan

A handwritten signature in cursive script, reading 'P. Nathan', with a horizontal line underneath.

Director for Education

Introduction

The Visitor Behaviour Policy was originally written following a Stress Audit of Schools and Children's Services staff (formally Education Group). Violence and abuse and bullying by the public was raised as a major concern by a number of different staff groups, and the production of this policy was an Action Point on the list of recommendations as an outcome of the audit.

Since that time, violence and aggression still remains a factor that staff in Schools and Children and Family Services deal with, in some cases, regularly.

Purpose and Scope

The aim of this policy is to ensure, as far as we reasonably practicable, the safety of staff that have contact with the public. Whilst it is important for the public, including parents, students and family members, that they are treated fairly and without discrimination, it is equally important that staff are treated similarly by the public.

By having a clear understanding of what constitutes unacceptable behaviour and a consistent procedure for responding to situations where behaviour is unacceptable. The purpose of this policy is to help the public gain an understanding of the boundaries and staff will feel reassured that should they find themselves in this situation there is a process to resolve it.

Consequences of Unacceptable Behaviour

Step one

- 1.1 On the first instance of an individual's behaviour being unacceptable, they should be immediately informed of this and asked to regain their composure. If necessary, staff should withdraw from the area and wait for the individual to become calmer. If they do regain their composure and are able to proceed in an acceptable manner the interview/discussion should be completed. The member of staff should complete the Violence and Aggression Form on the CLASSI reporting system. No further action against the individual should be necessary.
- 1.2 If staff are concerned that the individual has not been able to regain their composure, they should ask them to leave the premises. If the individual leaves, albeit reluctantly, the member of staff should complete the Violence and Aggression Report Form on the CLASSI reporting system, and Step Two should be applied.
- 1.3 If they do not do so, or they react to this request in a violent manner, the police should be contacted, and Step 4.2 should be applied.

Step Two

- 2.1 The individual should be contacted formally by letter to confirm that their behaviour was unacceptable and be provided with a copy of the, Statement of Expectation of Behaviour (appendix 1). They should be offered an appointment

to discuss the incident and/or the matter which gave rise to their behaviour in a calm and co-operative manner. When the individual attends the meeting, they should not be seen by a lone member of staff.

- 2.2 If the incident was of such severity that their presence, even for the purposes of this meeting, is considered to present an unacceptable risk, the individual should be advised to submit their case in writing, with details of the person to write to, and the date by which written representation should be received.
- 2.3 They should also be advised that failure to attend the meeting or to submit their case in writing will mean a decision is taken in their absence.
- 2.4 If you suspect that the individual may have literacy needs, which would inhibit their understanding of the correspondence sent to them, this should be established so as to investigate alternative methods of communication. This may include the use of the Translation Service, relaying the information by telephone or the inclusion of an advocate into the arrangements. (see appendix 4).

Step three

- 3.1 If at the meeting the individual presents acceptable behaviour, i.e. is calm and understands the actions that the manager has taken, and dialogue relating to the underlying concern is possible, no further action should be taken.
- 3.2 If, however, the individual presents unacceptable behaviour at the meeting they should be advised to leave the premises as in Step one.

Step Four

- 4.1 The individual should be advised, in writing, that as a second incident of unacceptable behaviour has occurred, an application has been made to the Legal Department that will result in their being prohibited from the premises.
- 4.2 In extreme circumstances where the risk to the safety of staff is high, an immediate prohibition can be issued, with details of the reasons why such action was considered appropriate.

Step five

- 5.1 Legal Services should be contacted with regard to prohibiting the individual from the premises. The prohibition should state the date the prohibition takes effect and the date on which it will be reviewed.

Step six

- 6.1 If the individual adheres to the prohibition and does not present unacceptable behaviour at the agreed review time, they should be invited to discuss the lifting of the prohibition. However, they should also be assured that any return to unacceptable behaviour will result in the reinstatement of the prohibition.

- 6.2 If the individual does not adhere to the terms of the prohibition Legal Services should be informed immediately with the details of the contravention, including witness statements to support the information. It is not acceptable to report third party information that the individual did not adhere to the prohibition. The persons sitting the individual must provide a statement confirming the time and details that the event took place.

Step seven

- 7.1 Legal Service should turn the prohibition into an injunction with power of arrest. This will be served on the individual at their home address.

Step eight

- 8.1 The presence of the individual once an injunction has been served should result in a call to the police to undertake the arrest.
- 8.2 The adherence to the injunction by the individual should result in a review as in Step 6.1.

Acceptable Behaviour

The aim must always be that an individual can access services and premises in a safe and non-abusive manner and that staff feel safe and secure in providing those services. The opportunity for the individual to demonstrate acceptable behaviour must be made available to them and thereby the removal of whichever step in the process their behaviour has achieved.

Reporting Incidents

All incidents of violence and aggression must be reported to the Schools Health and Safety Team on the violence and aggression form on the CLASSI database. The Schools' Health and Safety Team may also ask for further information so that the details of the violent or abusive individual can be shared with other Council Service Groups if appropriate.

Translating & Interpreting Services

Enfield Council has a partnership agreement for The Language Shop (formerly Newham Language Shop (NLS)) to supply these services to the Council. Along with the Council, the partnership consists of; Newham Council, Barking & Dagenham, Redbridge, Havering, Tower Hamlets, Waltham Forest and Newham University Hospital.

The Language Shop is a well-established provider in the sector and will work with all of the partners to provide a cost effective, high quality service. With a vast number of freelance translators and interpreters covering over 100 languages, Enfield Council will now have access to The Language Shop's full range of expert T&I Services. Enfield is committed to including people in providing services to those in the community who need help because they don't speak English.

In order to book these services, you must first register on bookingsnls@newham.gov.uk

Interpreting services via the Language Shop web portal
<https://languageshop.newham.gov.uk/> (also available through the Enfield Intranet).

Translation services via email: translation@newham.gov.uk

Booking online offers several advantages:

- Greater control - make, track, amend and cancel bookings
- Faster service
- Cost savings - no admin fees
- Easy to use

Visit <http://languageshop.org/> for more information about (NLS) Newham Language Shop

You are not obliged to use NLS; other translation services may be used.

Section 547 Education Act 1996

The model letters (pages 12 – 17) suggest how use might be made of section 547 of the Education Act 1996 in the letters that are sent to parents and other visitors.

Section 547 - makes it an offence for a person without lawful authority on school premises and causes or permits nuisance or disturbance is guilty of an offence and liable in summary conviction to a fine.

