



## **LONDON BOROUGH OF ENFIELD**

**AGENDA FOR THE COUNCIL MEETING  
TO BE HELD ON WEDNESDAY, 12TH  
OCTOBER, 2022 AT 7PM**

**THE WORSHIPFUL THE MAYOR  
AND COUNCILLORS OF THE  
LONDON BOROUGH OF ENFIELD**

Dear Councillor,

You are summoned to attend the meeting of the Council of the London Borough of Enfield to be held at the Civic Centre, Silver Street, Enfield on **Wednesday, 12th October, 2022 at, 7.00 pm** for the purpose of transacting the business set out below.

Yours sincerely

*Terry Osborne*

Director Law and Governance

**THE MAYOR'S CHAPLAIN TO GIVE A BLESSING**

- 1. ELECT A PERSON TO PRESIDE IF THE MAYOR AND DEPUTY MAYOR ARE NOT PRESENT**
- 2. MAYORS ANNOUNCEMENTS**
- 3. APOLOGIES**
- 4. DECLARATIONS OF INTEREST**

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

- 5. MINUTES OF PREVIOUS MEETING (Pages 1 - 8)**

To receive and agree the minutes of the previous meeting of the Council held on Wednesday 13 July 2022.

**6. PETITION: WE VOTED FOR YOU. PLEASE SPEAK UP FOR US.  
#DEBATE ENFIELD'S LOCAL PLAN** (Pages 9 - 12)

To receive a report from the Director of Law and Governance detailing a petition received about: We voted for you. Please speak up for us. #Debate Enfield's Local Plan.

**7. OPPOSITION PRIORITY BUSINESS - THE LOCAL PLAN** (Pages 13 - 14)

An issues paper prepared by the Opposition Group is attached for information.

**8. SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND)  
PARTNERSHIP STRATEGY 2023-2027** (Pages 15 - 76)

To receive a report from the Executive Director of People seeking the approval of Full Council for the new Special Educational Needs and Disabilities (SEND) Partnership Strategy 2023-27.

**9. SCRUTINY ANNUAL WORK PROGRAMMES 2022/23** (Pages 77 - 94)

To agree the Scrutiny Annual Work Programmes 2022/23.

**10. COUNCILLOR QUESTION TIME**

The list of questions and their written responses will be published prior to the meeting.

**11. MOTIONS**

**11.1 Motion in the name of Councillor Joanne Laban**

This chamber calls on the Deputy Mayor for Policing to resign after the Metropolitan Police Service was placed in a form of special measures by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). Enfield has a high level of serious youth violence so it is a necessity that the Metropolitan Police Service is operating at its best. The Metropolitan Police Service requires new leadership at political and operational level to deliver the improvements it needs to combat crime across London.

**11.2 Motion in the name of Councillor Chris Joannides**

This Council will sign up to the Miscarriage Association's Pregnancy Loss Pledge to tackle the stigma associated with miscarriage and supports the campaign which wants to introduce paid leave for families who experience a miscarriage.

Miscarriage is the most common kind of pregnancy loss, affecting around one in four pregnancies in the UK.

The Council recognises the emotional trauma and loss suffered by parents as a result of stillbirths and miscarriages. As such, Enfield Council aims to improve support for parents by encouraging work environments where employers show empathy and understanding so employees who have been impacted do not have to use sick or annual holiday leave.

**11.3 Motion in the name of Councillor Adrian Grumi**

Following the speeches by the Mayor and Deputy Leader regarding their support for serving personnel, veterans and cadets in the borough at this years Armed Forces Day Event, Enfield as a borough join many other councils and organisations across the UK in renewing our Armed Forces Covenant that was first signed in 2012.

**11.4 Motion in the name of Councillor Stephanos Ioannou**

Council notes that on 4<sup>th</sup> March the Mayor of London announced his plan to expand the Ultra-Low Emission Zone (ULEZ) from its current boundary of the North and South Circulars to cover almost all of Greater London, including Enfield. These plans would see the ULEZ expanded by 29<sup>th</sup> August 2023.

Council notes that, whilst the ULEZ was originally introduced covering the same area and with the same boundaries as the Congestion Charge Zone, on 25<sup>th</sup> October 2021 it was expanded by 18 times its original size to its current boundaries. Council therefore notes that this significant change took place less than a year ago and that the ramifications have yet to be fully assessed.

Council notes that expansion would mean that those with non-compliant vehicles would pay £12.50 per day to drive within the ULEZ. Residents would be forced to pay more to get to work, visit friends and family and take advantage of Enfield's local businesses and high streets. This could cost jobs, damage the social fabric of Enfield, and encourage businesses to locate elsewhere.

Council notes this would be a regressive tax, as the less well-off are disproportionately penalised. Council further notes that this expansion would mean many more areas with poor public transport would be included within the zone; this is fundamentally unfair on those Enfield residents, who would be unable to afford to keep or replace their car and

would thus be forced to rely on inadequate levels of public transport.

Therefore, Council opposes measures to push up the cost of living in Enfield by imposing taxes and charges on Enfield residents who rely on motor vehicles without providing them with realistic alternatives. Council notes that the Mayor of London has set aside almost £400 million towards expanding the ULEZ and related projects, and suggests this money would be better spent on such measures as:

- a faster upgrade to a zero-emission bus fleet;
- increasing the roll out of rapid charging points;
- encouraging more freight consolidation schemes;
- bringing back the previous Boiler Cashback Scheme to encourage Londoners to upgrade their boilers to reduce household emissions;
- financing a generous scrappage scheme to support Londoners in replacing their vehicles.

Council calls on the Leader to send a letter to the Mayor of London calling on him to withdraw his planned ULEZ expansion and instead, to focus the almost £400 million that he has set aside for it on fairer and more effective ways of improving London's air quality.

#### **11.5 Motion in the name of Cllr Ergin Erbil**

Enfield Council has already established a clear record of commitment to Climate Action. The planting of 100,000 trees over the last two years as part of the Enfield Chase Woodland Restoration Project, the largest woodland creation project in London, was recently given the Trees & Water Award by the Forestry Commission.

Enfield Council has also recently introduced beavers as part of our rewilding agenda. We were saddened to learn that one of the beavers died from natural causes. The council are actively planning to introduce a new beaver at the appropriate season.

We note our thanks to local and national partners, such as the Beaver Trust, Capel Manor College and Forty Hall Farm for their efforts in making the project happen.

Enfield Council will also work to deliver similar projects to further enhance our environment to support the green agenda and animal welfare, such as the reintroduction of cattle.

**11.6 Motion in the name of Cllr Doug Taylor**

Council reaffirms its support for Crossrail 2 as a project which can generate growth for the borough and improve connectivity both into central London but also Northwards.

It is for Government and Mayor of London to create the opportunities for the project, but Enfield will give its support.

**11.7 Motion in the name of Councillor Hannah Dyson**

Enfield Council agrees to rethink its deal with Tottenham Hotspur Football Club and commit to serious investment in Whitewebbs Park, securing it for future of generations as a park for the community, a centre of ecology, biodiversity and a thriving community hub.

**11.8 Motion in the name of Councillor Andrew Thorp**

Across Enfield amazing volunteers are running Uniformed Youth Groups teaching young people skills for life and providing them with an opportunity to have adventures.

Recently Squirrel Scouts celebrated its first birthday. This is Scouts for 4-5-year-olds, and it is particularly targeting wards disproportionately affected by the pandemic to help ensure all children have access to the same opportunities.

Non-formal education transforms young people's lives and directly supports their achievements at school.

This Council thanks our Borough's volunteers and commits to supporting uniformed youth organisations across the Borough so that they can reach the young people that need it most.

**11.9 Motion in the name of Councillor Christopher Dey**

The following roads in Grange Park ward urgently need some traffic calming measures to slow the speed of the traffic. Residents do not want a ghastly 'Low Traffic Neighbourhood' they do want to be consulted on what can be done to slow the speed of the traffic. The affected roads concerned are Old Park Ridings, The Grangeway, Vera Avenue, Green Dragon Lane, Green Moore Link, Bush Hill. The Council agrees to allocate more funding to road safety projects.

**11.10 Motion in the name of Councillor Maria Alexandrou**

Enfield Council values skateboarding and recognises the health benefits of this sport and undertakes to maintain the A10 skateboard park to a high standard and investigate installing a new skateboard park at Broomfield Park.

#### **11.11 Motion in the name of Councillor Paul Pratt**

Our Borough of Enfield is fortunate to house many heritage buildings of national and local importance. Indeed, the Council is in fact the owner of several of these. In terms of energy efficiency, Historic England and other heritage organisations draw our attention to the fact that heritage buildings are some of the most inefficient in the UK. This is in part due to certain Energy Efficiency Measures not aligning with guidance for Listed Building Consent. Almost every person and organisation are working towards net zero, whole house retrofitting is a key component of this. It is important that targeted advice and guidance with respect to this matter is provided to residents of Enfield who live in heritage properties.

Regrettably, one of the Council's heritage properties, Broomfield House, is in such a state of disrepair that it is considered beyond saving in its entirety. This is despite the endeavours of community groups over the last decade and beyond to engage with the Council, to secure the future of Broomfield House. Colin Younger, Chair of The Broomfield House Trust, states; 'it is disappointing that Enfield appears to have side-lined both groups'.

- In March 2019 the Council set up a workshop to discuss the possibility of the exterior of Broomfield House being rebuilt.
- Between 2019 and 2020 the Council funded a proposal from The Regeneration Practice, which later in 2020 was rejected by the Council. This was despite their funding of this proposal.
- In 2021 it was the view of experts that a Broomfield House project would not score highly enough with the National Lottery Heritage Fund, even though the Borough of Enfield is a priority for NLHF. The conclusion being that it was likely Broomfield House would be demolished and 'memorialised' in some way.
- Recently there has been an update from the Council, detailing a plan to submit an 'Expression of Interest' to NLHF for improvements to the heritage parts of Broomfield Park which will include proposals for the House.
- Part of this plan is for there to be a programme of consultation with key stakeholders including relevant organisations.

Enfield Council agrees to engage with both, Broomfield

House Trust and Friends of Broomfield Park, at all stages of this consultation. There are no other stakeholders who are more deserving based on their efforts over the last decade and beyond.

**11.12 Motion in the Name of Councillor Alessandro Georgiou**

This council is concerned about the cost of living is having on the residents of Enfield and notes that domestic electricity and gas prices are predicted to rise by almost 50% this year. Increased energy costs will impact prices of many other products and services. This Council notes that HM Government has recently announced a bold £15 billion package targeted to the most vulnerable households to alleviate the impact of energy prices. In addition, it continues to deliver the Levelling Up initiative to provide opportunities for all, both locally and nationally.

This Council resolves to:

1. Write to the Prime Minister to request that she delivers all the Brexit promises to deliver additional savings to all households and to assist in the delivery of the Levelling Up initiative.
2. Work closely with HM Government to deliver Enfield's share of the £500m Household Support Fund on a timely basis.
3. Continue to develop and support the Proactive project to identify and help those most in need or at greatest risk of hardship to ensure they are fully aware of the help and assistance that is available and to ensure they receive that assistance.

**11.13 Motion in the name of Cllr George Savva**

Enfield Council congratulates the England Lionesses in their amazing achievement, winning the 2022 Euro final, beating Germany 2-1 and bringing football home.

**11.14 Motion in the name of Cllr Ergin Erbil**

Enfield has a strong and long-standing community of Gypsies and Travellers who live in the borough and Enfield Council is proud to have observed and celebrated Gypsy, Roma, and Traveller History Month during June of this year. Through celebration, education and awareness raising, the event helps to tackle prejudice, challenge myths, and amplify the voices of Gypsy, Roma, and Traveller people in wider society.

The borough does not currently have any allocated sites for

gypsies and travellers although it is legally required to assess the accommodation needs of all people living in the area, they are responsible for, and this includes gypsies and travellers. An assessment of Enfield's traveller accommodation needs in 2020 found that there is an overall need in the borough to provide 21 permanent pitches and 6 transit pitches in the period to 2036 to provide for the needs of those identified as meeting the travelling criteria set out in the Government's Planning Policy for Traveller sites. If the wider cultural definition of a gypsy and traveller is taken this need rises to 23 permanent pitches. Gypsy and Traveller accommodation needs is currently under review as part of the plan-making process, and this is an important step towards addressing the discrimination faced by the Gypsy, Roma, and Traveller communities of Enfield.

This Council resolves that accommodating the borough's gypsies and travellers' accommodation needs should be considered via allocations in the emerging Local Plan.

This Council also pledges to work closely with Gypsy, Roma, and Traveller communities to ensure that we are meeting their identified housing needs, helping them access public services, and tackling the hate crime and discrimination they face.

**11.15 Motion in the name of Cllr Nesil Caliskan**

Enfield Council is committed to supporting Ukrainian nationals placed in our borough and we pay tribute to the generosity of the people of Enfield who have offered to share their homes as part of the Homes for Ukraine scheme. To date 119 Ukrainian refugees, including 28 children, have been placed in Enfield.

Enfield Council will continue to offer our full support to Ukraine refugees, and we call on the government to prioritise the safeguarding of refugees and to provide further links to wider support networks nationally.

**11.16 Motion in the name of Cllr Alev Cazimoglu**

The Adult Social Care Reforms announced by the government have been a long time coming.

Given the delay in getting the legislation through Parliament, a significant amount of work remains to be done in a relatively short period of time.

Despite the proposed introduction of the Care Cap for some older people, in some parts of the country, it will do nothing for those of working age who have disabilities or other care

needs, or for unpaid carers.

There is no significant new funding to end delays and stabilise the system, no clear and costed transformational plan for social care and no workforce strategy or improved pay and conditions for 1.5 million care workers.

This Council calls on the government to rethink these reforms to include a comprehensive plan to address all the issues facing the sector.

## **12. COMMITTEE MEMBERSHIPS**

The Council is asked to approve the following changes to the Staff Appeals, Appointments and Remuneration Committee:

Cllr Tim Leaver and Cllr Abdul Abdullahi to replace Cllr Guney Dogan and Cllr Margaret Greer.

Any further changes received once the agenda has been published will be included in the supplementary Agenda to be circulated at the meeting.

## **13. NOMINATIONS TO OUTSIDE BODIES**

To confirm any changes to the nominations on outside bodies.

Any changes received once the agenda has been published will be included in the supplementary Agenda to be circulated at the meeting.

## **14. DATE OF NEXT MEETING**

To note the agreed date of the next Council meeting as Wednesday 16 November 2022.

**COUNCIL - 13.7.2022****MINUTES OF THE MEETING OF THE COUNCIL  
HELD ON WEDNESDAY, 13 JULY 2022****COUNCILLORS****PRESENT**

Doris Jiagge (Mayor), Nesil Caliskan, Alessandro Georgiou, Ergin Erbil, Sabri Ozaydin, Chris Dey, Mike Rye OBE, Maria Alexandrou, Kate Anolue, Chinelo Anyanwu, Mahym Bedekova, Sinan Boztas, Mustafa Cetinkaya, Guney Dogan, Elif Erbil, Susan Erbil, Margaret Greer, Ayten Guzel, Ahmet Hasan, James Hockney, Stephanos Ioannou, Rick Jewell, Joanne Laban, Tim Leaver, Andy Milne, Gina Needs, Ahmet Oykener, George Savva MBE, Edward Smith, Jim Steven, Doug Taylor, Andrew Thorp, Peter Fallart, Josh Abey, Nicki Adeleke, Nawshad Ali, Lee Chamberlain, Suna Hurman, Hivran Dalkaya, Abdul Abdullahi, Hannah Dyson, Thomas Fawns, Reece Fox, Patricia Gregory, Chris Joannides, Adrian Grumi, Esin Gunes, Mohammad Islam, Chris James, Elisa Morreale, Tom O'Halloran, Bektas Ozer, Paul Pratt, Julian Sampson, Ruby Sampson, David Skelton, Emma Supple and Nia Stevens

**ABSENT**

Mahmut Aksanoglu, Alev Cazimoglu, Gunes Akbulut, Nelly Gyosheva and Eylem Yuruk

**1****THE MAYOR'S CHAPLAIN TO GIVE A BLESSING**

Reverend Dr Valentin Dedji gave a blessing.

**2****ELECT A PERSON TO PRESIDE IF THE MAYOR AND DEPUTY MAYOR  
ARE NOT PRESENT**

The Mayor was present and presided at the meeting.

**3****MAYOR'S ANNOUNCEMENTS**

The Mayor welcomed everyone to the Chamber.

The Mayor offered her condolences to the family of the late Geoffrey Mills who sadly passed away. Birthday wishes were sent to Mr Reginal Kendall who turned 103.

The Mayor spoke of Her Majesty the Queens vast achievements and the festivities of the Jubilee.

The Mayor wished everyone and their families the very best for the summer months.