A parent of a child attending a school normally has implied permission to be on the school's premises at certain times and for certain purposes but if the parent's behaviour is unreasonable this permission may be withdrawn, and they will become a trespasser. The model letters which may be adapted by the governing body or LA to inform a parent or other person that they may not enter a school's premises and how to appeal against this decision.

A person who nevertheless persists in entering the school premises and displaying unreasonable behaviour may be removed and prosecuted under section 547.

Model Letters and section 547 Education Act 1996

The following examples of letters (which can be adapted for different legal purposes where necessary) are to parents or other visitors to school premises whose permission to be on the premises is to be, or has been, withdrawn by the governing body or LA on behalf of the school. The letters show that where such a parent re-enters school premises and causes a nuisance or disturbance, section 547 might be used.

A Headteacher has the right to decide who can come onto school premises but the letters should be sent by the governing body or LA – in the case of aided, foundation schools or academies – by the governing body, on behalf of the Headteacher.

Using powers under section 547 allows for action which the governing body or the LA can take on behalf of a school and which can be straightforward, quick and effective in removing violent, aggressive or abusive people from school premises. In practice, it is amongst the most widely used remedies.

Section 547 will not be the most appropriate remedy in every circumstance. Serious violence, repeated harassment or racially aggravated behaviour for example, may warrant stronger criminal sanctions. The Council Legal Department should be consulted for further advice.

BAN LETTER-1

Letter to ban parent with child/ren at the school following incident

RECORDED DELIVERY

Dear Sir/Madam

Following the incident that happened at (insert name) School, and your conduct on (enter date and time).

[Add summary of the incident and of its effect on staff, pupils, and other parents.]

I must inform you that the board of governors will not tolerate conduct of this nature on its premises and will act to defend its staff and pupils. I am therefore instructing that (for a temporary period) you are not to reappear on the premises of the School. If you do not comply with this instruction, I shall arrange for you to be removed from the premises and prosecuted under Section 547 of the Education Act 1996. If convicted under this section, you are liable to a fine.

In the case of a primary school include: For the duration of this decision you may bring your son(s)/daughter(s) (complete as appropriate) to school and collect them/him/her (delete as appropriate) at the end of the school day, but you must not go beyond the school gate.

(In the case of infant children, also insert) Arrangements have been made for your (delete as appropriate) son(s)/daughter(s) (insert child/rens names) to be collected, and returned to you, at the school gate by a member of the School's staff.

The withdrawal of permission for you to enter the school premises takes effect straightaway. However, I still need to decide whether it is appropriate to confirm this decision. Before I do so, I wish to give you an opportunity to give me in writing any comments or observations of your own in relation to the report which I have received from the headteacher. These comments may include any expressions of regret on your part and any assurances you are prepared to give about your future good conduct. To enable me to take a decision on this matter at an early point, you are asked to send me any written comments you wish to make by (state date ten working days from the date of letter).

If on receipt of your comments I consider that my decision should be confirmed, you will be supplied with details of how to pursue a review of the circumstances of your case.

Yours faithfully,

BAN LETTER-1(a)

Letter to ban member of the public (not parent) following incident

RECORDED DELIVERY

Dear Sir/Madam

Following the incident that happened at (insert name) School, and your conduct on (enter date and time).

[Add summary of the incident and of its effect on staff, pupils, and other parents.]

I must inform you that the board of governors will not tolerate conduct of this nature on its premises and will act to defend its staff and pupils.

I am instructing that you are not to reappear on the premises of the School. If you do not comply with this instruction, I shall arrange for you to be removed from the premises and prosecuted under section 547 of the Education Act. If convicted, you are liable to a fine.

Yours faithfully,

BAN LETTER 2

Letter to parent with child/ren at the school confirming ban

RECORDED DELIVERY

Dear Sir/Madam

On (give date) I wrote to you informing you that I had withdrawn permission for you to come onto the premises of (insert name) School. To enable the board of governors to determine whether to confirm this decision for a longer period, I gave you the opportunity to give your written comments on the incident concerned by (give date).

I have not received a written response from you / I have now received a letter from you dated insert date, the contents of which I have noted. (delete either sentence as appropriate).

In the circumstances, and after further consideration of the headteacher's report, I have determined that the decision to withdraw permission for you to come onto school premises should be confirmed. I am therefore instructing that until further notice you are not to come onto the premises of the School without the prior knowledge and approval of the headteacher. If you do not comply with this instruction I shall arrange for you to be removed from the premises and prosecuted under Section 547 of the Education Act 1996. If convicted, you are liable to a fine.

Notwithstanding this decision the headteacher and staff at (insert name) School remain committed to the education of your child/children (delete as appropriate), who must continue to attend school as normal insert in the case of a primary school: under the arrangements set out in my previous letter.

The board of governors will take steps to review the continuance of this decision on (give date). When deciding whether it is necessary to extend the withdrawal of permission to come onto the School's premises, the governors will take into account the extent of your compliance with the decision, any appropriate expressions of regret and assurance of future good conduct received from yourself and any evidence of your co-operation with the School in other respects.

[Include where the incident has arisen within the context of a parental complaint against the School:]

Finally, I would advise you that I have asked the headteacher to ensure that your complaint that (give brief details) is considered under the appropriate stage of the School's parental complaints procedure. You will be contacted about this by the School in due course.

If you wish to pursue the matter further, you have a right to a review of the circumstances of this case by contacting the Director of Education or his/her nominee.

Yours faithfully

BAN LETTER 3

Letter to parent with child/ren at the school after review of ban to inform ban still stands

RECORDED DELIVERY

Dear Sir/Madam

I wrote to you on (give date) withdrawing permission for you to come onto the premises of (insert name) School until further notice. In that letter I also advised you that I would take steps to review this decision on (give date).

I have now completed the review. However, after consultation with the Headteacher and board of governors I have determined that it is not yet appropriate for me to withdraw my decision. (Give a brief summary of reasons.)

I therefore advise that the instruction that you are not to come onto the premises of (insert name) School without the prior knowledge and approval of the headteacher remains in place until further notice.

I shall undertake a further review of this decision on (give date).

[If the letter is from the Governing Body] If you are dissatisfied with this decision, you have a right to complain to the local education authority.

[If the letter is from the LA] If you are dissatisfied with this decision because you consider it to be unfair, or not to have been made in a correct way, or believe there has been a case of maladministration, you have a right to a further review by the Local Government Ombudsman. They can be contacted at <https://www.lgo.org.uk/contact-us> or alternatively on **0300 061 0614** (Monday to Friday, between 10am and 12 noon)

Yours faithfully

UNBAN LETTER 1

RECORDED DELIVERY

Dear Sir/Madam,

On (insert date) I wrote to you informing you that I had temporarily withdrawn permission for you to come onto the premises of (insert name) School. To enable me to determine whether to confirm this decision for a longer period, I gave you the opportunity to let me have your written comments on this incident by (insert date).

I have not received a written response from you / I have now received a letter from you dated (insert date), the contents of which I have noted. (delete either sentence as appropriate).

[However] In the circumstances, and after consulting with the Headteacher/chair of governors, I have decided that it is not necessary to confirm the decision, and I am therefore restoring to you the permission to come onto the school premises, with immediate effect.

Nevertheless I remain very concerned at the incident which occurred on (insert date), and I must warn you that if there is any repetition of your behaviour on that occasion, I shall not hesitate to withdraw permission for you to come onto the premises again.

Yours sincerely,

UNBAN LETTER 2

RECORDED DELIVERY

Dear Sir/Madam,

I wrote to you on (give date) informing you that I had withdrawn permission for you to come onto the premises of (insert name) School until further notice. In that letter I also advised you that I would take steps to review this decision on (give date).

I have now completed the review. After consultation with the headteacher, I have decided that it is now appropriate to change that decision and I am therefore restoring to you the permission to come onto the school premises, with immediate effect.

I trust that you can now be relied upon to act in full co-operation with the School and that there will be no further difficulties of the kind which made it necessary for me to prevent you entering the premises.

I should point out that if there is any repetition of your behaviour, I shall not hesitate to withdraw permission for you to come onto the premises again.

Yours sincerely,

Education, Children and Families Services

STATEMENT OF EXPECTATION OF BEHAVIOUR

Whilst the public are on our premises there is an expectation that behaviour by both staff and visitors, including parents of pupils, will meet certain standards.

- Our staff will be polite and courteous towards you at all times. If you feel a member of staff has behaved in an unacceptable way, please end your discussion and report the matter in writing to the head teacher or senior manager. They will then contact you to investigate and attempt to resolve your complaint
- In return it is our expectation that you will be polite and courteous to staff. If staff are subjected to unacceptable behaviour, they have been instructed to end the discussion with you and inform you of the reasons. You will be asked to leave the premises. A letter to confirm the reasons why you were asked to leave and the action that we intend to take as a result will be sent to you. You will be given the opportunity to discuss the matter with us in a calm and civil manner. If the incident is particularly serious or is repeated, you may be barred from the premises.

The following behaviours are unacceptable, and the list is not exhaustive:

- swearing, spitting, shouting, threatening words or gestures
- physical intimidation and the use of force such as pushing, pulling, poking, prodding etc.
- use of any abusive language (e.g., racist, ageist and sexist comments etc.)
- being under the influence of drugs or alcohol whilst on our premises
- smoking or drinking whilst on our premises
- any kind of physical abuse
- threatening behaviour.

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PUPIL RISK ASSESSMENT FORM

Name of Pupil		School/Class	Date of Assessment		Risk Rating	High Medium Low
What are the Hazards?	Who is at risk and how would they may be harmed?	What is done to control the risk?	What more can be done?	Action by whom?	Target Date	Date completed
Date of Review	Teacher's Name/Signature	Assessors Name/Signature	Assessors Name	Head Teachers'		
		Not agreed	Signature	Signature		
Professional: Others Present		Parent/Carer Name/Signature				

VISITOR/RECEPTION –NAME OF LOCATION/SCHOOL

Description/Activity- Visitor Behaviour Assessment no.1		Date of Assessment		Risk Level Medium		
Staff manning school office at any time of the day when the front and rear gates are opened. Staff exposed to parents/visitors when they have to open doors to parents to liaise or from after school activity dismissals						
What are the hazards?	Who might be harmed and how?	What is done to reduce/control the risks?	Risk Level	What more can be done or what further action is necessary?	Action by whom?	Action by when?
Visitors Parents/carers/relatives; <ul style="list-style-type: none">verbally and physically attacking staff;;under the influence of drugs or alcohol;arriving with groups of aggressive friends;presenting threatening behaviour(s):	<p>Children waiting to be collected outside school office are at risk of physical harm or trauma when parents/carers start kicking or pushing furniture</p> <p>Staff, visitor, pupils, bystanders are at risk when parents are crowded into entry area where non-consensual violence, pushing or shoving occurs.</p> <p>Staff, visitors or perpetrators harmed as the result of physical assault.</p> <p>Staff, visitors or harmed as the result of the effects of stress form such episodes.</p>	<ul style="list-style-type: none">Office doors controlled by staff in officeSigning in and out books –All external gates are locked except at times of drop off (8.25am-8.45am) and collection (3:30pm-3.45pm)CCTV cameras operationalClub organisers take children to main entrance and dismiss to parentsitems which could be used to attack/injure ie cellotape dispenser to be out of reachOffice Staff to alert Site Manager if gate left openOffice staff to discuss regularly during H&S section of Team/office MeetingPolice contact numbers to be displayed (see attached)Nursery parents to be regularly reminded of the need to close gates/do not prop openseparate lone working risk assessmentEnsure all staff aware of difference between panic alarm sound and fire alarm and what to do in the event alarm sounds	M	<ul style="list-style-type: none">Investigate possibility of raising reception desk/shelf, removing glass/installation of safety screen alternative. Take advice from H&S team.Investigate possibility of additional CCTV, ie reception area, main gate, corridor, outside front door. Take advice from H&S team.Remind all staff of importance of keeping gates and doors closedSuggested to SLT to limit number of after school clubs per day – stagger across the weekRegular reminders to visitors that abusive and/or aggressive language or behaviour will not be toleratedConsistent approach to dealing with verbally abusive parentsSuggested to SLT to use an ‘airlock’ process when dismissing children from after school activities.Circulate information with regard to any parent(s) who are banned from the premisesPossible use of personal alarmsInclude policy decision to offer counselling to staff after incidents.Management team to consider legal advice and to review if exclusion or banning orders are appropriate to individuals.Review visitor policy to ensure suitability and amend as required.Develop protocol. for dealing with visitors		On going

VISITOR/RECEPTION –NAME OF LOCATION/SCHOOL

Description/Activity- Visitor Behaviour Assessment no.1			Date of Assessment		Risk Level Medium	
		<ul style="list-style-type: none"> Deal with parent at reception where at all possible. If have move to another room, ensure another member of staff is present. Interior door (between reception/school) to be kept closed unless opened by office staff. 		<p>that recognises required actions at early stages of potential incident.</p> <ul style="list-style-type: none"> Review training requirements and existing skill sets of staff to ensure suitable and sufficient competences. Office Staff to attend relevant training ie how to deal/manage difficult situations 		
Date of Review On going	Who was involved in the RA	Actions agreed		Assessors Signature		Head Teacher's Name: Ms Bhalla Signature:
Comments – - Recommendations will be ongoing.						