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The Young Mayor Mustafa Berk Ak spoke to the Council on some of the events he had visited in his role as Young Mayor. He informed the Council that his focus for his year as Mayor will be cultural awareness.

**4  
APOLOGIES**

Apologies for absence were received from Councillors Akbulut, Aksanoglu, Cazimoglu, Gyosheva and Yuruk.

**5  
DECLARATIONS OF INTEREST**

The following Councillors declared interests in the following items:

- Item 7 Capital Outturn – Councillor Tim Leaver, Sabri Ozaydin, Ergin Erbil and Doug Taylor; and
- Item 9 Adoption of Statutory Waste Plan for North London – Councillor Kate Anolue.

**6  
MINUTES OF PREVIOUS MEETING**

The minutes of the meeting on 25 May 2022 were AGREED.

**7  
CAPITAL OUTTURN 2021/22**

Councillor Leaver moved, and Councillor Caliskan seconded, the report.

Councillor Leaver introduced the report and provided an overview of the outturn for the year ending 31 March 2022 compared to the budget or planned position for the 2021/22 Capital Programme. Cllr Leaver stated that the programme will provide investments to residents as part of the Council's 10-year Capital Programme. Amendments for the 2022/23 budget were proposed due to delays rolling budgets forward to 2022/23 and where outcomes have been delivered early reducing 2022/23 budgets.

The Opposition made the following points:

Councillor Leaver was welcomed into his new Cabinet role.

Concerns were raised about the debt borrowing of the Council and rollover debts, and the sustainability of spending tax payers money in this way.

A strategy was requested on inflation and the issues this may cause the Council. The Council's accounts show that the Council has lost money in the 2021/22 financial year. Expenditure on furnishings of the Council's buildings has risen by ten in the last two years. It was felt that this money would be better spent on front line services as it has been brought by tax payers money. The money not spent "gross slippage" will be spent later at a higher cost. Concerns were raised around Metaswitch and the report highlighting a "budget error". It was questioned whether tax payers are subsidising this

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error. Opposition members felt it was essential that a review and prioritisation takes place of the Capital Programme.

The Administration made the following points in response:

Money has been spent on furniture in the Civic Centre as it is home to the Council's staff. Within the budget consideration was given to the possibility of the increase in inflation and has adequate head room for possible inflation. The risks to the Council have been recognised and considered which are set out in the report. Energetik's performance is doing better than predicted in its business plan. Money had been spent on flood alleviations and street scene which improve the borough.

Following the debate, the Report was put to a vote and AGREED.

**AGREED:**

1. Increase the 2022/23 General Fund and HRA capital budget by £26.6m (rolling forward unutilised 2021/22 budgets). This is the net position of:
  - a. a total of £41.43m 2022/23 budgets increasing due to programmes being delayed
  - b. a total of £14.79m 2022/23 budgets being reduced to recognise where budgets have been spent early (in 2021/22), as detailed in Table 5 of the report.
2. £13.74m additions to the approved programme, as a result of recognising additional grant funding, as detailed in Table 3.
3. Transfer £2.48m usable capital receipts from General Fund to HRA to rectify capital financing for the construction of Alma Youth Centre, a General Fund asset, as required by accounting standards.
4. Reprofitting £79.74m Meridian Water budgets (within the same total budget) using 'budgets with both levels of approval' before 'budgets requiring secondary level of approval'.

**NOTED:**

5. Total expenditure on the Capital Programme for 2021/22 was £198.6m, against the revised outturn forecast of £225.3m.
6. The total reprofiling of £26.6m comprises of £15.5m General Fund (excl. companies), Companies £10.1m and £1.1m on HRA programmes;
7. Funding of the Council's capital expenditure for 2021/22, the largest elements of which were £98.8m borrowing and £51m grants, as detailed in Table 6 of the report.

**8**

**TREASURY MANAGEMENT OUTTURN REPORT 2021/22**

Councillor Leaver moved the report, and Councillor Caliskan seconded the report.

Councillor Leaver introduced the report highlighting that the report sets out the treasury management function from 2021 to 2022 ending in March 2022. As of 31<sup>st</sup> March 2022 there was £1,015 million borrowing outstanding. Details of

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these loans were referenced in table 3 of the report. The Treasury Management Outturn Report complies with the relevant code of practise.

The Opposition made the following points in response, the level of debt continues to climb and is already higher than other boroughs who have declared bankruptcy such as Croydon. They raised concerns about the risks to taxpayers and the sustainability for the borrowing. The report states that the Council will only borrow until 2071 and does not include any borrowing which will put Enfield past its current borrowing cap. As the Labour manifesto was not costed the Administration will have to either reach the £2billion debt cap or stop the projects they are running. In 40 years the Council's debt will be £40million which will result in cuts to front line services. Concerns were raised about the there being a lack of a back-up plan for those circumstances.

The Administration made the following points in response, cuts to the Council have been imposed by Central Government which has led to the cost of living crisis. The administration aims to protect residents by improving homes and skills in the borough. The ten year treasury management strategy will come to Council for debate and agreement.

The report was NOTED.

**9**

**ADOPTION OF STATUTORY WASTE PLAN FOR NORTH LONDON**

Councillor Caliskan moved, and Councillor Erbil seconded, the report.

Councillor Caliskan introduced the report highlighting that the planning policy document had be created in consultation with the seven neighbouring borough and the document will go to each of their Council's for agreement. The document removes sites which could be used in the future for waste sites. It is hoped that there would be cross party agreement on the proposed plan. Officers were thanked for their contribution to the Plan.

The Opposition responded to the report with the following comments: They Welcomed the report and thanked officers for their contribution. The comments set out by the inspector were welcomed as all of North London's waste should not come to Enfield. Concerns were raised that the Green Belt can be used as an emergency waste designation site. In North London 62% of waste facilities are in Enfield, after that Barnet have 14% and Haringey have 12%. Concerns were raised about Enfield being the "bin of North London".

The Administration responded to the report with the following comments, they felt it was important to protect green and industrial space within the borough. Enfield does not need any additional waste facilities within the borough. Thanked the Opposition for their cross-party support.

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AGREED to adopt the North London Waste Plan (NLWP) shown at Appendix C of the report to become part of the statutory Development Plan for the borough.

**10**

**GENERAL PURPOSES ANNUAL REPORT 2021/22**

Councillor Bedekova moved, and Councillor Leaver seconded, the report.

Councillor Bedekova introduced the report stating it contains details of the work undertaken by the Committee in the 2021/22 report. The Committee had met with the Council's External Auditors, BDO, privately and they have advised that the issues relating to the Statement of Accounts is a national issue. The Council's Risk Register goes to each meeting of the Committee for discussion and updates.

The Opposition responded to the report with the following comments:  
The General Purposes Committee is one of the Council's most important Committees as it covers so many important issues. Officers were thanked for their attendance. Concerns were raised about BDO not being held to account on not finalising the 2019/20 accounts. It was felt that the polling district review and member development may need to move elsewhere as the Redman Review states General Purpose Committee should focus on Audit and Risk.

The Administration responded to the report with the following comments:  
Thanked officers and the independent person who sits on the Committee for their work. Concerns were raised about BDO and their inability to sign off the Council's accounts.

AGREED to note the General Purposes Committee Annual Report.

**11**

**CHANGE IN ORDER OF BUSINESS**

A procedural motion was moved and seconded under paragraph 4.2 of the Council Procedure Rules to change the order of business on the agenda so that Motions would be taken as the next item of business which was put to the meeting and AGREED.

**12**

**MOTIONS**

The below motions were agreed following discussion:

**Urgent motion in the name of Councillor Nesil Caliskan**

On Thursday 7th July, the Prime Minister, Boris Johnson announced his intention to resign, but that he would remain in post until the new Leader of the Conservative Party was elected. The 1922 Committee has since announced the new Leader of the Conservative Party will be announced on the 5th September 2022. Boris Johnson has proved time and time again that

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he lacks the moral integrity and honesty required to hold the office of Prime Minister. Conservative MPs and the British public have lost confidence in Boris Johnson. Enfield Council calls on Boris Johnson to immediately resign as Prime Minister.

**Motion in the name of Councillor Maria Alexandrou**

Cervical screening is a way for women to protect themselves from cancer. The sad reality is that fewer women are now having cervical screening. Last year 1.3m women didn't attend NHS screenings. There are 3,200 new cases of cervical cancer every year and of those 870 women die from it. According to CANCER RESEARCH UK 99.8% of cases are preventable. When Jade Goody fought her cancer battle, nearly 80% of women went for smear tests. 10 years later, only 72% of women go. If this rate falls any lower, the rise in deaths will shoot up. In the case of Jade Goody, she ignored letters about her abnormal cells. She needed to go to hospital for surgery to remove those abnormal cells, surgery which most probably would have saved her life. Many young women in their 20s and 30s are dying from cervical cancer and the tragedy is they are leaving behind their partners and young children. We need to encourage everyone to look after their health and have regular check-ups. Enfield Council therefore agrees to work together with other agencies for a local campaign on cervical cancer awareness and encourage women to attend that important screening test. It only takes 5 minutes at the doctor's surgery and this test can save your life.

**13**

**DURATION OF COUNCIL MEETING**

During the debate on motions a procedural motion was moved and seconded under paragraph 8 of the Council Procedure Rules to extend the duration of the meeting which was put to the meeting and AGREED.

The remainder of motions lapsed under the guillotine arrangements.

**14**

**COUNCIL QUESTIONS**

This item lapsed under the guillotine procedure. Answers to questions were provided in the supplementary agenda circulated at the meeting.

**15**

**COMMITTEE MEMBERSHIP**

The membership of the Licensing Committee was deemed to have been agreed under the guillotine procedure:

Esin Gunes (Chair)  
Doug Taylor (Vice Chair)  
Sabri Ozaydin  
George Savva  
Eylem Yuruk  
Mahym Bedekova  
Sinan Boztas

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Guney Dogan  
Chris James  
Maria Alexandrou  
Jim Steven  
Edward Smith  
Chris Dey  
Mike Rye  
Paul Pratt

Councillor Nelly Gyosheva to replace Councillor Doris Jiagge on Equalities Board.

**16**

**NOMINATIONS TO OUTSIDE BODIES**

Former Councillor Hass Yusuf to replace Councillor Gina Needs on the Old Enfield Charitable Trust was deemed to have been agreed under the guillotine procedure.

**17**

**DATE OF NEXT MEETING**

The date of the next meeting was NOTED as 21<sup>st</sup> September 2022.

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**London Borough of Enfield****Council****Meeting Date: 12<sup>th</sup> October 2022**

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**Subject: Petition - Councillors: We voted for you. Please speak up for us. #Debate Enfield's Local Plan****Director: Director of Law and Governance****Key Decision: N/A**

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**Purpose of Report**

1. The following petition was submitted with 4231 signatures. Under the Council's petition scheme this has the requisite number of signatures for referral for debate by Council.

The Petition states:

We, the undersigned, welcome our 63 councillors (of whom 29 are newly elected) and petition the council to:

- a. Bring the revised Local Plan to a Full Council meeting, as promised by a majority vote of councillors at an Extraordinary Council Meeting held on 9 June 2021.
- b. Allow sufficient time for councillors to debate the merits of the Local Plan for the first, and only, time at Full Council before it is submitted to the National Planning Inspectorate for consultation as part of the Regulation 19 process.
- c. Ensure that each councillor has the chance to vote either for or against the plan and, in the interest of transparency and public accountability, subject this vote to a "Roll Call" so that there is a public record of how each councillor voted.
- d. Publish the revised Local Plan, in fully accessible form for residents (length, format, physical copies) at least 12 weeks before the date of the proposed Full Council meeting to enable councillors, especially those who are new, to properly consider the contents of the plan and to engage their constituents in a meaningful and productive consultation about their aspirations, their homes and their environment **before** the debate at Full Council at which councillors can decide whether to submit the plan to the National Inspectorate and proceed to a formal public consultation.

This petition seeks an opportunity for councillors to participate in a debate about Enfield's Local Plan, the most significant and important policy choice that can be made by local governments.

Enfield Councillors have never voted on the merits of the Local Plan 2019 – 2039 but did agree to bring the final version of the Local Plan back to a Full Council meeting.

On 9 June 2021, the then council debated whether to consult on the "DRAFT REGULATION 18 ENFIELD LOCAL PLAN: 2019-2039".

- They decided to do so and the consultation took place; councillors should examine, publicly, the revisions resulting from the consultation.
- Councillor Nesil Caliskan moved the report with two minor amendments
  - 1) to have a twelve week consultation period on the Local Plan, and
  - 2) following the consultation, to bring the final version of the Local Plan to back to a Full Council meeting.

### **Proposal(s)**

2. Council is asked to receive the petition from the Lead Petitioner, and in accordance with the Councils Petition Scheme, allow consideration of the views expressed in the petition.

The petition organiser or a Councillor requested by the petition organiser to represent them will be given 5 minutes to present the petition at the meeting and the petition will then be discussed by councillors for a maximum of 15 minutes.

The Council will decide how to respond to the petition, and have the following options:

- i. Take the action the petition requests;
- ii. Not to take the action requested for reasons put forward in the debate;
- iii. To commission further investigation into the matter, for example by a relevant committee; or
- iv. Where the issue is one on which the council executive are required to make the final decision, the Council will decide whether to make recommendations to inform that decision.

### **Reason for Proposal(s)**

3. The Council's Petition Scheme allows Petitions with 3124 signatures (1% of the assessed population from the 2011 census as published by the Office of National Statistics) to be debated at Full Council.
4. The petition received 4231 signatures (2333 online and 1898 paper).

### **Relevance to the Council Plan**

5. The Local Plan is part of the Council's policy framework.

### **Background**

6. The Council's Petition Scheme details that a compliant petition submitted to the Council must:

- Contain the name, a valid address with postcode, and the signature of any person supporting the petition. A valid address is within the Borough of Enfield and can be a home, work or study address. It must include a clear and concise statement covering the subject of the petition. It should state what action the petitioners wish the council to take
- Relate to a matter for which the authority has responsibility, and which affect the authority or its area

### **Safeguarding Implications**

7. There are no safeguarding implications.

### **Public Health Implications**

8. There are no public health implications.

### **Equalities Impact of the Proposal**

9. There are no Equality Impact implications for this report.

### **Environmental and Climate Change Considerations**

10. There are no Environmental and Climate change considerations associated with the petitions report.

### **Risks that may arise if the proposed decision and related work is not taken**

11. The Council Petition Scheme allows a debate at Council following the requisite number of signatures.

### **Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks**

12. There are no key risks associated with this Report.

### **Financial Implications**

13. There are no financial implications or additional costs associated with the debating of this Petition.

### **Legal Implications**

14. The Council's statutory duty to have a petition scheme was repealed by s46 of the Localism Act 2011. Although no longer a duty, the Council has retained its petition scheme in the interest of promoting democracy. The Council's Petition Scheme is therefore still valid.

### **Workforce Implications**

15. There are no workforce implications.

**Property Implications**

16. There are no property implications.

**Other Implications**

17. There are no other implications.

**Options Considered**

18. In accordance with the Council's Petition Scheme, Council is required to allow consideration of the views expressed in the Petition.

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**Report Author:** Claire Johnson  
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020 8132 1154

**Date of report:** 3 October 2022

**Background Papers**

None

**Opposition Priority Business-Local Plan 12<sup>th</sup> October 2022****Background**

Enfield's Core strategy was adopted in 2010. Inevitably since then, there have been changes to Planning Law, Planning Guidance and regional planning plans, (Planning Policy Framework 2021, London Plan 2021). In addition, there have been a number of Planning Appeals from the Planning Inspectorate that inform local planning applications. Until Enfield adopts a new Local Plan the borough will find it challenging to resist some planning applications that might be regarded as impacting negatively on Enfield.

**Issues**

The current draft Local Plan was formulated without input from other political groups on the Council (unlike all previous Local Plans). The plan also fails to reflect key themes in the London Plan 2021 and National Government Planning Policy, especially on the Green Belt. The consultation with the public in Enfield was successful and a large number of responses were received. However, a significant number of these responses questioned aspects of the draft Local Plan. It therefore appears that the draft Local Plan does not command wholehearted support from the residents of the Borough.

**Recommendations:**

- ✓ A cross party group should review the draft Local Plan and make recommendations to the Cabinet and Council
- ✓ Full Council should debate the revised Local Plan prior to submission
- ✓ Proposals to allow building on the Green Belt should be reviewed in the light of the London Plan 2021 and in the light of opposition to development on the Green Belt by the Mayor of London and National Government
- ✓ Careful consideration needs to be given where taller buildings may be acceptable

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**London Borough of Enfield****Full Council Report****Meeting Date:** 12 October 2022

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**Subject:** Special Educational Needs and Disabilities (SEND) Partnership Strategy 2023-2027**Cabinet Member:** Cllr Abdul Abdullahi**Executive Director:** Tony Theodoulou, Executive Director of People**Key Decision:** KD 5515

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**Purpose of Report**

1. This report seeks the approval of Full Council for the new SEND Partnership Strategy 2023-27.

**Proposal(s)**

2. This report proposes that the new SEND Partnership Strategy be agreed and adopted by Enfield Council.

**Reason for Proposal(s)**

3. The SEND Partnership Strategy will replace Enfield's SEND Education Strategy (2018), which has now expired.
4. The strategy will provide strategic direction for the Council and our local SEND Partnership to improve outcomes for children and young people with SEND, which is led and chaired by the local authority, working together with practitioners across Education, Health and Social Care as well as our Parent/Carer forum and Voluntary and Community Sector (VCS) groups.

**Relevance to the Council Plan**

5. We have high aspirations for every child and young person in Enfield. We want them to achieve their best. This includes at all stages of their learning, everyday life, in their health and wellbeing; and as they take their next step towards independence and adulthood. To achieve this, we must support and empower our families to give their children the best start in life; and we must enable our children and young people to discover and achieve their goals and to shape their lives and futures in the way they want. The SEND Partnership Strategy is therefore crucial to supporting our work to **inspire and empower young Enfield**, as part of building **safe, health and confident communities**.

6. The SEND Partnership Strategy seeks to embed a culture of embracing difference, and where we work together to make Enfield an inclusive borough where SEND is everyone's business. Through prioritising inclusion, this strategy will positively contribute to a **Fairer Enfield** and contribute to wider work to build **an economy that works for everyone**.
7. Finally, the SEND Partnership Strategy will also assist the Council in its objective to be a **Modern Council**, which **targets resources smartly**. The proposed priority to strengthen our knowledge and understanding of our SEND community and their needs is intended to help us enhance the way we plan, strategically commission and deliver the services and support that children, young people and their families need, both now and in the future. This is crucial to ensure we effectively manage our resources to provide equity for all our children and young people, in a way that responds to the changing needs of our diverse community.

## Background

8. The SEND Partnership Board brings together representatives from our parent and carer groups and expertise from education, health, social care and the voluntary and community sector. The partnership is chaired by Enfield Council's Director of Education.
9. A dedicated SEND Strategy Development Group was established under the Board, with responsibility for overseeing the development of the new SEND Partnership Strategy, to replace the SEND Education Strategy. The previous strategy focused on 3 important priorities to:
  - 1) Identify, assess and intervene early where children and young people have SEND.
  - 2) Improve access and participation in early years settings and schools.
  - 3) Support a successful transition to adulthood.
10. Since 2009, the national SEND system has been subject to a significant amount of change. This included the introduction of the Children and Families Act (2014), the SEND Code of Practice: 0 to 25 years (2014/15) and the Care Act (2014).
11. Since the publication of our SEND Education Strategy in 2018 there has been further change to the national system both in response to ongoing challenges and deepening inequalities exacerbated by the COVID-19 pandemic. As part of the Government's work to support children and young people with SEND they have recently published a new National Disability Strategy (2021), which is committed to improving the experience of disabled children and young people at school and while accessing education. As well as a national strategy for improving the lives of autistic people and their families and carers in England. Most recently, Ofsted and the Care Quality Commission (CQC) have launched a consultation on proposals for a new

joint framework for inspecting local provision for children and young people with SEND, with new inspections to be introduced in 2023.

12. Additionally, an Independent Review of Children's Social Care and the Government's '[SEND Review: Right Support, right place, right time](#)', have also been published. The SEND Review importantly has identified 3 key challenges facing our children, young people and families across the country at present.<sup>1</sup> These are:
- Navigating the SEND system and alternative provision is not a positive experience for too many children, young people and their families.
  - Outcomes for children and young people with SEND or in alternative provision are consistently worse than their peers across every measure.
  - Despite the continuing and unprecedented investment, the system is not financially sustainable.
13. The SEND Review has set out the Government's plans to respond to these challenges. They intend to strengthen the SEND system, including through improved early and consistent identification of SEN in the early years; improved workforce development; a standardised and digitised Education, Health and Care Plan (EHCP) process and template; establishing clearer systems, roles and accountability; and funding reforms.
14. Our new strategy has taken into account the Council's current statutory duties, and where necessary the strategy will be updated to respond to national guidance, best practice and legislative changes in the future.

### **Main Considerations for the Council**

15. The new SEND Partnership Strategy sets out our shared vision, 4 principles and 5 priorities, for the Council and our SEND Partnership as we work together over the next 4 years to support every child and young person with SEND, up to the age of 25. This includes our children and young people who have an Education, Health and Care Plan (EHCP) and those who receive Special Educational Needs (SEN) Support at their school or educational setting.
16. Enfield currently maintains EHCPs for 3.5% of 0–25-year-olds in Enfield. Although this is below the national average of 3.75%<sup>2</sup>, the local area has experienced a much higher growth in the number of EHCPs each year since 2018, when compared with the national average. As of January 2022, 10.6% of pupils attending Enfield schools and settings receive SEN Support.

### **Our Vision, Principles and Priorities**

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<sup>1</sup> [SEND Review: Right Support, right place, right time](#)

<sup>2</sup> Number of Enfield council Maintained EHCPs at 31 March 2022

17. **Our vision** is for all our children and young people with SEND to have high aspirations and to achieve positive lifelong outcomes.

18. **Our 4 principles are:**

- **Principle 1:** Listen to our children, young people and families and make sure they are at the heart of decisions about themselves and their borough
- **Principle 2:** Empower and enable our children, young people and families to be as independent as they can be
- **Principle 3:** Work together to deliver the right support, in the right place and at the right time
- **Principle 4:** Make sure all families receive fair and sensitive treatment

19. **Our 5 priorities are:**

- **Priority 1:** Know our local area and effectively plan for the needs of our children, young people and families
- **Priority 2:** Identify needs early and provide the right support, in the right place, at the right time
- **Priority 3:** Make sure inclusion is at the heart of our services and communities
- **Priority 4:** Deliver high quality, effective and timely Education, Health and Care Needs Assessments (EHCNA) and Plans (EHCPs)
- **Priority 5:** Develop opportunities for children and young people with complex needs to have high aspirations, participate and thrive

### **Developing the SEND Partnership Strategy**

20. The SEND Strategy Development Group was established to help share experiences, provide context and give guidance as to the contents of this strategy and future action plan. The multi-agency group included expertise from Education, Health and Social Care and the voluntary sector. Members worked closely with the Council's Corporate Strategy Service and met regularly to shape the strategy.
21. The expertise and experience of our Strategy Development Group was brought together with research, local evidence of need and benchmarking of other local authorities to inform our draft.
22. In spring 2022, a targeted engagement programme was carried out with local stakeholders. The primary objective of the engagement programme was to seek the views of our stakeholders across the SEND Partnership on the draft

strategy. In doing so, we were able to further develop and improve our strategic approach, vision, priorities, principles and inform action planning. Through our engagement, we:

- Gained feedback on the draft vision, principles and priorities and their associated objectives.
  - Gained insight into ongoing challenges experienced by those delivering services to enhance the draft and inform future action planning.
  - Enhanced the document's readability and accessibility.
23. We used a variety of different methods to gain feedback from local practitioners, parents, carers and individuals with lived experience. This included virtual focus groups, questionnaires, engaging through existing forums and attending the annual Our Voice conference (attended by over 80 parents and carers).
24. The following groups participated in the engagement programme:

<b>Group</b>	<b>Date</b>
LBE: Strategic Service Development & Procurement Board for People's Services	2 Feb 2022
LBE Joint Service for Disabled Children Team meeting	9 Feb 2022
LBE: Educational Psychology Service Meetings	23 Feb 2022
North Central London Clinical Commissioning Group Governance meeting	3 March 2022
Voluntary Sector Strategy Group (VSSG)	7 March 2022
LBE: Children, Young People and Education Scrutiny	9 March 2022
Special education Needs Coordinators (SENCo) during 3 sessions	9 Feb, 10 & 16 March 2022
LBE: Children and Family Services Operational Management Group Meeting	10 March 2022
'Meet the SEND Heads' Parents Conference	11 March 2022
SEND Partnership Board (all members)	14 March 2022
Enfield Thrives Together	15 March 2022
Headteacher and Principal Sessions during 2 sessions	17 & 18 March 2022

25. In May 2022, we invited our local All About Us SEND participation squads to share their views on being safe, healthy, happy, included and prepared for their independence and adulthood. Durants School and West Lea School took part and hosted discussions with their groups at school. The Co-ordinators shared summaries of the discussions and the comments made during their sessions. Young people in the local VIPs SEND Youth Groups (a skills and activity hub working with children and young adults with SEND) also shared their experiences of being included at school and in their communities during their youth club sessions. These sessions formed part of the Council's work to inform our Inclusion Charter as well as our SEND

Partnership Strategy. These sessions took place on 22 November 2021, 15 February and 1 March 2022.

26. The views and ideas shared with us during our engagement programme with practitioners and young people have helped us to better understand experiences locally including what is working well and what needs to be improved.
27. The draft was agreed by members of the SEND Strategy Development Group on 14 July 2022 ahead of presentation to the People Department Management Team (DMT), the SEND Partnership Board and the Executive Management Team (EMT).

### **The SEND Partnership Strategy Governance Structure**

28. The strategy has been circulated to Enfield's Local Authority led SEND Partnership Board for their agreement ahead of approval at Cabinet and Full Council and the document has been updated accordingly to reflect their feedback.
29. The SEND Partnership Board are responsible for overseeing the delivery, monitoring and review of this strategy.
30. Delivery of the actions set out in the strategy will be the responsibility of a named partner, who will be required to report on progress through their relevant internal governance structures as well as to the SEND Partnership Board. Leads for all actions in the strategy will be set out in an operational action plan for the partnership.
31. Following the publication of the strategy, a series of success measures will also be published later in 2022 alongside the strategy on the Local Offer for SEND. These measures will align with the priorities of the strategy and will provide indicators to track our progress.
32. The strategy will be reviewed every two years, and where necessary it will be updated to respond to local and national changes.

### **Safeguarding Implications**

33. There are no negative safeguarding implications.
34. The SEND Partnership Strategy sets out a vision for all our children and young people with Special Educational Needs and Disabilities to have high aspirations and to achieve positive lifelong outcomes. In practice, this means making sure all our children and young people with SEND are safe, healthy, happy and included in their educational setting and communities.
35. Implementation of the strategy is subject to relevant policies, underpinned by the Council's approach to safeguarding all our children and young people, including those attending out of borough provisions.

In relation to the engagement process, we have ensured that no residents were put at risk through participation. We did not require consultees to give personal identifying details on their survey responses (where relevant providing details of title and organisation were optional), and feedback collected during focus groups was anonymised.

## Public Health Implications

36. The strategy embeds the SEND Partnership's commitment to make sure that our children, young people and their families get the right support at the right time, by identifying and assessing their needs early. Early identification is an important first step to making sure children and young people benefit from the right services and support that they need to help them to thrive. This includes early identification of health and care needs, and early intervention and prevention to support the best possible health and wellbeing at all stages of childhood and as our young people with SEND transition to adulthood.
37. The strategy highlights the importance of the first 1,001 days of a child's life (up until the age of 2), and the impact this can have on the development and life chances of our children and young people. This includes how well they build relationships, school achievements and future job prospects, and overall health and wellbeing.<sup>3</sup> The strategy also recognises that a child's development and life chances are influenced by a multitude of factors such as early relationships, the care they receive, living in poverty, or becoming looked after.<sup>4</sup>
38. Research and insights also identify that our children and young people with SEND are more likely to experience poorer life outcomes and have less opportunities than their peers <sup>5</sup>, and many of the issues and inequalities faced by our children, young people and their families have been exacerbated by the effects of the COVID-19 pandemic and the resulting lockdowns.<sup>6</sup>
39. The strategy embeds our commitment to tackling the inequalities experienced by our children and young people with SEND, and the partnership will continue to strengthen early identification and early intervention services. This includes making sure we have high quality SEND provision from the early years, which we know can reduce the likelihood of a child or young person being identified with SEN later on.<sup>7</sup>
40. The strategy also embeds the SEND Partnership's commitment to working together to support the delivery of the early help services that wrap around our families to make sure they can access the right information, advice and support for their child's individual needs and their family circumstances, in a timely way. This includes supporting our families to give their children the best start in life, through services such as midwifery, health visiting and

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<sup>3</sup> HM Government (2021) [The Best Start for Life: The Early Years Healthy Development Review Report](#) (A Vision for the 1,001 Critical Days)

<sup>4</sup> *ibid*

<sup>5</sup> [SEND Review: Right Support, right place, right time](#) pp.20

<sup>6</sup> Council for Disabled Children (2022) [Investing in early intervention](#)

<sup>7</sup> [SEND Review: Right Support, right place, right time](#) pp.39

parenting support; and enabling families to access early help including housing, debt and income advice.

41. Furthermore, the strategy recognises existing challenges relating to the EHCP process, and timely and effective completion of annual reviews. The North Central London Integrated care partnership (ICPs) have been actively included in the development of the strategy and are committed to having the right mechanisms in place to make sure health practitioners and clinicians fully support the integrated EHC needs assessment process, providing information, advice, support and interventions to meet identified need within statutory / stated timescales.
42. Finally, the strategy includes a dedicated priority focused on supporting our children and young people with the most complex medical and/or mental health needs to thrive. This sets out our commitment to making sure the partnership has the right integrated offer that is responsive and personalised to their identified and changing needs. This includes working together with the North, Central London Transforming Care Partnership (TCP) to make sure that our children and young people with learning disabilities and/or autism can grow up and remain living in their local community and close to their families.

### **Equalities Impact of the Proposal**

43. The strategy sets out our vision for all our children and young people with SEND to have high aspirations and to achieve positive lifelong outcomes.
44. To analyse the impact of this strategy on various groups in the borough, we have completed a robust Equalities Impact Assessment (EqIA) enclosed with this report as appendix 2. Based on this assessment it is anticipated that the SEND Partnership Strategy will have a positive impact on all our children and young people with SEND and their families and this strategy is not expected to have any adverse impacts on any groups listed under the protected characteristics.
45. This assessment identifies that within our SEND community there is evidence of overrepresentation, including in relation to ethnicity and sex (the over representation of boys in EHCPs and receiving SEN support is evident locally, nationally and regionally). It is recommended that were possible, the delivery of Priority 1 should explore opportunities to enhance the Partnership's understanding of available equalities data relating to overrepresented groups as part of our work to better understand the profile and needs of our local SEND community.

### **Environmental and Climate Change Considerations**

46. The strategy is not expected to result in adverse impact on the environment or increase energy consumption.
47. At present 17% of children and young people with SEND attend out of borough education placements. The strategy embeds the SEND Partnership and the Council's commitment to growing our local provision, so that our

children and young people can be cared for and educated locally. This will positively contribute to a reduction in emissions generated by longer journeys via car, taxi and specialist transport.

**Risks that may arise if the proposed decision and related work is not taken**

48. As a local authority we have statutory duties that we must fulfil in supporting our children and young people with SEND and their families. This includes (and is not limited to) those duties set out under the Children and Families Act (2014), the SEND Code of Practice: 0 to 25 years (2014/15) and the Care Act (2014).
49. The strategy provides a clear overarching strategic direction to the Council and our local Partnership through a shared vision, principles and priorities, setting out how we will work together to deliver improved outcomes for our children and young people with SEND. This strategic direction is informed by research, best practice, benchmarking and local evidence of need. This includes our Self Evaluation Framework, which has identified what is working well and what needs to be improved and is further informed by local engagement carried out on the draft strategy. Having a clear strategic direction enables our partnership to work collectively towards shared objectives, therefore supporting us to continue to effectively meet our statutory duties and responsibilities well.
50. If the decision is taken to not agree the strategy, the local authority and SEND Partnership will be without a clear and shared vision, principles and priorities. This could in turn undermine the effectiveness of the partnership as they continue their work to meet needs and crucially improve outcomes for our children and young people with SEND and their families.

**Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks**

51. There continue to be ongoing developments in the national SEND system, and the local authority is likely to be subject to some changing duties (and/or approaches to fulfilling existing duties) stemming from proposals set out in the SEND Review: Right support, right place, right time (Green Paper); and any further introduction of new national policy and or legislation around support for children and young people with SEND and their families. For instance, the strategy if agreed in October 2022, will be published ahead of a future SEND White Paper.
52. To mitigate the risk that our strategy ceases to comply with national policy and regulation, we will carry out a review every two years and where necessary update our strategy to reflect national and local changes. An associated action plan will accompany the strategy (which brings together the Self Evaluation Framework and our strategic priorities). This will be a live document throughout the lifecycle of the strategy and will be updated to reflect any changes.