This report format is for scrutiny reports**London Borough of Enfield**

Children, Young People and Education Scrutiny, 23rd of March 2023

Subject: Activities to stop young people re-offending

Cabinet Member: Cllr Abdullahi

Executive Director: Tony Theodoulou

Purpose of Report

1. This report provides an overview of the work by the Youth Justice Service and other Council departments to prevent young people from getting involved in offending. It highlights:
 - the local youth offending context;
 - work that takes place to prevent youth crime by the Council and its impact on the first-time entrants into the justice system; and
 - the diverse range of support provided to young people within the youth justice system to reduce the risks of re-offending.

Note: *Whilst the report references a range of work that the Council leads on and delivers in partnership with other agencies to prevent offending, it does not include an exhaustive list of the extensive range of prevention work those partners deliver.*

Relevance to the Council Plan

2. Tackling prevention of youth crime and re-offending contributes towards the following Enfield Council's Plan 2023/26 priorities:
 - Priority 2: Strong, healthy and safe communities; and
 - Priority 3: Thriving children and young people
3. Youth crime prevention and reducing re-offending are reflected within the the following areas of the Council's and wider partnership work:
 - Community Safety Partnership Plan 2022-25
 - Youth Justice Strategic Plan 2022/23
 - Public Health Approach to reduction of Serious Youth Violence
 - Early Help Strategy for All 2020-25
 - Safeguarding Enfield Partnership

Background – the context of wider prevention work and the youth justice service, the local youth offending profile and youth justice service latest performance.

4. Prevention of youth offending spans across a diverse range of multi-agency work including Police, Schools, third sector partners, Probation and Council departments (such as Youth Service, Community Safety, Social Care, Youth Justice) and the Council's commissioned services. The Council proactively works with partners to coordinate the efforts and resources to prevent youth crime and reduce re-offending whilst safeguarding young people and victims. This work is supported and overseen by the following key statutory governance mechanisms:
 - Safer Stronger Communities Board;
 - Youth Justice Service Management Board;
 - Safeguarding Enfield Partnership; and
 - Early Help Strategi for All Board (non-statutory)
5. Young people that have entered the youth justice system are supported and supervised by the Council's Youth Justice Service (YJS). The YJS was established under Section 37 of the Crime and Disorder Act in 1998 with the principal aim of preventing offending and re-offending by children and young people. The service is accountable for its work to the Youth Justice Board (YJB) to the Ministry of Justice and is subject to Her Majesty's Inspectorate of Probation (HMIP). The work of the YJS and associated partnership work is overseen by the Youth Justice Service Management Board.
6. Annual analysis of the local youth offending cohort of young people supported by the Council's Youth Justice Services for the period 2021/22 highlights the following:
 - There were 257 offences committed by 112 young people aged 10-18. This represents a 3.7% reduction in the number of offences committed, and a 11% reduction in the number of young people involved in offending.
 - Most offences were committed by young men (84%), which is consistent with the national trend.
 - Most young people who committed offences were between 15-16 years old (43%), followed by 17–18-year-olds (33%) and 13–14-year-olds (22%).
 - The five most common offence types were: violent offences (31%), motor offences (23%), robbery (13%), drug offences (10%) and theft (7%). There was a 6% increase in offences for violence against the person in 2021/22.
 - Black young men are overrepresented within youth justice services.
 - Only 7 young people received a custodial sentence, which shows a reduction from the previous year 2020/21 which saw 12 young people entering custody.
 - There has been a positive downward trajectory in relation to re-offending. Analysis of the cohort of young people who have offended in 2019/20 shows that only 19.2% of young people re-offended.

7. The last available data on serious youth violence highlight a 12% reduction of serious youth violence victims in the year ending October 2022 in Enfield, when compared to the same period last year. Enfield ranked 7th out of 32 London boroughs for the number of serious youth violence victims. This shows a positive trajectory especially given that an increasing number of London boroughs have recorded an increase in serious youth violence victims. There was an average 16.8% rise in London equating to 966 more victims than last year across the capital. Due to changes in crime categories and availability of data, it has not been possible to gather the data for this category at the time of writing this report. The Mayor's Office for Policing and Crime (MOPAC) is in the process of replacing the serious youth violence crime reporting category. It will be replaced by the new crime category Teen Violence.

Main Considerations for the Panel

Prevention of youth crime and first-time entrants

8. Enfield Council delivers a range of prevention work as part of its Early Help offer to prevent youth crime and reduce re-offending such as:
 - **Project Dove** is a pilot project funded by the North Central London (NCL) Health Inequality Fund, supporting children and young people at risk of offending and serious youth violence through health settings and schools. 45 families, including 52 young people with presenting risk factors, have been referred and supported by the project. 35 families have engaged in community-based activities with 15 different service partners. 42 families received direct work which consisted of workshops focused on crime and consequences, crime and the law, gang awareness, weapons awareness, child criminal exploitation, decision making and positive / negative relationships.
 - **Engage Project** is a project funded from the Violence Reduction Unit. The project is co-delivered in partnership with the Police. It places youth workers in the Wood Green custody suite, providing support and early intervention in the 'reachable and teachable' moment when a young person is arrested and presented in custody. Engage provides follow through support into the community. The key focus is on reducing further engagement in risky behaviour and offending. Between April 2022 and January 2023, there have been 634 young people who have been seen by the Engage youth worker within 48 hours of being arrested. 381 young people consented to engaging with the specialist outreach youth workers, which is 60% of uptake.
 - **Parenting Programmes** – a range of parenting programmes is delivered, supporting parents to strengthen their parenting skills and keep their children safe such as the Virtual Reality Exploitation Training for Parents, Reducing Parental Conflict training, Escape

Parenting Programme, Inspiring Change and Embracing Families Lives programmes.