**Financial Implications**

- 53. No direct financial implications have been identified in this report;
- 54. If, in order to deliver this strategy, there needs to be a change to the current use of resources or if additional resources are required, these will be the subject of separate reports and the financial implications will be provided in each case;
- 55. As part of the strategy, the Authority has started to implement early intervention strategies which aim to identify and support children's needs at the earliest possible stage, which should reduce the longer term costs of supporting some children throughout their education. These projects are in the early stages but will be monitored to assess impact both on outcomes for pupils and the financial cost of support;
- 56. The outcome of the DfE SEND Review may impact on funding arrangements for pupils with SEND and updates will be provided when information is published.

### **Legal Implications**

- 57. The Children and Families Act 2014 ("CFA") together with the guidance in the SEND code of practice explains the duties local authorities owe to disabled children, young people and those with special educational needs. Local authorities must ensure that children, young people and parents are supported to access the right provision to meet their needs, and involve children, young people and their parents/carers in decision making at both the individual and strategic level and provide information, advice and support to children, young people and their parents/carers.
- 58. In addition, local authorities have a duty under the CFA to keep under review, the educational provision, training provision and social care provision made in its area for children and young people who have special educational needs or a disability and to the extent that such provision is sufficient to meet needs.
- 59. The SEND Partnership Strategy will assist the council in fulfilling its duties under the CFA, Care Act 2014 and Equality Act 2010.

*These legal implications were provided by I. Deuchars on the report received on 18/07/2022*

### **Workforce Implications**

- 60. No direct workforce implications have been identified by this report.
- 61. If a requirement for additional resource is identified to support this Partnership a separate proposal and supporting restructure report will need to be prepared in accordance with the Council's Principles for Managing Reorganisations. This will outline the resource required and the reporting structure.
- 62. HR advice should be sought prior in relation to the above point.

## **Property Implications**

63. The strategy embeds a commitment to making sure all our children and young people receive an excellent education, and their needs are effectively met in an educational setting or environment that is right for them. Wherever possible, this should be in a local mainstream setting. As a result, the strategy further embeds the Council's existing commitment to increasing in-borough SEND provision, this includes increasing the number of Special Resourced Provisions (SRPs), and designated units in mainstream schools.
64. This document, however, provides an overarching strategic direction for how the local SEND partnership will support our children and young people with SEND and does not introduce new and expanded plans with implications for property. Such decisions would be the responsibility of relevant departments and would be agreed through the Council's formal governance and decision-making structures.

## **Other Implications**

65. No further implications have been identified.

## **Options Considered**

66. Not applicable.

## **Conclusions**

67. The SEND Partnership Strategy sets out a clear vision, principles and priorities for the local authority and our partners as we work together over the next four years to support our children and young people with SEND and their families. This decision will enable the partnership to have a clearly agreed strategic direction to support us to effectively meet our statutory duties and responsibilities.

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02081321440

**Date of report:** 18/08/22

## **Appendices**

1. SEND Partnership Strategy 2023-2027
2. Equality Impact Assessment

## **Background Papers**

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

Not applicable

# Enfield's Special Educational Needs and Disabilities Partnership Strategy 2023-2027



[www.enfield.gov.uk](http://www.enfield.gov.uk)

In partnership with

North Central London  
Integrated Care System



Our Voice



**ENFIELD**  
Council



## Document Control

<b>Scope</b>	Enfield's Special Educational Needs and Disabilities (SEND) Partnership Strategy sets out our shared vision, principles and priorities as we work together over the next four years to support our children and young people with SEND (up to the age of 25) and their families.
<b>Approved by</b>	<b>PENDING</b> – Full Council
<b>Cabinet Member</b>	<b>Cllr Abdul Abdullahi</b> , Cabinet Member for Children's Services, Education and Protection
<b>Approval date</b>	<b>PENDING</b> – Subject to Full Council 12 October 2022
<b>Director</b>	Peter Nathan, Director of Education
<b>Project Sponsor</b>	Barbara Thurogood, Head of SEN
<b>Report tracking</b>	People Directorate – Report number: <b>00 25</b>
<b>Document Author</b>	Corporate Strategy Service
<b>Review</b>	<p>Enfield's SEND Partnership Board are responsible for monitoring and reviewing this strategy.</p> <p>This strategy will be reviewed every 2 years and where necessary, updated to respond to local and national change.</p> <p>The associated joint Action Plan will be kept up to date and will be regularly reviewed throughout the lifecycle of the strategy. Individual actions are the responsibility of the named partner, who is required to report on progress through their internal governance structures, as well as to the SEND Partnership Board.</p>

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**Priority 1: Know our local  
area and effectively  
plan for the needs of our  
children, young people and  
families**

**14**

**Priority 2: Identify needs  
early and provide the right  
support, in the right place,  
at the right time**

**16**

**Priority 3: Make sure  
inclusion is at the heart  
of our services and  
communities**

**18**

**Priority 4: Deliver high  
quality, effective and  
timely Education,  
Health and Care Needs  
Assessments (EHCNA) and  
Plans (EHCPs)**

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**Priority 5: Develop  
opportunities for children  
and young people  
with complex needs to  
have high aspirations,  
participate and thrive**

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**Governance  
and tracking our  
progress**

# Foreword

**Our vision is for all our children and young people with Special Educational Needs and Disabilities to have high aspirations and to achieve positive lifelong outcomes.**

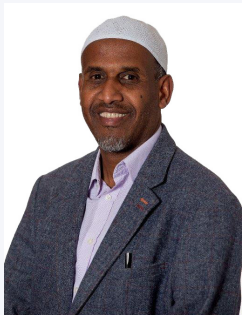
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The Special Education Needs and Disabilities (SEND) Partnership has high aspirations for every child and young person with SEND in Enfield. We want them to achieve their best in the early years and throughout their education; in their social development, health and wellbeing; and as they take their next step towards independence and adulthood.

This strategy sets out our commitment to making sure our children, young people and families can access what they need locally to thrive in all areas of their lives – the right services and support, at the right time and in the right place. At the heart of our work is also a commitment across our partnership to champion inclusion, and to recognise the strength of our community as we work together with our children, young people and families to drive forward our ambitious SEND agenda in Enfield.

As a SEND Partnership, we recognise that there are an increasing number of children and young people being identified with SEND, and across the national and local systems there are financial pressures and challenges. Through efficient monitoring, joint commissioning, and service improvements we are working hard to make sure we continue to meet the changing needs of our children, young people and families in Enfield.

This strategy has been developed with the hard work and dedication of local stakeholders, drawing on their lived experience and expertise. We would like to take this opportunity to formally thank all who have contributed and given their time.



**Cllr Abdul Abdullahi**

Cabinet Member for Children's Services

# Introduction

**Enfield's Special Educational Needs and Disabilities (SEND) Partnership Strategy 2023-27 replaces the SEND Education Strategy published in 2018. The new strategy is for our children and young people with SEND up to the age of 25, and sets out:**

**“Our vision”** for what we want life to be like for our children and young people with SEND.

**“Our four principles”** that guide our actions and our decisions across the SEND Partnership and workforce.

**“Our five priorities”** that set out what we will be working together to deliver over the next four years.

**“Our governance structure”** that sets out who is responsible for delivering; monitoring and reviewing this strategy and how we will track our progress.

## The role of our SEND Partnership Board

The SEND Partnership Board are responsible for overseeing and delivering this strategy and our action plan. The SEND Partnership brings together representatives from our parent and carer groups and expertise from education, health, social care and the voluntary and community sector. The partnership is chaired by Enfield Council's Director of Education.

## How we developed the SEND Partnership Strategy

In 2021, the SEND Partnership Strategy Development Group was established to help share experiences, provide context and give guidance on this strategy and future action plan. The multi-agency group included expertise from education, health, social care and the voluntary sector. Members worked closely with the Council's Corporate Strategy Service and met regularly to shape the strategy. The expertise and experience of our Strategy Development Group was brought together with research, local evidence of need and benchmarking of other local authorities to inform our first draft.

We then carried out engagement with members of the SEND Partnership and local stakeholders. We used a variety of different methods to gain feedback from colleagues, local practitioners, parents, carers and individuals with lived experience. This included focus groups, questionnaires, engaging through existing forums and attending the annual Our Voice conference (attended by over 80 parents and carers).

All About Us, our local network of child and young person SEND participation groups shared their views on being safe, healthy, happy, included and prepared for their independence and adulthood. We also met with the VIPs SEND Youth Groups on three occasions at our youth centres to hear their experiences of being included at school and in their communities.

The views and ideas shared with us during our engagement have helped us to better understand experiences locally; what is working well and what needs to be improved. Our SEND Partnership Strategy is a stronger document because of their contributions.

# The National SEND System

**A great deal has changed in the national SEND system, since the Lamb inquiry called for a “radical overhaul” in 2009.<sup>1</sup> This included the introduction of the [Children and Families Act \(2014\)](#), the [SEND Code of Practice: 0 to 25 years \(2014/15\)](#) and the [Care Act \(2014\)](#).**

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At the centre of the reforms was a call for earlier identification of SEND, joined up working between education, health and social care services, and an emphasis on a child-centred approach, which placed the voice of the child, young person and their family at the heart of decision making. The Care Act (2014) also set out that young people at the age of 18 with care and support needs would undergo an assessment in line with any existing plans such as their Education Health and Care Plan (EHCP). This would set out their care and support needs and the resources allocated.

We are now over eight years on from the introduction of the 2014 reforms and 13 years on from the Lamb Inquiry. While important progress has been made, the Government acknowledges that there are ongoing challenges across the SEND system, and many of the issues and inequalities faced by our children, young people and their families have been exacerbated by the effects of the COVID-19 pandemic and the resulting lockdowns.<sup>2</sup>

As part of the Government's work to support children and young people with SEND they have recently published a new [National Disability Strategy](#) (2021), which is committed to improving the experience of disabled children and young people at school and while accessing education. The Government has also published a [national strategy](#) for improving the lives of autistic people and their families and carers in England. Most recently Ofsted and the Care Quality Commission (CQC) has consulted on proposals for a new joint framework for inspecting local provision for children and young people with SEND, with new inspections to be introduced in 2023.

Additionally, an Independent Review of Children's Social Care and the Government's '[SEND Review: Right Support, right place, right time](#)', have also been published. The SEND Review importantly has identified three key challenges facing our children, young people and families across the country at present.<sup>3</sup> These are:

- |    |  |
|----|--|
| 1. | Navigating the SEND system and alternative provision is not a positive experience for too many children, young people and their families.  |
| 2. | Outcomes for children and young people with SEND or in alternative provision are consistently worse than their peers across every measure. |
| 3. | Despite the continuing and unprecedented investment, the system is not financially sustainable.  |

The SEND Review has set out the Government's plans to respond to these challenges. They intend to strengthen the SEND system, including through: early and consistent identification of SEN in the early years; improved workforce development; a standardised and digitised EHCP process and template; clearer systems, roles, accountability, and funding reforms.

The SEND Partnership welcome the Government's recent review and commitment to strengthening the SEND system. We support a more inclusive, easier to navigate and sustainably funded SEND system with clear accountabilities and roles, which places the needs and aspirations of our children and young people at its heart. This strategy enables us to deliver this commitment.

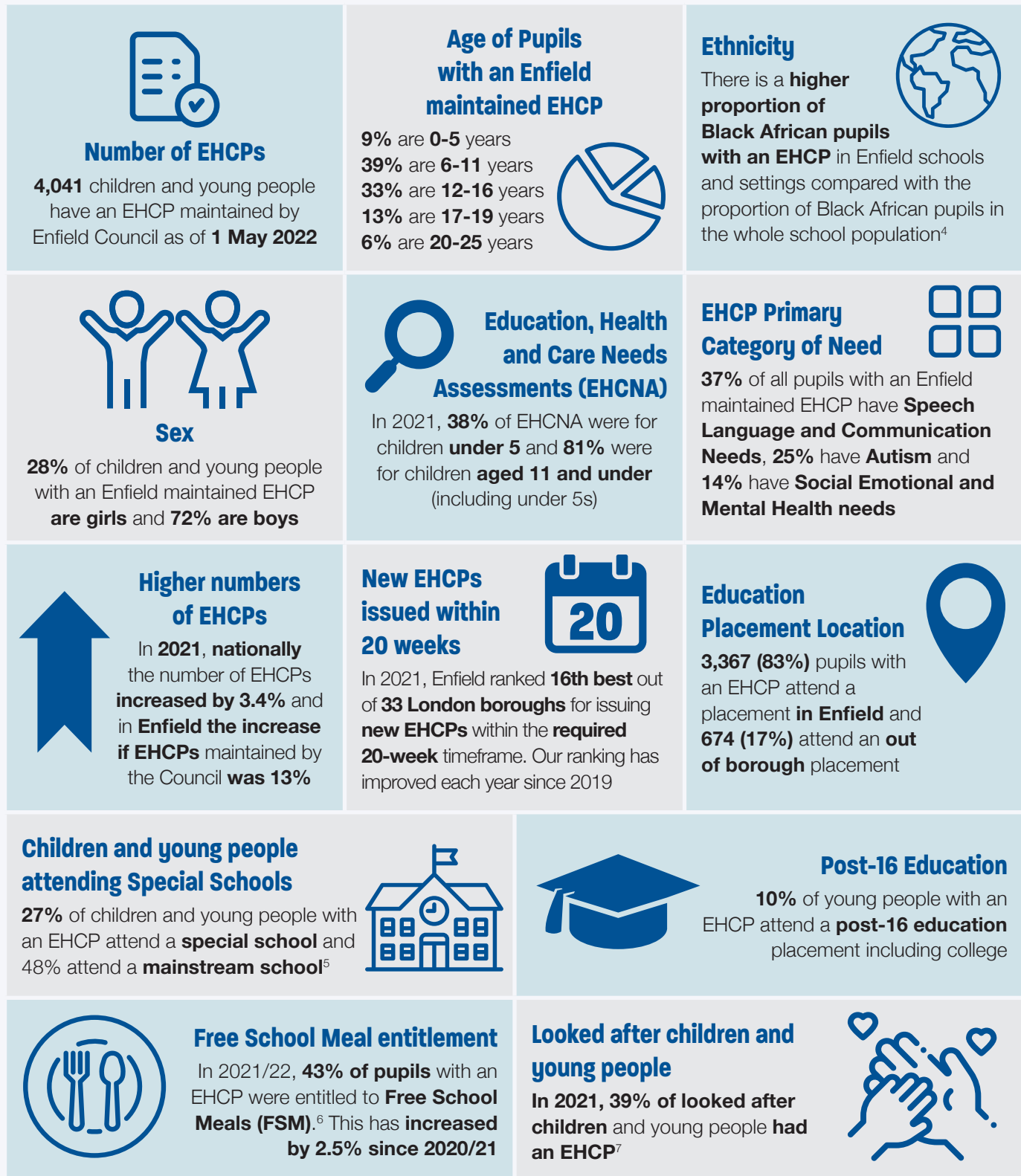
<sup>1</sup> Department for Children, Schools and Families, Lamb Inquiry (2009) 'Special educational needs and parental confidence' cited in Ofsted, (2021) [SEND: old issues, new issues, next steps](#).

<sup>2</sup> Council for Disabled Children (2022) [Investing in early intervention](#)

<sup>3</sup> [SEND Review: Right Support, right place, right time](#)

# The Local Picture

## About our Children and Young People with Education, Health and Care Plans



<sup>4</sup> Include state-funded nursery, primary, secondary, and special schools, non-maintained special schools and pupil referral units.

<sup>5</sup> A further 10% of pupils attend a post-16 setting or college and our remaining pupils attend a range of settings including independent schools and elective home education. Just over 1% of pupils are not in Education, Employment or Training (NEET), and 2.5% of pupils are awaiting an education placement.

<sup>6</sup> Totals include Enfield state-funded nursery, primary, secondary and special schools, non-maintained special schools and pupil referral units.

<sup>7</sup> All provision included in school and alternative provision census.



### Absences

Overall, children and young people with EHCPs on average missed **11.8% of available sessions** in the 2020/21 academic year.<sup>8</sup>  
Overall Pupils without SEND missed 5.1% of available sessions



### Exclusions

In 2019/20, just under **4% of all pupils had an EHCP**, however they represented **11% of pupils with a fixed term exclusion**. **Zero pupils with an EHCP were permanently excluded** from Enfield schools.