- **Provision of Early Help support to families** with children who may have additional needs, enabling families to overcome the challenges they face and help children to thrive. Early Help services received a total of 1,976 referrals in 2021/22, this represents a 41% increase from 2020/1.
 - **Housing Pilot Project** – a joint project delivered with Housing with focus on providing support for families with complex needs living in temporary housing and who have children involved in offending. To this date, 15 families with multiple children have benefited from additional support with housing, parenting skills, access to employment, training, welfare, debt and health and well-being support. Out of these, 6 families were rehoused from temporary accommodation to a new more suitable accommodation.
 - **Supporting Families programme** (previously known as Troubled Families) – the scheme has successfully supported 528 families in 2021/22. Common needs within families included the need for early help services, children not attending school or involved in offending, worklessness, parental mental health and substance misuse issues.
9. Enfield Council provides a diverse youth offer to young people aged 13-18 and up to 25 with special education needs and disabilities. Young people can access the following range of support and activities that divert young people from boredom and engagement in risky behaviour that may lead to offending:
- **Universal and targeted youth support provided from five youth centres**, located in the areas with high levels of deprivation and serious youth violence (Enfield Highway, Ponders End, Edmonton Green, Upper Edmonton, and Southgate). Young people benefit from access to a safe space and trusted adult, structured informal learning activities, information, advice and guidance. Over 1,200 young people have accessed the youth centres during 2021/22.
 - **Detached and outreach youth work**, targeting identified hot spots, informed by intelligence from Police, Schools and Community Safety. In 2021/22, 2,463 young people were supported by the detached and outreach team in 14 target hot spot locations.
 - **Mentoring**, providing a structured six-week mentoring support to young people with prioritised referral pathways for young people involved in social care and youth justice.
 - **The Young Leadership Academy**, recruiting and training young people as young leaders, fostering good citizenship with progression to volunteering placements, strengthening young people's interpersonal and employability skills.

- **Inspiring Young Enfield** – has engaged 13,480 young people from 2020 to September 2022 in enriching learning programmes, enhancing access to well-being support, sport activities, mentoring, information, advice, guidance, and employment, education and training.
 - **Youth participation** – enabling young people to get involved in participatory mechanisms such as the Youth Council and Youth Parliament at local and national level.
 - **Summer University** – The Council continues to invest in the Summer University. In the summer 2022, there were 40 organisations alongside the Youth Service that delivered 80 learning courses and two holiday camps. Overall, the programme offered 1,570 places and was accessed by 793 young people, of which 201 were eligible for free school meals.
 - **Mobile Youth Bus** – In November 2022, the Council Youth Service has launched a new mobile youth bus that will enhance the current youth offer. The bus will be deployed to hot spots whilst also delivering Public Health well-being campaigns to young people in local communities.
 - From July 2023, the Council will be expanding the mentoring offer to young people as a result of securing additional external funding of £704,484.
10. The Council's education team provides additional support to schools through a range of innovative projects to help schools safeguard young people, whilst promoting school attainment in recognition that disengagement with school presents a key risk factor strongly linked to offending and re-offending. For example:
- **NEXUS programme** – funded by the Council since 2019 with the aim to reduce school exclusions as a risk factor to offending and serious youth violence. The programme offers a diverse range of interventions such as mentoring, sports activities, family-based solutions, crime stoppers project, after schools' diversionary activities and issue-based assemblies. It is offered to all 23 secondary schools, including the PRU. During the three years preceding the launch of the NEXUS, there was an average of 57 permanent exclusions per academic year. This has fallen to 21, 15 and 9 exclusions per year retrospectively during the three years of the project has been operational.
 - **Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS)** has been funded from the Designated School Grant since 2021. The Educational Psychology Service leads and co-ordinates the partnership in the development of trauma informed practice across Enfield's educational settings and services. Many children and young people have experienced adversity in their childhoods. This can impact on their cognitive development, engagement with learning and their resilience and ability to manage the 'difficulties' of life. Supporting professionals to be trauma informed enables a more 'effective

response' from their caregivers¹ in the moment and the 'right help' in the future.

- **Provision of an Inclusion and Safeguarding Advisor** within the School and Early Years Improvement Service was created and recruited to in February 2022. The primary task of this post is working with the partnership and schools to support and strengthen inclusive practice and take a lead on safeguarding practice in schools and strengthen links with Children's Services.
 - **Provision of additional support to the PRU's Taskforce** project that supports parents and young people at risk of offending. The Council provides a range of professionals that are co-located and working with the PRU to provide multi-disciplinary support such as a social worker, Education Psychologist and Family Coach.
 - Provision of **Holiday and Food programme** activities during school holidays for children and young people eligible for free school meals. This programme enhances the diversionary youth offer during school holidays. During 2021/22, 4,334 children and young people benefited from the programme.
11. The Council's social care team has strengthened its focus on reducing exploitation which often led to young people's engagement in risky behaviour and offending. Some of the new initiatives that have been developed include:
- **A dedicated Adolescent Safeguarding Service** was launched to strengthen safeguarding and a multi-agency response to reduce risks of young people who may be exploited, and or at risk of homelessness, coming into care and missing from home. These risk factors are often correlated with involvement in offending behaviour.
 - **A new contextual safeguarding hub** was launched, providing additional support to social workers through consultation and intelligence to enable them to robustly safeguard young people from extra familial abuse. The hub undertakes mapping of contextual intelligence and deploys contextual safeguarding youth workers in identified hot spot areas, working with young people after school, evening and weekends with a focus on disrupting hot spots and improving safety of young people outside of their family home.
 - **Extension of support with school attendance** for children on a 'child in need' or 'child protection' plans. The Welfare Call system has been implemented that tracks every child's school attendance. A dedicated Virtual School's advisory teacher supports social workers with tracking school attendance and providing appropriate interventions where children's school engagement has reduced.

¹ Caregivers includes school staff, professionals, and parents/carers.

12. The Council's Community Safety team continues to galvanise partnership work to prevent youth crime and serious youth violence with a focus on maximising the use of external grants and pooling partners' resources and expertise to tackle hot spots and underlying causes of the youth crime. Examples of the work include:

- Commissioning one to one mentoring services for young people most at risk from crime, including mentoring outreach provision in the A&E, which is recognised by the Youth Endowment as a highly impactful evidence-based intervention to reduce youth violent crime.
- Supporting the Council's commissioned provision and development of substance misuse treatment services for young people.
- Conducting crime analysis to inform the continued placement of targeted detached youth workers and new youth bus into hotspot areas.
- Reducing risks from robbery by young people against their peers through funding additional outreach youth support during school closing times in defined area.
- Supporting capacity building within the delivery of youth services by providing additional funding to train local young people in youth work.
- Funding additional diversionary programmes such as boxing, basketball, and tennis.
- Supporting the Youth Justice Service in their re-offending programme of work, funding additional interventions for young people assessed at substantial risk of re-offending.