### Supported Internships

From the 2020/21 cohort, **80% of students** (25 people) **were offered a job** at the end of their supported internship programme

## About our Children and Young People receiving Special Educational Needs (SEN) Support at their Enfield school or setting



### Number of pupils receiving SEN Support

In 2022, around **10.6% or 5,896 pupils** were receiving **SEN support** at Enfield mainstream schools



### Age of pupils receiving SEN Support

In 2022, **10.5%** of children attending Enfield mainstream **primary schools** and **10.7%** young people attending **Enfield secondary schools** receive **SEN Support**



### Ethnicity

**Black African, Black Caribbean, White British and White Turkish pupils** are **overrepresented** in the proportion of children and young people receiving SEN Support<sup>9</sup>



### Sex

In 2021/22, **38%** of children and young people receiving SEN Support were **girls** and **62%** were **boys**

### SEN Support Primary Category of Need



In 2021/22, **30%** of pupils receiving SEN Support had **Speech Language and Communication Needs**, **22%** had **Social Emotional and Mental Health** needs and almost **21%** had a **Moderate Learning Difficulty**



### Free School Meal entitlement

In 2021/22, almost **37%** of pupils who received **SEN support** were entitled to **Free School Meals (FSM)**. This has **increased by 4%** since **2020/21**



### Looked after children and young people

In 2021, **25%** of **looked after** children and young people received **SEN Support**



### Exclusions

In 2019/20, just under **4% of all pupils had an EHCP**, however they represented **11%** of pupils with a **fixed term exclusion**. **Zero pupils with an EHCP were permanently excluded** from Enfield schools



### Absences

Overall, children and young people who received SEN support on average **missed 7% of available sessions** in the 2020/21 academic year

<sup>8</sup> A session refers to a school half day either in the morning or afternoon. Includes both authorised and unauthorised absences.

<sup>9</sup> Compared with the proportion of Black African, Black Caribbean, White British and White Turkish pupils in the whole school population.

## Successes and Challenges

**The new SEND Partnership Strategy builds on the crucial progress made since the publication of our [SEND Education Strategy](#) in July 2018. Our previous Strategy focused on three important priorities, including: early identification of need; improving access and participation in schools and settings; and supporting a successful transition to adulthood. These are some of our key successes:**

- 
- The Council's SEN Service has received additional funding and have increased their workforce from 8 to 15 SEN Officers.
  - The Council has recruited a Designated Social Care Officer (DSCO) who is tripartite funded by Children's Social Care, Adult's Social Care and the SEN Service.
  - Area SENCo support in the Early Years SEND Team has increased by the equivalent of 1 full time member of staff to support Private, Voluntary and Independent (PVI) settings, to be more inclusive in their SEND Offer and to support the transition to reception.
  - £1,000,000 was invested from the Designated Schools Grant, to develop Early Intervention Services to support speech, language and communication needs (SLCN) through the new Enfield Communication and Support Service (ECASS); Autism and neurodiversity through the expansion of the Enfield Advisory Service for Autism (EASA); and Social Emotional and Mental Health needs, through Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS).
  - An application process for new [Special \(Additional\) Resourced Provisions \(ARPs\)](#) was created and 6 new ARPs have been approved. ARPs provide placements for children and young people who can access a mainstream curriculum for parts of the school day. The ARP facilities can be in an allocated space within the school or could be virtual where the resources are provided to children and young people within their mainstream lessons. We now offer 180 ARP places across 17 schools and settings.
  - The first designated unit was developed in a mainstream school to make sure children have the right to mainstream education – we currently have 40 places in 3 units and we have plans to offer a further 80 places in 8 units across primary and secondary schools in Enfield. [Designated units](#) provide placements for children and young people with complex needs who will find it challenging to access a full mainstream curriculum. They access specialist support and attend mainstream classes where they can participate, including lessons and activities such as Physical Education (PE), assembly or lunch.
  - A new special school has been built opened in September 2022. The opening of Salmons Brook School means that by September 2025, 70 pupils with Social, Emotional and Mental Health (SEMH) needs will be educated locally in a school that meets their needs.
  - Mental Health Support Teams (MHSTs) have been in Enfield since 2019 and 49 education sites have been offered support.
  - The Educational Psychology Service has provided the Emotional Literacy Support Assistants (ELSAs) programme since 2020. There are now 52 ELSAs working across 29 schools, providing interventions to support children's social and emotional development.
  - The number and range of local play and leisure opportunities and activities for children and young people with SEND has increased, including through Enfield's [Summer University programme](#). This programme offers a diverse range of learning courses and fun activities during the summer holidays. The 2021 Summer University included courses and activities for young people with SEND, including Drama for All, Strike Back Martial Arts, and Dance 4 Fun. 78 young people with SEND participated in the 2021 programme.
  - The statutory assessment process has been simplified in collaboration with schools and parent/carers. We have also set up a new annual review quality assurance process to help us make sure EHCPs are of a consistently high standard. So far in 2022, we have on average produced 79.4% (excluding exceptions) of EHCPs within 20 weeks.
  - A network of "All About Us" participation groups have been established in 5 settings so far. All About Us is collaboratively delivered by the Council, schools, local youth groups, as well as parent/carers. All About Us supports children and young people with SEND to shape services and support in Enfield.
  - The existing, successful Nurture Group offer has been reviewed to allow more schools to host a group and to provide support through a Nurture Group Outreach offer. The number of Nurture Groups has now increased from 14 to 20, with over 200 children supported each year.

Similar to the national picture, the SEND Partnership recognises that there are ongoing challenges and frustrations for our children, young people and their families. Importantly, our parent and carer forum, Our Voice has raised nine crucial areas on behalf of our local families. These are:



Over the next four years, the SEND Partnership are committed to reducing parental frustration, upskilling our early years settings, schools and colleges around inclusion, enhancing the annual review process, delivering effective early intervention, and improving outcomes for children and young people.



# Our Vision

**Our vision is for all our children and young people with Special Educational Needs and Disabilities to have high aspirations and to achieve positive lifelong outcomes.**

In practice, this means making sure all our children and young people with SEND are safe, healthy, happy and included in their educational setting and communities. We want our children and young people to discover and achieve their goals and we want to empower them to be at the heart of decision making, so that they can make positive choices about their lives and futures.

As our children and young people grow up, we want them to feel confident and prepared for adulthood and their independence, with the skills and opportunities they need to thrive. Together, our collective ambition is to make Enfield an inclusive borough where “SEND is everyone’s business”. An inclusive Enfield is a place where diversity and difference are understood and celebrated, and where barriers are minimised or removed.

# Our Principles

## **Principle 1: Listen to our children, young people and families and make sure they are at the heart of decisions about themselves and their borough**

The SEND Partnership will work in a way that recognises, promotes and respects the views of the child [or young person] and their family.<sup>10</sup> This important principle is crucial to making sure we take the right steps to better understand their lived experiences and how this affects them every day. We can better know how to support the needs of our children, young people and families, by building trusting relationships and making sure they have an active and collaborative role in shaping the decisions that affect their lives.

## **Principle 2: Empower and enable our children, young people and families to be as independent as they can be**

The SEND Partnership will work together with our children, young people and families to utilise and build on their strengths to help them live independent and fulfilling lives.<sup>11</sup> Focusing on the strengths of our families is not about less support and services.<sup>12</sup> Instead, it’s about working together with our children, young people and families to find solutions, and helping them to recognise the strengths, skills, assets and the capability they have to effect positive outcomes in their own lives.<sup>13</sup> This includes providing the right help to support our children and young people to acquire and develop the knowledge and skills they need to learn and for day to day life.

## **Principle 3: Work together to deliver the right support, in the right place and at the right time**

The workforce across the SEND Partnership will work together to meet the needs of our families. When we talk about the ‘right time’ this means identifying needs at the earliest possible opportunity. The ‘right support’ might include universal services that are available for all our children and young people, or where appropriate it will be targeted or specialist services and placements. The ‘right place’ is where their need can best be met. This might be at a children’s centre, school, youth centre, a local community hub, family hub, a clinic or hospital setting, a virtual platform or through a group that meets in the community. Wherever possible, the right place should be available locally in Enfield.

## **Principle 4: Work with all families in a fair and sensitive way**

The workforce across the SEND Partnership will treat everyone with dignity and respect, and we will make sure that all our families receive fair and sensitive access to services and support. [Equality, diversity and inclusion](#) is central to the decisions we make on how to deliver the best possible outcomes for our families, with the resources that we have available.

<sup>10</sup> [UN Convention on the Rights of the Child: Article 12](#): (respect for the views of the child)

<sup>11</sup> Enfield Council (2021) [Early Help for All Strategy 2021-25](#)

<sup>12</sup> Department of Health and Social Care (2019) [Strength-based approach: Practice Framework and Practice Handbook](#), pp.24

<sup>13</sup> Social Care Institute of Excellence (2018) [Strength-based social care for children, young people, and their families](#)

# Priority 1

## Know our local area and effectively plan for the needs of our children, young people and families

Across the SEND Partnership we collect and use data to better understand our SEND community, including who they are what they need from local services and support. This information is used to understand how well the local area is performing and to help us make decisions about our local offer.

Enfield Council works together with the NHS North Central London Integrated Care Board (ICB)<sup>14</sup> to make sure services supporting the health, education and care of our children and young people are providing the best possible outcomes.

Some of the services we commission are available to all our families and are not specific to a need – these are universal services. Other services are there for families that require more specialist support for an identified need – these are targeted services. We commission a range of services that support children and young people with SEND, such as educational psychology, speech and language therapy, health visiting, school nursing, hearing and visual impairment support, and short breaks for children and young people with disabilities and their families. Data also helps us to effectively make decisions about provision such as school places, and how to meet immediate needs and longer-term demand. For example, 17% of our children and young people with SEND attend a school or setting that is outside of Enfield.

We are using our data and knowledge to increase provision to meet the needs of more children and young people in-borough. To strengthen how we manage, share and analyse high quality data and insights from across our SEND Partnership, we need to explore opportunities to further build and utilise our joint data dashboard, and improve the way we track long-term outcomes such as the destinations of our young people as they transition to adulthood. This will help us plan and enhance the services and support that children, young people and their families need both now and in the future.

However, we know that data is one part of the picture, and alone cannot provide us with a full understanding of our community's needs and their experiences. Therefore, we will continue to strengthen our approach to working in partnership with children, young people and their families to make sure they have the power to influence and shape services and support in Enfield. This includes the introduction of a new Council-wide Youth Participation Policy to support our workforce to include children, young people and families in service design, commissioning, delivery, and evaluation, in a way that is meaningful to them. One of the important networks we will be doing this through is our new 'All About Us' SEND youth participation groups.



<sup>14</sup> ICB formerly called North Central London Clinical Commissioning Group

## Looking ahead, we will:

- Develop our services based on high quality data and knowledge, that respond to the changing needs of our diverse community, their lived experiences, and the performance of our local area.
- Carry out ongoing analysis to identify local trends to help us to better plan and secure services and support for the future.
- Extend the range of opportunities to work in partnership with children, young people and their families to influence and shape services and support in Enfield. This includes consultation, engagement and co-production that is meaningful to our children, young people and families.
- Continually evaluate the impact and performance of our services, to make sure we effectively use our resources to have the greatest impact. This includes services we provide ourselves across the SEND Partnership, and services we commission other organisations to deliver.
- Develop and agree a shared SEND Partnership outcome framework. The outcome framework will link the work and the impact of services and support across education, health and social care with the everyday and life outcomes we want for our children and young people.



## Priority 2

# Identify needs early and provide the right support, in the right place, at the right time

The SEND Partnership are committed to making sure that our children, young people and their families get the right support at the right time, by identifying and assessing their needs early. For some of our children and young people, their needs may be identified before they are born or at birth, for others their needs may emerge or change as they grow up. Early identification is an important first step to making sure children and young people benefit from the right services and support that they need to help them thrive, throughout all stages of their childhood and as they transition into adulthood.

We know that the first 1,001 days of a child's life (from conception up until the age of 2), can have a significant impact on their development and their life chances; including how well they build relationships, achieve at school and their future job prospects, to their overall health and wellbeing.<sup>15</sup> However, a child's development and their life chances can also be impacted by lots of different factors, such as their early relationships and the care they receive, living in poverty or becoming looked after.<sup>16</sup>

Our children and young people with SEND, are more likely to experience poorer life outcomes and have less

opportunities than their peers.<sup>17</sup> We are committed to tackling the inequalities experienced by our children and young people with SEND and over the next four years we are continuing to strengthen our early identification and early intervention services. This includes making sure we have high quality early years provision, which we know can reduce the likelihood of a child or young person being identified with SEN later on.<sup>18</sup> As a partnership, we are continuing to develop our services and workforce skills to identify, assess and meet needs, and we have invested in early intervention services to support our children and young people's Speech, Language and Communication Needs; Social, Emotional and Mental Health; and Autism and other neurodiverse needs.

We will also be working together to support the delivery of the [early help services](#) that wrap around our families to make sure they can access the right information, advice and support for their child's individual needs and their family circumstances, in a timely way. This includes supporting our families to give their child the best start in life, through services such as midwifery, health visiting and parenting support; and enabling families to access early help including housing, debt and income advice.

**We talked about the things that worry me and I now feel safe and supported by my teacher, which will help me in class**



<sup>15</sup> HM Government (2021) [The Best Start for Life: The Early Years Healthy Development Review Report](#) (A Vision for the 1,001 Critical Days)

<sup>16</sup> *ibid*

<sup>17</sup> SEND [Review: Right Support, right place, right time](#) pp.20

<sup>18</sup> SEND [Review: Right Support, right place, right time](#) pp.39

## Looking ahead, we will:

- Identify SEND early by effectively developing our services, to ensure robust processes and the right workforce skills and knowledge are in place across education, health and social care.
- Work together as a partnership to make sure families have access to appropriate information, advice and support for their child's individual needs and their family circumstances. This includes a well-publicised, up-to-date, easy to understand and navigate [Local Offer for SEND](#), developed in partnership with our parents and carers.
- Make sure all our children and young people receive an excellent education, and their needs are effectively met in an education setting or environment that is right for them. Wherever possible, this should be in a local mainstream setting. To support this, we are using our data and knowledge to accurately plan the right number of places, this includes increasing the number of [Special Resourced Provisions \(SRPs\)](#), and [designated units](#) in mainstream schools.
- Continue to develop an effective and sustainable needs-based approach to reducing wait times for children and young people with neurodiverse differences, making sure they can access support whilst awaiting a diagnosis, based upon their presenting needs.
- Work together with our schools and settings to introduce a Preparing for Adulthood (PfA) enriched curriculum from the earliest opportunity. This includes advice and support provided through the East London Careers Hub and network.



## Priority 3

# Make sure inclusion is at the heart of our services and communities

We all share a responsibility for working together to make Enfield an inclusive borough for our children and young people with SEND and their families – “SEND is everyone’s business.”

We asked children, young people and young adults<sup>19</sup> with SEND about their experience of inclusion in their school or educational setting and in their community, and these are some of the things they told us:

**“I really like my teachers; they listen to what I say”**

(Young person, member of VIPs)

**“Sometimes people don’t listen to what I have to say”**

(Young person, member of VIPs)

**“I sometimes sit there doing nothing and then they know something is up”**

(Young person, member of VIPs)

**“I’m treated like everyone else. But I don’t feel I’m like everyone else – how I interact is different”**

(Young person, member of VIPs)

**“Social workers listen to me and write down what I say”**

(Young adult, VIPs)

**“I am very ambitious. I know what I want and need, but don’t know how to achieve it...I want a well-paid job, a home of my own, my own family...A job is the first step in achieving my ideal future”**

(Young adult, VIPs)

**“I want to make money. I can work in a food shop and get married.”**

(Young adult, VIPs)

Our local “All About Us” SEND participation groups at Durants School and West Lea School also shared their experiences of inclusion with us. We heard that trips out, being at school and playing online with their friends make them feel included, as well as attending youth clubs near to home and extra-curricular activities. Importantly, we heard that many of our children and young people feel included at school and at college. However, this is not always the case for everyone and one of our children said that their opinions and ideas were not always heard.<sup>20</sup>

<sup>19</sup> Young adults who took part were aged between 23 to 26 and were not in education.

<sup>20</sup> Discussions were held with groups of children and young people including those in Key Stages 1 through to 4 (age 5-16) at West Lea School and Key Stages 3 through to 5 (ages 12-18) at Durants School.

We believe that an inclusive borough is one where Council services work together with our community, schools and educational settings, health partners, service providers and local employers to support children and young people to thrive in all areas of their lives. At the heart of this is developing a culture where we all embrace difference; minimise or remove barriers; and where we better understand and address the interests and needs of our SEND community in local decision-making.

There is lots of important work already underway across our partnership to improve equality, diversity and inclusion. However, we recognise that there is a great deal more to be done in the years ahead. This includes making sure our local schools and settings are inclusive from the early years through to further education.