13. Whilst the Council's Youth Justice service is measured by the Youth Justice Board to reduce first-time entrants into the criminal justice system, it has not been historically funded by the Youth Justice Board to deliver prevention work. Examples of recent work that the service is doing to prevent first time entrants include:

- The delivery of a Triage* intervention as part of the Out of Court disposal.
- Work developed with Early Help and the Youth Development Service to strengthen exit strategies for those children who are at the end of the Triage intervention and require further support beyond the length of the Triage disposal.

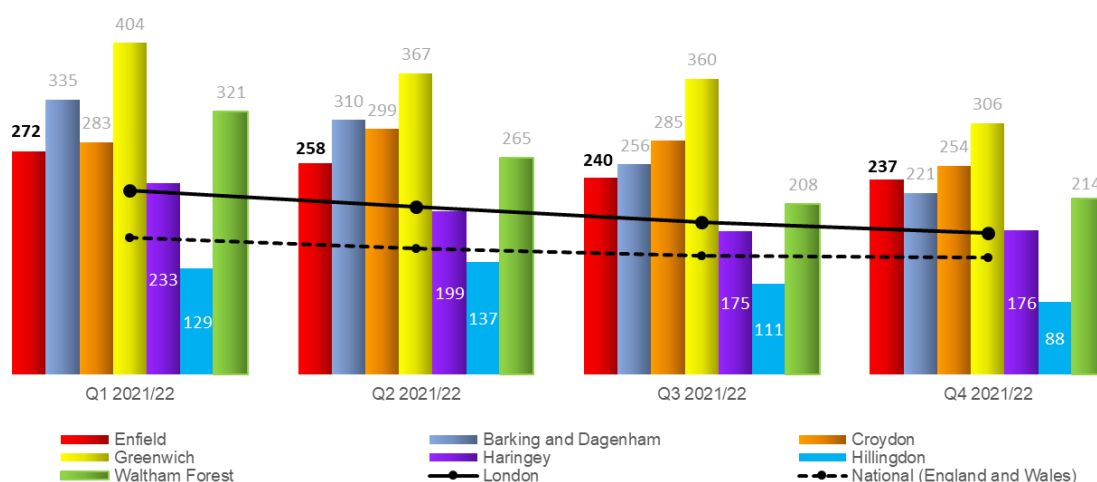
***Note:** A triage is a voluntary out of court disposal that is given via the out of court decision making panel for young people who have committed low level offences but have been identified as requiring additional support to reduce risk to future offending. The Out of Court decision making panel is led by the Police in consultation with the Youth Justice Service.

- Launch of the new Turnaround Project in December 2022, funded by the Ministry of Justice, with focus on preventing offending. The project will reach out to young people who are on the periphery of the youth justice system, based on clear eligibility criteria set out by the MOJ. It

will target young people who received community resolutions, bail, those released under investigation or who have been subject to no further action by the court. The project will be co delivered by the Council's Early Help services and will provide wrap around support to young people with a focus on reducing risk to offending.

14. Overall, there is an extensive range of projects and interventions supported by the Council to prevent young people to offend. There were in total 77 first time entrants into youth justice during 2021/22 who were convicted of 88 offences. This shows a 27% reduction in comparison to 2020/21. This is a positive reflection of Enfield Council's focus on prevention and early help.
15. Latest benchmarking data from the YJB for the quarter 4 2021/22, highlights Enfield as the third highest for first-time entrants' rate per population, see graph 1. It is important to note that Enfield has the fourth highest youth population in London, which presents its unique challenges.

Graph 1: Total First Time Entrants - Rate per 100,000 (Youth Justice Board)



16. There were 27 first time entrants during quarter one (April – June 2022). This is higher than quarter one first time entrants for the previous year, when it was 17. We believe that an increase in enforcement by the Police during this period would have had some impact on first time entrants. The latest data on first time entrants for quarter three (October – December 2022) highlight that there were 11 first time entrants. This shows a significant drop from the quarter two (July – September 2022), when there were 22 first time entrants. Cumulatively, we are showing a slight increase in first time entrants for the three quarters during 2022/23 (60) in comparison to the previous year's cumulative three quarters (54).
17. The Youth Justice Service is currently undertaking further needs analysis of the first-time entrant's cohort to inform our focus on prevention.

Work to reduce re-offending by Youth Justice Service

18. The YJS supports young people who have committed an offence and have been given either an Out of Court Disposal (this can be Triage, Community Resolution, Youth Caution or Conditional Caution) or Post court disposal, which can include a community sentence or custody sentence. The service is strongly committed to treating children as children in line with the Child First Approach. The service has a range of resources and interventions in place to prevent further offending, whilst keeping victims and offending children safe:
- Every child has a **dedicated case manager** who completes a thorough assessment of each child. This forms the basis of a co-produced plan of support that addresses their behaviours, keeps young people and victims safe, whilst reducing risks to re-offending.
 - There is a **clear practice model in place** – restorative justice, Trauma Informed Practice and National Standards Practice set by the Youth Justice Board.
 - **Evidence based programmes** which help a child understand their behaviours in a group setting and enable them to make future better-informed choices such as identify work, crime and consequences, knife possession awareness, schemes such as No Knives, Better Lives, substance misuse and exploitation awareness and keeping safe.
 - **Youth Guardian** working with children who are at risk of or involved in gangs and serious youth violence.
 - **Health in Youth Justice support** – access to nurse, clinical psychologist, speech and language therapist and liaison and diversion clinician. These health posts are commissioned by the Integrated Care partnership in recognition that young people involved in offending often face a range of health inequalities. These posts work as part of the youth justice multi-disciplinary team.
 - **Education, employment, and training (ETE) support** – the service has a strong focus on supporting young people to be in ETE. Every young person that is not in ETE will have an ETE pan of support. We have invested in t in Welfare Call, which enables the service to track school and college attendance to maximise young people's engagement with learning. Access to an Educational Psychologist is in place via a SLA with the Education Psychology Service. ETE work is supported by the Virtual School through a monthly multi-agency ETE panel that ensures that all young people at risk of not being in ETE are supported and that systemic and practical barriers to ETE are removed.
 - **The Strengthening Families Team** – provides dedicated family coaches, supporting offending young people's parents/carers and their

siblings to strengthen family resilience, helping parents to overcome adverse issues (such as worklessness, housing and financial problems)