The Government's recent SEND Review found that parents and carers aren't always confident that their child's needs can be met in a mainstream school.<sup>21</sup> Our new [Enfield School Inclusion Charter](#) is one of the important ways we are working together to deliver an inclusive Education, to help local mainstream schools to meet the needs of children and young people with SEND wherever possible. The Charter has eight principles that have been developed by young people, school staff, parents and carers, council officers, health partners and voluntary sector organisations. By signing up, our early years settings, schools and colleges are committing to delivering

an inclusive education, by embedding the principles in their every-day practices. Looking ahead Enfield's Youth Development Service are also planning to adopt the Inclusion Charter, making sure all our young people feel included across our wider community offer.

We want our young people to have a lifetime of opportunity as they grow up and this includes access to paid employment and living as independently as possible. In 2020/21, 16.8% of adults with a learning disability in Enfield who received long-term support during the year were in paid employment. Although this is the highest figure in London (London average of 6.1%) and the 4th highest nationally (the England average was 5.1%), the Council and partners are continuing to work hard to increase the number of local residents with SEND who are in paid employment. This is crucial to making sure that Enfield is a fairer and more inclusive place for everyone.<sup>22</sup>

The Council is also committed to delivering inclusive and accessible homes that meet the changing needs of children and young people with SEND and their families. This includes considering the proximity of the right schools or settings when housing a family. We are also working hard to better understand and map current and future housing needs, to make sure we develop the right variety of housing supply in Enfield. This includes housing for young people with SEND who are transitioning to adulthood, to enable them to live as independently as possible.<sup>23</sup>

## Looking ahead, we will:

- Build our network of inclusive early year settings, schools and colleges that have signed up to and are living by the principles of the Inclusion Charter.
- Continue to further develop the range of play, leisure and social opportunities available in the community. This supports children and young people with SEND to maintain a healthy lifestyle and to make healthy and informed choices about their physical and mental health and emotional wellbeing, and provides parent/carers with a break from caring responsibilities.
- Support early years settings, schools, colleges and our partners to implement and embed trauma-informed practice in their day-to-day work. We are delivering this through our Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS) initiative, which is helping our workforce to understand the importance of having the capacity to observe and make sense of the emotional needs underlying children's behaviours and to respond appropriately.
- Continue to support our early years settings, schools, colleges and our community to understand and embed good communication and autism practices. This will be delivered through universal and targeted services, provided by health services, Enfield Council, and multi-agency teams such as the Enfield Communication and Support Service (ECASS) and the Enfield Advisory Service for Autism (EASA).
- Provide a range of fair and inclusive travel assistance options for children and young people getting to and from school or college, so that young people are as independent as they can be, as early as possible.
- Support young people with SEND to be ambitious; active and included members of their communities and to further their independence as they prepare for adulthood. This includes good quality work experience, apprenticeship opportunities and supported internships tailored to their personal interests and goals.
- Continue to deliver on our commitments as community leader and champion for children, employer, service provider and commissioner to create an inclusive Enfield as set out in our [Fairer Enfield Policy](#).

21 [SEND Review: Right Support, right place, right time](#) pp.10

22 As set out in our [Fairer Enfield Policy](#)

23 This work forms part of the Council's ongoing delivery of the [Housing and Good Growth Strategy](#)

## Priority 4

# Deliver high quality, effective and timely Education, Health and Care Needs Assessments (EHCNA) and Plans (EHCPs)

An [Education, Health and Care Plan \(EHCP\)](#) is a legal document, which sets out how a child or young person's needs will be supported through education, health and social care services and support. Importantly, the EHCP also includes a dedicated focus on a child and young person's aspirations and the support they need to [prepare for adulthood](#) and their independence. An EHCP can remain in place up until the age of 25.

Not all children and young people with SEND will have or need an EHCP. This is determined by the Education, Health and Care Needs Assessment (also called a 'statutory assessment'). Enfield currently maintains EHCPs for 3.5% of 0–25-year-olds in Enfield. Although this is below the national average of 3.75%,<sup>24</sup> the local area has experienced a much higher growth in the number of EHCPs each year since 2018, when compared with the national average.

Children and young people who do not need an EHCP, but still require extra or different support, will receive this at school. This is called SEN Support and it is tailored to the individual needs of the child or young person and is met through the school's notional budget.<sup>25</sup> As of January 2022, 10.6% of pupils attending Enfield schools and settings receive SEN Support.

Each year an Annual Review will take place, where the Local Authority works together with the family to determine if the EHCP should continue to be maintained, amended or ceased. We start to think about their preparing for adulthood objectives from an early age, making sure the right care and support is in place by the time they reach the age of 18. We call this '[Moving On](#)' and when a young person reaches 18, the responsibility for providing their health and social care support transfers from Children's Services to Adult Social Care, if they are eligible.

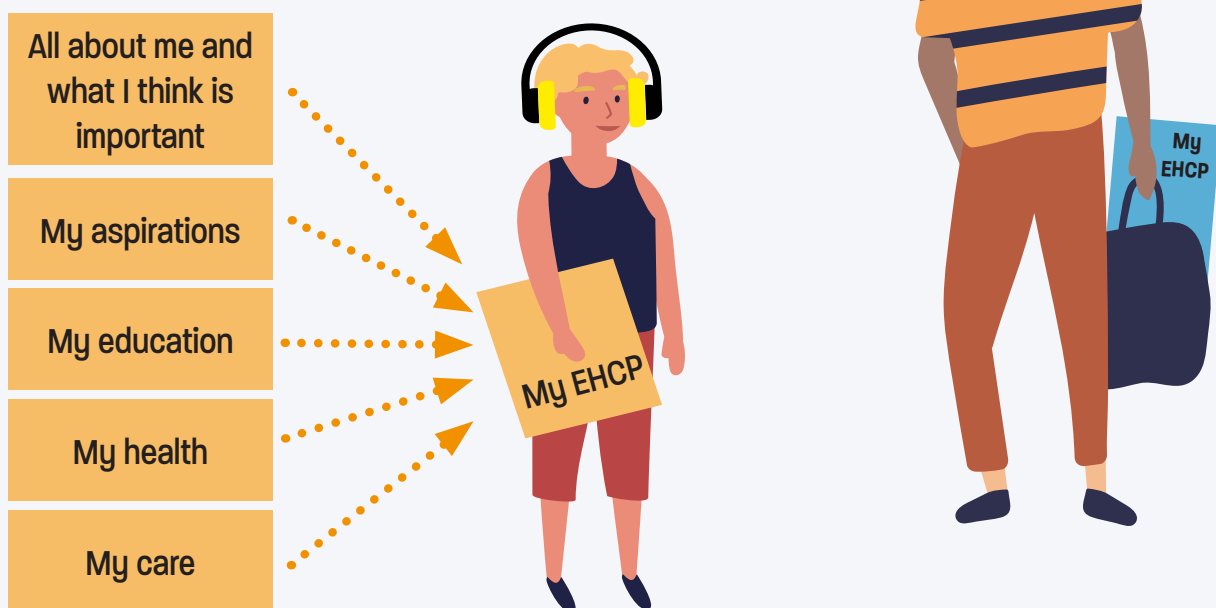
The SEND Partnership recognises and understands the frustrations felt, and the challenges experienced by our families, local practitioners, schools and educational settings around EHCPs. Notably, during our engagement there were concerns about the effectiveness of the Annual Review process. Looking ahead, we are committed to continuing to improve the time it takes us to complete EHC needs assessments and EHCPs. We are also working hard to make sure EHCPs are of a consistently high standard and that our workforce across the partnership have the skills they need to confidently develop plans, which include high quality professional advice. Crucially, work is already underway to strengthen the Annual Review process, and this is a key area of focus for us over the next four years.

<sup>24</sup> Number of Enfield council Maintained EHCPs at 31 March 2022

<sup>25</sup> An amount of money paid directly to the school to help make special educational provision meet the needs of children with SEND.

## Looking ahead, we will:

- Complete 95% or more of statutory EHC needs assessments on time.
- Produce 95% or more of EHCPs within the statutory 20-week timeframe without exceptions.
- Make sure every EHCP is meaningfully co-produced with the family; and the plan is easy to understand with a clear account of the child or young person's needs and aspirations, linked to the right services and support.
- Make sure every child and young person's EHCP is of a high standard by continually reviewing and strengthening our quality assurance processes.
- Improve our Annual Review process in line with statutory timeframes and guidance.
- Make sure all outcomes in the Annual Review are actioned and decisions to maintain, amend or cease an EHCP are made in a timely way.
- Develop our workforce skills to make sure they are fully trained and confident in EHCP processes and procedures.
- Have mechanisms in place to make sure health practitioners and clinicians fully support the integrated EHC needs assessment process, providing information, advice, support and interventions to meet identified need within statutory/stated timescales



## Priority 5

# Develop opportunities for children and young people with complex needs to have high aspirations, participate and thrive

Children and young people with complex needs may require a lot of additional support in their day to day lives. This provision might be for complex SEND, medical and/or mental health needs. The nature of the support provided is shaped by the individual needs of the child or young person and their family and this will be provided as early as possible.

The SEND Partnership aims to provide the right support, at the right time and within Enfield, through an integrated offer that is responsive and personalised to their identified and changing needs. An integrated offer means the services and support available across education, health and social care are joined up and work well together.

Across our offer, it's vital that we involve children and young people with complex needs in the decision-making and planning of their care and education, and in shaping the services and support they need and use. Working together with our children and young people is an important part of our current work, but we are committed to continuing to strengthen our approach to meaningful participation with children and young people across the partnership.

As our young people with complex needs grow up, we recognise that each of them will have their own personal milestones as they work towards their independence. The table below sets out some of the key areas we think are important to supporting our young people after they leave school:

<b>Young People with Profound and Multiple Learning Difficulties (PMLD)</b>	<b>Young People with Severe Learning Difficulties (SLD)</b>
<p>We want our young people with the most complex needs to be safe, to feel comfortable and to have a life that is meaningful. We want our young people to have their health and social care needs met and to live in the environment that best suits their needs. This environment will support our young people to live as independently as possible and be included in their local community.</p> <p>To achieve this, we need to make sure we have appropriate housing provisions that respond to their current and changing needs, and relevant day opportunities to support our young people to further the skills they have gained at school, including time to socialise and build relationships, learn and develop independent living skills.</p>	<p>We want our young people with Severe Learning Difficulties to be able to access specialist further education provisions and day opportunities, that include time to learn, build independent living skills and socialise. Where it's right for our young people, we want them to access a supported pathway into employment or meaningful volunteering tailored to their interests and aspirations.</p> <p>To achieve this, we need to make sure our young people have access to the right health (including physical, mental health and emotional wellbeing) and social care; discrete and specialist learning pathways, and relevant day opportunities. The opportunities available should support our young people to build on their educational passport and achieve their PfA aspirations, including employment.</p> <p>We also need to make sure we have the right variety of housing opportunities available to support young people to live as independently as possible in their local community. This might include through specialist housing or support while living at home with their family.</p>

## Looking ahead, we will:

- Work together to make sure that our children and young people with learning disabilities and/or autism can grow up and remain living in their local community and close to their families. This includes:
  - Effectively coordinating the Local Area Emergency Protocol, and Care and Education Treatment Reviews (CETRs). CETRs consider the child or young person's care, education or treatment and are focused on helping them get better, avoid hospital admission or supporting them be discharged from hospital. CETRs bring together the child/young person and their family, the commissioners and the professionals that provide the services, with an independent clinical advisor and an expert advisor who is someone with a lived experience. CETRs check that children and young people are safe, are getting the right care and they have a good plan for the future through ensuring any problems with their health, safety or care gets sorted out.
  - Maintaining a Dynamic Support Register (DSR) to make sure that as a multiagency team, children and young people are provided with the right early support so they can stay living at home with their families and in school, and that the right interventions are in place for those children at risk.
  - Making sure that our workforce across the SEND Partnership is equipped with the knowledge, skills and approaches they need to provide the right help for our children and young people with the most complex needs. This includes training and ongoing practice guidance in the areas of trauma informed practice, [Positive Behaviour Support](#) and effective responses to [behaviours of concern that meet Restraint Reduction Network Standards](#).
  - Continuing our work to identify and develop local provision for our children and young people with complex needs who require placements with therapeutic intervention. This includes exploring opportunities to develop children's homes in Enfield to meet the needs of our children and young people with complex health needs and behaviours of concern.
- Support our young people to access the right discrete and specialist learning pathway that meets their medical, learning, and social needs.
- Further develop our approach to inclusively and meaningfully involving children and young people with complex needs in the decision-making and planning of their care, and in shaping the services and support they need and use.



# Governance and tracking our progress

Enfield's SEND Partnership Board is responsible for overseeing the delivery, monitoring and review of this strategy. The progress of our strategy will be reviewed every two years, and where necessary updated to respond to local and national change; this includes because of the:

- The Independent Review of Children's Social Care
- SEND White Paper
- Updated Ofsted frameworks
- Refreshed NHS Long Term Plan
- Mental Health Act Review

Our Governance Framework sets out our relationships and importantly, how we will work together to deliver on our SEND Partnership Strategy. This is set out in the table below:

SEND Partnership Strategy Governance Framework	
<b>Strategic Leadership:</b>	<p>The SEND Partnership Board are responsible for providing strategic direction and leadership to deliver our Vision, Principles and Priorities. The Board also agree and monitor our Action Plan.</p> <p>The associated joint Action Plan will be kept up to date and will be regularly reviewed throughout the lifecycle of the strategy. Individual actions are the responsibility of the named partner who are required to report on progress through their relevant internal governance structures as well as to the SEND Partnership Board.</p>
<b>Supported by:</b>	The SEND Inclusion Group (formerly our Strategy Development Group), which is made up of Heads of Service from across the Partnership. This group meets monthly and helps drive forward the Action Plan.
<b>Shaped by:</b>	<p>Our work is informed and shaped by the discussion and decisions made through our SEND Partnership workstreams, which include members of Our Voice Parent/Carer Forum and practitioners from different areas of the partnership.</p> <p>Our work is also informed by All About Us, our child and youth participation groups, the SENCo Inclusion Briefing and coffee mornings, Early Years Forum, Schools Forum, Headteachers Briefings; Our Voice Monthly Catch up; and wider boards and groups such as the Assurance Board and the Education Excellence Board.</p>
<b>Delivered by:</b>	Our workforce across the Local Authority, early years settings, schools and colleges, Health and Social Care and partners including commissioned services and the Voluntary and Community Sector.
<b>Accountable to:</b>	The SEND Partnership are accountable to Enfield's Joint Health and Wellbeing Board; NHS North Central London Integrated Care Board; and Senior Leadership across the Partnership who are kept up to date and contribute to the SEND Agenda. This includes the Council's Executive Management Team.

## How do we keep track of our progress?

To ensure that we are making a positive difference, we will keep track of our progress towards achieving our priorities through our SEND Partnership Action Plan. This important document helps us to recognise and understand the impact we are making on outcomes, and where necessary sets out any areas that might need to be improved.

### The SEND Partnership Action Plan, includes:

- What we need to do to deliver on our priorities and what success looks like.
- The services and lead individuals responsible for overseeing and delivering the work.
- When the actions need to be completed (and any important milestones along the way).
- What progress we are making and any other considerations like funding or other potential risks that might impact when an action could be completed.

### Other local strategies and policies that should be considered alongside this document:

- [A lifetime of Opportunity – Enfield's Council Plan](#) – 2020-2022
- [Empowering Young Enfield \(Enfield's Children and Young People's Plan\)](#) 2021-2025
- [Fairer Enfield, \(Equality, Diversity and Inclusion Policy\)](#) 2021-25
- [The Enfield Poverty and Inequality Commission report](#)
- [Early Help for All Strategy 2021-2025](#)
- [Looked After Children Plan 2018-2021](#)
- [Tackling Child Neglect Strategy 2022-2025](#)
- Autism Strategy (Expected 2023)
- [Enfield School Inclusion Charter](#)
- [Safeguarding Adolescents from Exploitation and Abuse \(SAFE\) Strategy 2019-2022](#)
- Joint [Health and Wellbeing Strategy](#)
- [Enfield Housing Allocations Scheme](#)
- [Enfield Council Tenancy Strategy 2022-2025](#)
- [Housing and Growth Strategy 2020-2030](#)
- [Culture Strategy 2020-2025](#)
- [Sustainable and Ethical Procurement Policy 2022-2026](#)

## Acknowledgements

The SEND Partnership Board would like to recognise and thank all the individuals, groups and organisations who have provided us with their thoughts, feedback and lived experience during the development of this strategy.