- **Enhanced resettlement support for all children in custody** – the service has a dedicated resettlement worker that supports every child in custody and plans for their reintegration back into the community as soon as they enter the secure estate to ensure that further offending is prevented.
- **Reparation work** – the service provides a range of reparation activities within local communities that young people engage with as part of their order such as litter picking, gardening, volunteering in the church, decorating community venues, and supporting food banks. This is a practical way for young people to pay back for the harm they caused through the offence, either by directly repairing the harm or through constructive work to help the local community.
- **Victim support** – all victims are contacted so their views are listened to, and they are invited to take part in restorative justice work. The service has a dedicated victims and restorative justice worker.
- **Court work** – the service has a dedicated court lead that ensures that all young people presented to the courts and their parents/carers are supported to engage with the court process and their assessed needs/risks are represented to inform court sentencing.
- Additional dedicated **partnership posts** complementing the multi-disciplinary youth justice service team. This includes Police resources (2.5 fte), Probation worker (0.5 fte), an Education Psychologist, support from the Virtual School and commissioned health posts.

19. The YJS delivery is enabled by a significant amount of **partnership work** that the Council facilitates that include:

- A funding contribution to the resourcing of the work with young people involved in offending from all statutory partners including Health, Police, Probation.
- At a governance level, all statutory and non-statutory partners are regularly engaged with the work of the Youth Justice Service Management Board that oversees resourcing and delivery of Youth Justice Services and production of the Annual Youth Justice Plan.
- At an operational level, there are a number of multi-agency panels that the Youth Justice Service interfaces with to reduce safeguarding risks and re-offending such as: The daily GRIP intelligence meetings led by the Police; Multi-agency child exploitation panel meeting; Multi Agency Public Protection meetings led by Probation; North Area Violence Reduction Group meetings; High Risk panel led by the YJS; Transition Panel led by the YJS and Probation; Out of Court Disposal panel led

by the Police and; The Integrated Offender Management Panel led by the Police and YJS.

- The Council's Youth Service support the Youth Justice work through prioritising access to mentoring and the Summer University for young people involved in offending.
- The Council's Early Help services co-deliver early intervention and additional support to young people involved in offending and their families. For example, the service funds a proportion of the Strengthening Families team and co-delivers support for young people in receipt of community resolutions, as well as leads on the co-delivery of the Turnaround Programme. The service has also provided virtual exploitation training for some parents of young people involved in offending. During Christmas 2022, the service sourced some food donations that have been offered to families within the youth justice service that experience hardship.
- Community Safety has continued to provide additional funding for projects to reduce re-offending such as a gangs group worker and the IOM project, as well as access to the VRU critical incident fund in response to significant crime incidents.
- A joint working protocol has been implemented between Children Social Care and YJS in response to the increasing number of young people known to social care getting involved in offending or who are being criminally exploited. This enables better information sharing and coordination of care planning and risk management.
- A joint working protocol has been implemented between the YJS and Special Education Needs service to improve the coordination of support and safeguarding of children with SEND needs and those on education and health care plans.
- The YJS works closely with schools. The Welfare Call System implementation enables the service to notify schools of young people known to the youth justice service and monitors their school attendance on a weekly basis. The service works closely with the Orchardside PRU and deploys a Family Coach one day a week to provide additional support for the families of pupils identified at risk.
- The YJS also works closely with a range of third sector partners, for example:
 - As part of reparation work, the service works with the local Foodbank with young people helping to run the food bank. St Peter's Church have created reparation opportunities for young people clearing and maintaining their communal gardens.
 - The service collaborates with DYSPLA, who provide a digital arts project for young people who are neuro diverse, using art as a positive expression engagement tool with young people creating

digital artwork that is displayed in the local community, i.e, bus stops.

- The service collaborates with victim support who provide counselling and support for young people who are victims of crime.
- The service works extensively with Work Works, providing support with work preparation and job search for young people.
- The service can make a referral to a range of projects run by third sector partners such as positive activities run by the Edmonton Community Partnership, Cadets run by the Fire service, Oasis Academy youth provision, Barnardo's for young people referred to National Referral Mechanism and St Gile's Trust for young people at risk of exploitation.

- 20.** The YJS changed its approach to reducing re-offending through the introduction of a **new initiative YIOM** (Youth Integrated Offender Management) in June 2021. The YIOM is based on the Integrated Offender Management approach for adults. This YIOM provides enhanced additional support and surveillance of children assessed at high risk of re-offending. Provision of support is based on seven pathways out of re-offending:

- accommodation;
- attitudes and behaviour;
- children and family;
- drugs and alcohol;
- education, employment and training;
- finance and debt; and
- health.

The YIOM is underpinned by the following principles – partnership work, local response to local problems, maximising the use of resources and support and focus on long-term impact. The YIOM is led by a dedicated IOM lead post alongside a dedicated Police IOM lead.

- 21.** Young people identified at high risk of re-offending are regularly monitored by the multi-agency IOM panel and provided with additional personalised intervention and support with a focus on preventing re-offending. Examples of additional personalised support provided through the IOM approach include: access to a devolved budget, animal therapy; support with improving the suitability of housing; drama classes, gym membership to enhance constructive and physical well-being activities, access to music production learning to improve confidence and employability and funding for extended tuition.