- All About Us – Youth Participation Groups
- Barnet, Enfield and Haringey Mental Health NHS Trust
- Enfield Division, North Central London Integrated Care Partnership
- Enfield Headteachers and Principals
- Enfield Thrives Together
- Enfield Voluntary Sector Strategy Group (VSSG)
- Enfield's Special Educational Needs Coordinators (SENCOs)
- LBE Access to Resources and Integrated Services
- LBE Children and Family Services Operational Management Group
- LBE Children, Young People and Education Scrutiny
- LBE Early Help and Community Safety
- LBE Education Resourcing Service
- LBE Educational Psychology Service
- LBE Integrated Learning Disabilities Service
- LBE Joint Service for Disabled Children
- LBE Schools Admissions Service
- LBE Schools and Early years Improvement Service
- LBE SEN and Curriculum Inclusion Service
- LBE Strategic Service Development & Procurement Board
- LBE Youth Development Service
- Our Voice Parent and Carer Group and their members
- The SEND Strategy Development Group
- VIPs Youth Group

## **Enfield Equality Impact Assessment (EqIA)**

### **Introduction**

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	Enfield's SEND Partnership Strategy 2023-27
<b>Team/ Department</b>	Corporate Strategy Service for SEND Partnership (Education Department Led project on behalf of SEND Partnership)
<b>Executive Director</b>	Tony Theodoulou, Executive Director People
<b>Cabinet Member</b>	Cllr Abdul Abdullahi, Cabinet Member for Children's Services, Education and Protection
<b>Author(s) name(s) and contact details</b>	Victoria Adnan, Strategy and Policy Manager- Corporate Strategy Service <a href="mailto:Victoria.adnan@enfield.gov.uk">Victoria.adnan@enfield.gov.uk</a>
<b>Committee name and date of decision</b>	Full Council on 12 October 2022

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	26 July 2022
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	Barbara Thurogood, Head of SEN
<b>Name of Director who has approved the EqIA</b>	Peter Nathan, Director of Education

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

## Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

**What is the proposed decision or change?**

Enfield is introducing a new Special Educational Needs and Disabilities (SEND) Partnership Strategy 2023-27. The SEND Partnership brings together representatives from our parent and carer groups and expertise from education, health, social care and the voluntary and community sector. The partnership is chaired by Enfield Council's Director of Education.

This Strategy sets out our shared vision, principles and priorities as we work together to support every child and young person with SEND up to the age of 25.

**What are the reasons for the decision or change?**

The SEND Partnership Strategy replaces the [SEND Education Strategy](#) published in 2018, which has now expired. The former strategy included 3 priorities:

1. Identify, assess and intervene early where children and young people have SEND.
2. Improve access and participation in early years settings and schools.
3. Support a successful transition to adulthood.

**What outcomes are you hoping to achieve from this change?**

The Special Education Needs and Disabilities (SEND) Partnership has high aspirations for every child and young person with SEND in Enfield. We want them to achieve their best in the early years and throughout their education, in their health and wellbeing; and as they take their next step towards independence and adulthood.

This strategy sets out our commitment to making sure our children, young people and families can access what they need locally to thrive in all areas of their lives - the right services and support, at the right time and in the right place. At the heart of our work is also a commitment across our partnership to champion inclusion, and to recognise the strength of our community as we work together with our children, young people and families to drive forward our ambitious SEND agenda in Enfield.

The number of children and young people being identified with SEND is increasing in Enfield, and across the national and local systems there are financial pressures and challenges. Through efficient monitoring, joint commissioning, and service improvements, this strategy embeds the SEND Partnership's approach to ensuring that we continue to meet the changing needs of our children, young people and families in Enfield both now and in the future.

**Our Vision is for all our children and young people with SEND to have high aspirations and to achieve positive lifelong outcomes.**

- **Priority 1:** Know our local area and effectively plan for the needs of our children, young people and families
- **Priority 2:** Identify needs early and provide the right support, in the right place, at the right time
- **Priority 3:** Make sure inclusion is at the heart of our services and communities
- **Priority 4:** Education Health and Care needs assessments and plans (EHCPs) are on time, effective and produced to a high standard
- **Priority 5:** Develop opportunities for children and young people with complex needs to have high aspirations; participate and thrive

Each priority has been carefully identified based on expert guidance from the SEND Strategy Development Group, research, local evidence of need and engagement with stakeholders, on the basis that each priority area contributes to improved outcomes for children and young people both now and in the future.

Who will be impacted by the project or change - staff, service users, or the wider community?

This strategy will impact all children and young people with SEND in Enfield, including those attending out of borough education placements, as well as their families and all stakeholders involved in the care and lives of children and young people with SEND.

## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#).**

**Age**

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The SEND Partnership Strategy sets out our strategic approach to supporting and improving outcomes for our children and young people up to the age of 25. However, the delivery of the strategy and the 5 priorities, is expected to further contribute to improved outcomes for our children and young people beyond the age of 25 and throughout adulthood. The SEND Partnership Strategy is therefore expected to have a positive impact on children and young people up to the age of 25 and into adulthood.

**Age and Education, health and Care Plans:**

Children and young people with SEND receive support through two pathways depending on their needs. The first is through an [Education, Health and Care Plan \(EHCP\)](#), which sets out how a child or young person's needs will be supported through education, health and social care services. Importantly, the EHCP includes a dedicated focus on a child and young person's aspirations and the support they need to [prepare for adulthood](#) and their independence, and depending on individual need, the EHCP can remain in place up until the age of 25.

Enfield currently maintains EHCPs for around 3.5% of 0–25-year-olds. As of 1 May 2022, this equates to 4,041 children and young people. Although this is below the national average of 3.75%<sup>1</sup>, the local area has experienced a much higher growth in the number of EHCPs each year since 2018, when compared with the national average.

The age split of children and young people with an Enfield maintained EHCP is as follows:

<b>9% are 0-5</b> years (early years)	<b>39% are 6-11</b> years (primary school)	<b>33% are 12- 16 years</b> (secondary school)	<b>13% are 17- 19 years</b> (post-16)	<b>6% are 20-25</b> years (post- 19)
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The highest percentage of pupils with an EHCP is in primary school education. As pupils transition into secondary school this percentage starts to decrease, and the smallest number of young people with an EHCP is over the age of 20. The number

<sup>1</sup> Number of Enfield council Maintained EHCPs at 31 March 2022

of children and young people with an EHCP declines with age due to several factors. The first is the local authority is no longer responsible for maintaining the EHCP and it has been ceased on the basis that a young person has entered into paid employment, higher education (university), has left education, turned 25 or moved to another borough. The second is that the EHCP is no longer necessary because the objectives set out in the plan have been achieved and the provision is no longer needed.

Children and young people who do not need an EHCP, but still require extra or different support, will receive this at school. This is called SEN Support and it is tailored to the individual needs of the child or young person and is met through the school's notional budget.<sup>2</sup> In 2021/22 academic year 10.3% of pupils attending Enfield schools and settings received SEN Support, this equates to 6,008 children and young people.

The age split of children and young people receiving SEN Support is as follows:

<b>14.9%</b> are <b>0-5</b> years (early years)	<b>48.6%</b> are <b>6-11</b> years (primary school)	<b>33.6%</b> are <b>12-16</b> years (secondary school)	<b>2.5%</b> are <b>17-18</b> years	<b>under 1%</b> are <b>19 years and over</b>
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**Age and EHCP primary needs (based on pupils aged 2 and under up to 25 attending Enfield schools and settings) - Source: [Explore Education Statistics](#)**

The most common EHCP primary needs in Enfield are Speech Language and Communication Needs, Autism and Social Emotional and Mental Health needs.

**Speech, language and communication needs (SLCN):** 37% of pupils have SLCN as their primary EHCP need. SLCN are most common in Enfield for pupils with an EHCP between the ages of 11-13 (accounting for 32.4% of pupils with SLCN as their primary EHCP need). In contrast with the London averages, where SLCN is most common as a primary need for pupils with an EHCP between the ages of 8-10 (accounting for 28.9% of pupils with SLCN as their primary EHCP need). When considering SLCN as a primary EHCP need across all relevant age groups, the London averages indicate that SLCN are more common in primary age pupils with an EHCP (54.8%) than in secondary age pupils (36.6%). In Enfield however, the data indicates an over-representation of secondary school age pupils (50.2%) with SLCN as a primary EHCP need compared with primary age pupils (41%).

**Autism:** In Enfield, 25% of pupils with an EHCP have Autism identified as their primary need. Of this total, the highest proportions are at age 5 (12.4%) and age 6 (13.5%). When compared with the London average, the proportion of children with Autism in Enfield aged from birth to 5 years (early years) is higher. In Enfield, 22.8% of children with Autism are in the early years compared with 14.8% of

<sup>2</sup> an amount of money paid directly to the school to help make special educational provision meet the needs of children with SEND.

children with autism in the early years in London. After the age of 6, the proportion of children and young people with Autism as their primary EHCP need is lower for each age group up until the age of 17 than the London averages.

**Social, emotional and mental health needs (SEMH):** In Enfield 14% of children and young people with an EHCP have SEMH as their primary need. Of our children and young people with SEMH needs, the highest proportion are aged between 8-15 years (88.3%). This is in line with the London averages (85.5% aged 8-15). SEMH is most common for pupils with SEMH as their primary EHCP need in London (11.7%) and Enfield at age 10 (12.9%). Notably in Enfield, there are a higher proportion of young people with SEMH as their primary EHCP need in secondary school education (58.5%) than in primary school (39.4%). This is similar to the London averages of 37% are primary age children and 59.9% are secondary age young people.

**Age and SEN Support primary needs (based on pupils aged 2 and under up to 25 attending Enfield schools and settings)** - Source: [Explore Education Statistics](#)

In 2021/22, the most common SEN Support needs for pupils in Enfield schools and settings were Speech Language and Communication Needs, Social Emotional and Mental Health needs, and Moderate Learning Difficulty.

**Speech, language and communication needs (SLCN):** 30% of pupils receiving SEN support have SLCN as their primary SEN support need. Based on all pupils receiving SEN support for SLCN, 49% are aged between 4-7 years. This is in line with the London average, where 47.5% of pupils receiving SEN Support for SLCN are also aged between 4-7 years. More pupils receiving SEN support for SLCN in both London and Enfield are in primary school than any other phase of education (62%).

**Social, emotional and mental health needs (SEMH):** 22% of pupils receiving SEN Support have SEMH as their primary SEN support need. Based on all pupils receiving SEN Support for SEMH as slightly higher proportion are in primary school (48.1%) compared with secondary school (46.5%). In contrast, in London a slightly lower proportion of pupils receiving SEN Support for SEMH are in primary school (45%) than in secondary school (49.4%).

**Moderate Learning Difficulty:** 21% of pupils receiving SEN Support in Enfield schools and settings have a Moderate Learning Difficulty with the largest proportion aged 15 (14%). This is in contrast with the London average where the largest proportion of children who receive SEN Support for Moderate Learning Difficulty needs are age 10 (11.8%). Based on all pupils receiving SEN Support for a Moderate Learning Difficulty in Enfield, a higher proportion are in secondary school (62.8%) compared with primary school (34%). In contrast, in London the split between primary and secondary is more evenly split, with a slightly lower proportion of pupils receiving SEN Support for a Moderate Learning Difficulty in primary school (47.5%) than in secondary school (48.6%).

The above data provides a statistical comparison between Enfield and the London wide data. This informs an understanding of our localised picture and approach while understanding the regional context across London. The SEND Partnership Strategy recognises that special educational needs and disabilities can present and be more prevalent at different ages, and for every child and young person their individual needs may differ. For some of our children their needs may be identified before they are born, at birth, or they may emerge or change as they grow up.

### **Anticipated impact of the Strategy**

Evidence shows nationally that children and young people with SEND, are more likely to experience poorer life outcomes and have less opportunities than their peers.<sup>3</sup> The SEND Partnership Strategy therefore embeds the partnership approach to identifying needs early and making sure they receive the right inclusive support, in the right place to enable them to thrive at all stages of their childhood and into adulthood. To enable us to plan, commission and meet the needs of our children, young people and families, both now and in the future, the partnership is prioritising work to strengthen the management, sharing and analysis of high-quality data, knowledge and insights from across the SEND Partnership. Each priority within the strategy is therefore intended to address inequality of outcomes and improve life chances.

Finally, the strategy embeds our commitment to make sure our children and young people with SEND are prepared for adulthood. This includes being supported to live as independently as possible and increasing their access to paid employment. In 2020/21, 16.8% of adults with a learning disability in Enfield who received long-term support during the year were in paid employment. Although this is the highest figure in London (London average of 6.1%) and the 4th highest nationally (the England average was 5.1%) the council and our partners are committed to increasing employment, apprenticeships and supported internships. The successful delivery of this work is interconnected with various departmental workstreams, and wider council policies including through the Fairer Enfield: Equality, Diversity and Inclusion Policy<sup>4</sup>.

### **Mitigating actions to be taken**

No mitigating actions to be taken.

### **Disability**

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

<sup>3</sup> [SEND Review: Right Support, right place, right time](#) pp.20

<sup>4</sup> Enfield Council, [Fairer Enfield: Equality, Diversity and Inclusion Policy 2021-2025](#)

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

The SEND Partnership Strategy sets out our overarching vision, principles and priorities as we work together to support every child and young person with SEND up to the age of 25. This strategy is therefore expected to have a positive impact on all children and young people with SEND.

The SEND Partnership Strategy includes 5 key priorities, which have been carefully identified based on expert guidance from the SEND Strategy Development Group, research, local evidence of need and engagement with stakeholders. The Strategy has also taken into account legislation and guidance from the national SEND system, as set by the SEND Code of Practice 2014/15 and the Government's 2022 SEND Review. Each priority intends to contribute to improving outcomes for all children and young people with SEND both now and in the future.

Children and young people with SEND, are more likely to experience poorer life outcomes and have less opportunities than their peers.<sup>5</sup> Inequality of outcomes starts in the early years and are evident throughout childhood and into adulthood, and many of the issues and inequalities faced by our children, young people and their families have been exacerbated by the effects of the COVID-19 pandemic and the resulting lockdowns.<sup>6</sup>

### **Number of children with and EHCP / receiving SEN Support**

Enfield currently maintains EHCPs for around 3.5% of 0–25-year-olds. As of 1 May 2022, this equates to 4,041 children and young people. Although this is below the national average of 3.75%<sup>7</sup>, the local area has experienced a much higher growth in the number of EHCPs each year since 2018, when compared with the national average. In 2021/22 academic year 10.3% of pupils attending Enfield schools and settings received SEN Support. This equates to 6,008 children and young people. This is lower than the London average where 11.7% of pupils receive SEN Support at school.<sup>8</sup>

### **Most common EHCP and SEN Support primary needs**

In terms of most common primary EHCP needs, 37% of all pupils with an Enfield maintained EHCP have Speech Language and Communication Needs, 25% have

<sup>5</sup> [SEND Review: Right Support, right place, right time](#) pp.20

<sup>6</sup> Council for Disabled Children (2022) [Investing in early intervention](#)

<sup>7</sup> Number of Enfield council Maintained EHCPs at 31 March 2022

<sup>8</sup> [Explore Education Statistics](#)

Autism and 14% have Social Emotional and Mental Health needs. When considering the most common primary needs for children and young people receiving SEN Support at their Enfield school or setting, in 2021/22, 30% of pupils receiving SEN support had Speech Language and Communication Needs, 22% had Social Emotional and Mental Health needs and almost 21% had a Moderate Learning Difficulty.

### **Attainment**

Pre-pandemic attainment data from 2019 shows that 75.7% of pupils in Enfield without SEN achieved a good level of development at the Early Years Foundation Stage, compared to 25.9% of pupils with SEN support and 6.3% of pupils with an EHCP.<sup>9</sup> At KS2 level, 31.5% of pupils receiving SEN Support and 9.1% of pupils with an EHCP achieved at least the expected standard in reading, writing and maths. This is slightly lower than the London average but higher than the national average. The London average indicates 34.3% of pupils receiving SEN Support and 11.7% of pupils with an EHCP achieved at least the expected standard in reading, writing and maths. At KS4 level in Enfield, 4.9% of pupils with an EHCP and 24.2% of pupils with SEN support achieved a 5+ in English and Maths. Across London on average, 7.1% of pupils with an EHCP achieved at least the expected standard in reading, writing and maths, higher than in Enfield. However, across London on average 21.7% of pupils receiving SEN Support achieved at least the expected standard in reading, writing and maths. This is lower than in Enfield.

### **Absences and Exclusions**

In terms of absences and exclusions from school, children and young people with EHCPs attending Enfield schools and settings, missed an average of 11.8% of available sessions in the 2020/21 academic year.<sup>10</sup> Overall pupils without SEND missed 5.1% of available sessions. Pupils receiving SEN Support at their Enfield school or setting on average missed 7% of available sessions in the 2020/21 academic year. When considering the most recently available exclusion data, in 2019/20, just under 4% of all pupils had an EHCP, but they represented 11% of pupils with a fixed term exclusion. However, zero pupils with an EHCP were permanently excluded from Enfield schools. Furthermore in 2019/20, only 10% of all pupils in Enfield schools received SEN support, however they represented 60% of pupils permanently excluded and 29% of pupils with fixed term exclusions.