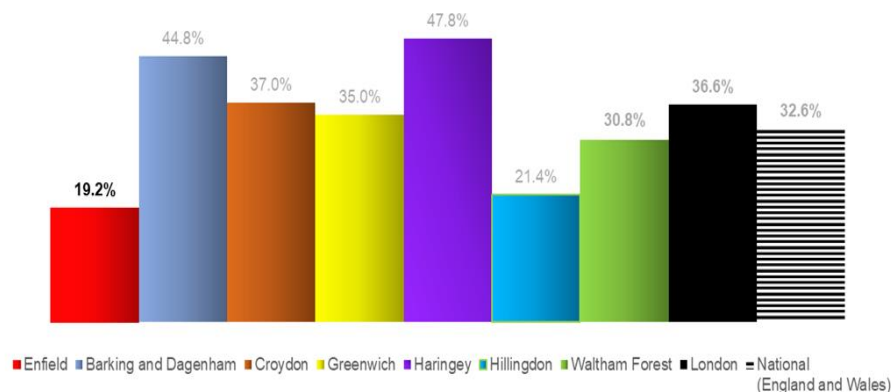
- 22.** The IOM delivery is overseen by the ECRIT (Enfield crime reduction implementation team), led by Community Safety Team to ensure this is aligned to the adult IOM. The impact of the IOM work is reported and monitored by the Youth Justice Service Management Board.
- 23.** Table 1 below highlights the steady number of referrals for eligible young people to the YIOM. The number of children subject to the YIOM has doubled in a year. This is positive, highlighting the scheme is bedding into practice. There have been challenges in respect of enforcement visits being undertaken by the police. This is due to staff shortages and the YIOM police officer being deployed on other duties. However, this has not prevented the sharing of intelligence. In quarter 2, there were two proven offences committed by 2 young people. These offences were committed prior to the young people being subject to YIOM. Out of the 17 cases of young people closed, only 5 young people committed proven re-offences. This is a positive testament of the work of the YIOM.

Table 1

Indicator	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23
	Value	Value	Value	Value	Value	Value
YOS 073a IOM Current Caseload	3	9	10	14	16	18
YOS 073b Number of new IOM cases: referrals received in month	3	9	8	9	7	11
YOS 073c Number of IOM cases discussed at Panel	0	9	6	9	7	11
YOS 073d Number of closed IOM cases	0	0	1	7	1	2
YOS 073e Number of arrests whilst subject to YIOM			0	0	10	5
YOS 073f Number of IOM proven re-offences	0	1	1	0	4	2
YOS 073g IOM cases closed within past 12 months where proven re-offending					12	5
YOS 073h Number of IOM closed within past 12 months					0	17

- 24.** The latest re-offending benchmarking data published by the Youth Justice Board, see graph 2, highlights the positive impact of our work within the Youth Justice Service. The graph highlights the re-offending performance for Enfield against the seven-borough family of Youth Justice Services and both National and London average. Enfield is showing the lowest re-offending in the family. This is a strong reflection of the investment that the Council has made within the delivery of Youth Justice Services and effective partnership work.

Graph 2 - Re-offending (Youth Justice Board) – Local Authority Comparator for Q1 2020/21



Conclusions

25. There is a vast range of early help and intervention work delivered by the Council and partners in place with specific focus on the prevention of youth offending. There is a conscious focus by the Council on investing in existing resources whilst galvanising partnership work and fundraising to deliver impactful youth crime prevention interventions in response to local needs and intelligence. This has had a positive impact on the reduction of first-time entrants.
26. The Youth Justice Service is appropriately resourced to deliver high quality interventions to prevent re-offending and keeping children who offend and victims safe. The investment into the new YIOM scheme is showing positive impact on re-offending of those children supported by the scheme.
27. There are effective governance arrangements in place to support the delivery of Youth Justice Services. The Council and partners have a good understanding of the local youth offending profile and their needs and continues to ensure the service remains responsive. This is positively reflected within the latest re-offending performance published data by the Youth Justice Board.
28. We recognise given the large youth population and complexity of needs within the Borough, that there is more work to be done across the partnership to continue to prevent children and young people from offending and re-offending and criminal exploitation. Our key priorities going forward are to:
 - continue evaluating impact and the effectiveness of the prevention interventions in response to local youth population needs;
 - extend the prevention work through expanding the Summer University, mentoring and developing Family Hubs;

- continue to build on our early help work, enabled by Early Help for All Strategy Board;
- continue to seek additional resources and funding to support early help work to leverage fiscal challenges for the Council and Partnership; and
- review our Youth Justice Strategic Plan, ensuring that the Youth Justice Service continues to deliver a high-quality service and is appropriately resourced and enabled by effective partnership work at both operational and strategic level.

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Date of report: 23rd of February 2023

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Children, Young People and Education Scrutiny Work Programme

Date of meeting	Topic	Lead Officer	Lead Members	Director	Reason for proposal	Other committee/ Cabinet/Council approvals?
29 June 2022	Work Programme					
27 September 2022	Annual Safeguarding report	Bharat Ayer/ Sharon Burgess	Cllr Abdullahi	Tony Theodoulou	The Annual report is brought to this Panel for discussion.	
	Quality & consistency of school meals across the borough	Cheryl Headon	Cllr Abdullahi	Sue Nelson	This item was proposed by Councillor Thorp during the meeting	
	Self-Evaluation Framework (SEF)	Angela Bent	Cllr Abdullahi	Tony Theodoulou	Suggested item from Executive Director	
2 November 2022	School Attendance including the upcoming white paper, patterns, post-Covid and holidays to home countries	Jo Fear	Cllr Abdullahi	Peter Nathan	This was highlighted as priority for the Cabinet Member and was also proposed by Councillor Thorp	
	SEND places update on the creation of 100s more SEN places	Neil Best Barbara Thurogood	Cllr Abdullahi	Peter Nathan	This was highlighted as priority for the Cabinet Member	

	and build a new SEN school					
10 January 2023	Updates to be provided on the level of care places in the borough	Ramasasi Ramasubramanian	Cllr Abdullahi	Anne Stoker	This will be follow up following a national shortage of care places within the borough	
	Recruitment & retention of Social Workers, including the social work apprenticeships	Angela Bent	Cllr Abdullahi	Anne Stoker	This was highlighted as priority for the Cabinet Member	
	Recruitment & retention of Foster Carers	Debbie Michael	Cllr Abdullahi	Anne Stoker	This was highlighted as priority for the Cabinet Member	
23 March 2023	Information to be provided on the development of Family Hubs & Children's Centres	Ivana Price	Cllr Abdullahi	Anne Stoker	This was highlighted as priority for the Cabinet Member	
	Violence towards teachers the Panel wish to see data, patterns, intervention, safeguarding for staff	Sarah Fryer Paul Bishop	Cllr Abdullahi	Peter Nathan	This item was proposed by Cllr Thorp during the meeting	
	Youth Offenders	Ivana Price	Cllr	Anne Stoker	This item was	

	– activities to help stop reoffending, youth centres, cadets		Abdullahi		proposed by Cllr Islam during the meeting	
	Safeguarding Enfield strategy consultation	Bharat Ayer	Cllr Abdullahi	Tony Theodoulou	The Safeguarding Adults Board currently has a strategy which the SAB will be reviewing and updating in 2023. As with the annual reports, we will be developing a joint strategy that covers Page 39 adults and children's safeguarding.	

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