### **Employment Outcomes**

Looking ahead into adulthood, in 2020/21, 16.8% of adults with a learning disability in Enfield who received long-term support during the year were in paid employment. Although this is the highest figure in London (London average of 6.1%) and the 4th highest nationally (the England average was 5.1%), the Council and partners are continuing to work hard to increase the number of local residents

<sup>9</sup> Department for Education, [Early years foundation stage profile results](#), 2018/19

<sup>10</sup> A session refers to a school half day either the morning or afternoon. Includes both authorised and unauthorised absences

with SEND who are in paid employment. This is crucial to making sure that Enfield is a fairer and more inclusive place for everyone.<sup>11</sup>

### **Anticipated impact of the Strategy**

The strategy embeds a clear commitment to ensuring that we identify and meet needs as early as possible to improve learning outcomes. Early identification is an important first step to making sure children and young people benefit from the right services and support that they need to help them thrive, throughout all stages of their childhood and as they transition into adulthood. To help identify SEND early we will be developing our services, to ensure robust processes and the right workforce skills and knowledge are in place across education, health and social care. The SEND Partnership will also be continuing to develop an effective and sustainable needs-based approach to reducing wait times for children and young people with neurodiverse differences, making sure they can access support while awaiting a diagnosis, based upon their presenting needs.

Access to the right support, in the right place and at the right time is crucial to improving outcomes for our children and young people with SEND and their families. An important aspect of delivering this priority is making sure at all stages of childhood and during key periods of transition (such as when a child moves to a new phase of education or where appropriate to receiving support from Adults Social Care), children, young people and families have access to appropriate information, advice and support for their child's individual needs and their family circumstances.

At present around 17% of children and young people with an EHCP attend an out of borough education placement. The strategy includes a commitment to develop our local provision to increase the number of children and young people being educated and cared for locally. This includes increasing the number of [Special Resourced Provisions](#) (SRPs), and [designated units](#) in mainstream schools. Effective place planning will be informed by high quality data and insights.

The SEND Partnership Strategy recognises the frustrations felt, and the challenges experienced by our families, local practitioners and schools around EHCPs. Notably, during our engagement process there were concerns about the effectiveness of EHCP Annual Review processes. Looking ahead, we are committed to continuing to improve the time it takes us to complete EHC needs assessments and EHCPs. We will also be focusing on ensuring that EHCPs are of a consistently high standard and that our workforce across the partnership has the skills they need to confidently develop plans, which include high quality professional advice. Crucially, work is already underway to strengthen the Annual Review process, and this is a key area of focus for us over the next four years.

Feedback during the engagement included the suggestion for a dedicated priority focused on supporting and developing opportunities for our children and young people with the most complex needs. A 5<sup>th</sup> priority was subsequently added to the

<sup>11</sup> As set out in our [Fairer Enfield Policy](#)

SEND Partnership Strategy, which includes a dedicated focus on working together to make sure that our children and young people with learning disabilities and/or autism can grow up and remain living in their local community and close to their families; supporting our young people to access the right discrete and specialist learning pathway that meets their medical, learning, and social needs; and developing our approach to inclusively and meaningfully involving children and young people with complex needs in the decision-making and planning of their care, and in shaping the services and support they need and use.

This crucial focus on inclusion is central to the strategy and delivering lifelong outcomes. One of the important ways the strategy seeks to address educational inequalities is through more inclusive education settings for all our children and young people with SEND. This includes encouraging early years settings, schools, and colleges to sign up to the Enfield Inclusion Charter. The Charter sets out eight principles of inclusive education, including: ensuring that everyone takes responsibility for children and young people with SEND; understanding that behaviour is communication that happens for a reason; and supporting children and young people to prepare for adulthood from the early years and throughout their childhood and adolescence. The Council has recently produced a guidance to sit alongside the Charter which sets out what the principles mean in practice and how early years settings, schools and colleges can evidence them. Work to enhance inclusion in schools is expected to further contribute towards improved attendance and the Council's ambition of zero exclusions by 2025.

Furthermore, the inclusion of our children, young people and families and the importance of their lived experiences in decision making is embedded in the strategy as a core principle. Over the lifecycle of the Strategy the partnership will be extending the range of opportunities to work in partnership with children, young people and their families to influence and shape services and support in Enfield. This includes consultation, engagement and co-production that is meaningful to our children, young people and families.

#### **Mitigating actions to be taken**

No mitigating actions are anticipated.

#### **Gender Reassignment**

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

Gender Research and Identity Society (GIREs) estimates that in the UK around

650,000 people, representing around 1% of the population, experience some degree of gender non-conformity.<sup>12</sup> These statistics are for adults but can be reflected in children and young people as they become older.

The SEND Partnership Strategy sets out our overarching vision, principles and priorities as we work together to support every child and young person with SEND up to the age of 25, and their families. SEND provision, services and support are based on the individual needs of our children, young people and families and can be accessed regardless of whether our children and young people or their parent/carer are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex.

#### **Mitigating actions to be taken**

No mitigating actions to be taken.

### **Marriage and Civil Partnership**

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected

The SEND Partnership Strategy sets out our overarching vision, principles and priorities as we work together to support every child and young person with SEND up to the age of 25. This strategy will have a positive impact on all our children and young people with SEND and their families, regardless of whether they themselves (the legal age of marriage in the UK is 18) or their parents/carers are in a marriage or civil partnership.

Everyone has a right to romantic relationships, including marriage and civil partnership should they want them. The SEND Partnership Strategy embeds a continued commitment to supporting our children and young people to prepare for adulthood from an early age. [Preparing for Adulthood \(PfA\)](#) is a national programme for children and young people with SEND and includes 4 pathways including “[friends, relationships and community.](#)” PfA objectives and outcomes are based on supporting each child or young person’s aspirations and are intended to enable them to make choices about their lives and futures. This includes choices relating to friendships, romantic and sexual relationships.

Implementation of the strategy is subject to the Council’s relevant policies and

<sup>12</sup> Gender Identify and Research Society, [Individual help](#)

approach to safeguarding all our children and young people, including those attending out of borough provisions.

#### **Mitigating actions to be taken**

No mitigating actions to be taken.

#### **Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected

The SEND Partnership Strategy sets out our overarching vision, principles and priorities as we work together to support every child and young person with SEND up to the age of 25 and is expected to have a positive impact on those who are pregnant and taking maternity.

According to the latest data available from 2020, there were 4,086 live births where Enfield was the usual residence of the mother.<sup>13</sup>

Evidence shows that the first 1,001 days of a child's life (from conception up until the age of 2), can have a significant impact on their development and their life chances; including how well they build relationships, achieve at school and their future job prospects, to their overall health and wellbeing.<sup>14</sup> However, a child's development and also their life chances can also be impacted by lots of different factors, such as their early relationships and the care they receive, living in poverty or becoming looked after.<sup>15</sup> It's important to also note that development and life changes are impacted by factors that extend beyond the scope of pregnancy and maternity.

#### **Anticipated impact of the Strategy**

The SEND Partnership Strategy is jointly delivered by education, health, social care and the community and voluntary sector. The strategy embeds the partnerships' commitment to working together to support the delivery of the [early help services](#) that wrap around our families to make sure they can access the right information, advice and support for their child's individual needs and their family circumstances, in a timely way. This includes supporting our families to give their child the best start in life, through services such as midwifery, health visiting and parenting support; and enabling families to access early help including housing,

<sup>13</sup> ONS, [Births in England and Wales: summary tables](#), 2020

<sup>14</sup> HM Government (2021) [The Best Start for Life: The Early Years Healthy Development Review Report](#) (A Vision for the 1,001 Critical Days)

<sup>15</sup> *ibid*

debt and income advice.

### Mitigating actions to be taken

No mitigating actions to be taken.

### Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected

The SEND Partnership Strategy sets out our overarching vision, principles and priorities as we work together to support every child and young person with SEND up to the age of 25. The SEND Partnership Strategy is therefore expected to have a positive impact on all children and young people with SEND, regardless of their ethnicity.

As of January 2022, 15.7% of pupils attending Enfield schools or settings<sup>16</sup> were Black-African. However, Black-African pupils represented 20.7% of pupils with an Education, Health and Care Plan (EHCP). This means that there are a higher proportion of Black-African pupils with an EHCP compared with the proportion of Black-African pupils attending Enfield schools and settings. There is also a higher proportion of White-British pupils with an EHCP (22.3%) compared with the proportion of White British pupils in the whole school population (18.3%).

#### Most overrepresented groups (pupils with an EHCP)

Pupil Ethnicity	% Of whole school population	% Of pupil EHCP population
Black-African	15.7%	20.7%

#### Most overrepresented groups (pupils receiving SEN Support)

Pupil Ethnicity	% Of whole school population	% Of pupil SEN Support population
Black-African	15.7%	16.4%
White British	18.3%	19.9%

<sup>16</sup> School or setting in this analysis refers to and includes state-funded nursery, primary, secondary and special schools, non-maintained special schools and pupil referral units (does not include independent schools or hospital settings).

Black Caribbean	4.2%	6.2%
Mixed-White & Caribbean	2.6%	3.1%
White Turkish	10.9	12.8%

In terms of our pupils receiving SEN Support at their Enfield school or setting Black-African, Black-Caribbean, White-Turkish and White British pupils are overrepresented in the proportion of children and young people receiving SEN Support in Enfield schools and settings, when compared with the proportion of Black-African, Black-Caribbean, White-Turkish and White British pupil in the whole school population.

When considering underrepresentation, ethnicity and EHCPs, local data suggests that children and young people of Asian Bangladeshi, White-Turkish, White-Other, and White-Eastern European backgrounds are among those with a lower proportion of EHCPs, when compared with the proportion of pupils of the same ethnic backgrounds within the whole school population.

In terms of our pupils receiving SEN Support, local data suggests that there are a lower proportion of children and young people of Asian Bangladeshi, Asian-Other, Asian-Indian, and Mixed-Other backgrounds receiving SEN Support, when compared with the proportion of pupils of the same ethnic backgrounds within the whole school population.

It is important to note, that currently it has not been possible to carry out statistical significance analysis to further inform this EqlA.

**Ethnicity Data Source:** Enfield Schools Borough Profile (Schools Census)

### **Anticipated impact of the Strategy**

The SEND Partnership Strategy includes a commitment to develop our services based on high quality data and knowledge, that respond to the changing needs of our diverse community, their lived experiences, and the performance of our local area. As part of our work over the next 4 years, we will be further building our joint data dashboard and carrying out ongoing analysis to identify local trends to help us to better plan and secure services and support for the future. It is anticipated that this work will include, where possible enhancing the partnership's understanding of locally available equalities data relating to our SEND community, including ethnicity data. However, it is acknowledged that the collection of ethnicity data may be subject to the framework set out by the Schools Census. As the Partnership works to better understand local trends and the profile of our SEND community, factors such as socio-economic deprivation should also be considered. Crucially, the SEND Partnership Strategy prioritises early identification of need and early intervention to ensure all our children and young people thrive throughout childhood and into adulthood.

The SEND Partnership Strategy also includes a commitment to extend the range of opportunities to work in partnership with children, young people and their families to influence and shape services and support in Enfield. This is intended to

help us provide opportunities to enhance inclusive participation and identify and enable seldom heard communities to participate.

#### **Mitigating actions to be taken**

The strategy aims to positively impact all children and young people with SEND regardless of ethnicity. Where possible, the delivery of Priority 1 should explore opportunities to enhance the Partnership's understanding of locally available equalities data relating to overrepresented groups as part of our work to better understand the profile and needs of our local SEND community.

#### **Religion and belief**

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

Data from the last census in 2011, shows that Christianity was the most common religion in the borough (53.6%). 16.7% of residents were of the Muslim faith, and 15.5% hold no religion or belief at all. Sikhs were the smallest group in the borough, composing 0.3% of the population, and people of 'other religion' made up 0.6%.<sup>17</sup>

The SEND Partnership Strategy sets out our shared vision, principles and priorities as we work together to support every child and young person with SEND up to the age of 25 and their families, regardless of their religion or belief. We do not anticipate a differential impact on children, young people of their families on the basis of their religion or belief.

<sup>17</sup> Enfield Council, [Borough Profile](#), 2021

**Mitigating actions to be taken**

No mitigating actions to be taken.

**Sex**

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

The SEND Partnership Strategy sets out our shared vision, principles and priorities to support every child and young person with SEND up to the age of 25, regardless of their sex. The SEND Partnership Strategy is therefore expected to have a positive impact on all children and young people with SEND.

Nationally, across London and locally in Enfield, males are significantly more likely to receive SEN Support at school or have an EHCP. In 2021/22, 28% of children and young people with an Enfield Council maintained EHCP were female and 72% are male; and 38% of children and young people receiving SEN Support were female and 62% were male.

The most common EHCP primary needs in Enfield are Speech Language and Communication Needs, Autism and Social Emotional and Mental Health needs. When considering the most common primary categories of EHCP need in Enfield, we can also consistently see that males are overrepresented. The overrepresentation of males appears consistent with the London averages.

Primary need	Males with an EHCP (London)	Females with an EHCP (London)	Males EHCP (Enfield)	Females EHCP (Enfield)
<b>Autism</b>	80.3%	19.7%	78.9%	21.1%
<b>SLCN</b>	72.2%	27.8%	73.5%	26.5%
<b>SEMH</b>	80.1%	19.9%	76%	24%

Source: [Explore Education Statistics](#)

In 2021/22, the most common SEN Support needs for pupils in Enfield schools and settings were Speech Language and Communication Needs, Social Emotional and Mental Health needs, and Moderate Learning Difficulty. Males are again significantly overrepresented across London and in Enfield.

Primary need	Males SEN Support (London)	Females SEN Support (London)	Males SEN Support (Enfield)	Females SEN Support (Enfield)
<b>SLCN</b>	68.5%	31.5%	68.4%	31.6%
<b>SEMH</b>	63.7%	36.3%	60.9%	39.1%
<b>Moderate learning Difficulty</b>	58.4%	41.6%	56.9%	43.1%

The overrepresentation of males identified with SEND is evident at the local, regional and national levels and there is a lack of consensus as to the reason. Recent research and analysis carried out by the Education Policy Institute (EPI) on identifying pupils with SEND published in 2021 indicated that *“some but not all of the over-representation of boys is mediated by lower assessment score in the Early Years Foundation Stage Profile.”* The EPI notes that EYFS assessments are also carried out by the same teachers assessing SEND needs and it was therefore *“unclear whether or to what extent the SEND differences reflect real differences in underlying need as opposed to bias in the assessments.”*<sup>18</sup> Notably the primary finding of the EPI’s analysis is that the primary school a child attends most prominently effects their chances of being identified with SEND, rather than a child or young person’s individual characteristics, their experiences, or the borough they live in. The Government’s recently published 2022 [‘SEND Review: Right Support, right place, right time’](#), also states the importance of early years education and references evidence suggesting that high quality provision can reduce the likelihood of a child or young person being identified with SEN later on (although it does not explicitly reference the over-representation of males).

### **Anticipated impact of the Strategy**

The SEND Partnership Strategy includes a commitment to develop our services based on high quality data and knowledge, that respond to the changing needs of our diverse community, their lived experiences, and the performance of our local area. As part of our work over the next 4 years, we will be further building our joint data dashboard and carrying out ongoing analysis to identify local trends to help us to better plan and secure services and support for the future. It is anticipated that this work will include, where possible enhancing the partnership’s understanding of locally available equalities data relating to our SEND community, as the Partnership works to better understand the profile of our SEND community.

Crucially, the Strategy embeds the partnership’s approach to identifying the needs of all children early and making sure they receive the right inclusive support, in the right place to enable them to thrive at all stages of their childhood and into adulthood. This includes making sure we have high quality early years provision and continuing to develop workforce skills to identify and meet needs across education, health and social care.

<sup>18</sup> Education Policy Institute (2021) [Identifying Pupils with SEND](#), Pp.66

### Mitigating actions to be taken

The strategy aims to positively impact all children and young people with SEND. Where possible, the delivery of Priority 1 should explore opportunities to enhance the Partnership's understanding of locally available equalities data relating to overrepresented groups as part of our work to better understand the profile and needs of our local SEND community.

### Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

In 2019, nationally, an estimated 2.7% of the UK population aged 16 years or over identified as lesbian, gay or bisexual (LGB). Younger people aged 16 to 24 years were most likely to identify as LGB. In 2019, 6.6% of all 16 to 24-year olds identified as LGB.<sup>19</sup>

The SEND Partnership Strategy sets out our shared vision, principles and priorities to support every child and young person with SEND up to the age of 25, regardless of their sexual orientation. It is therefore anticipated that this strategy should have a positive impact on all children and young people with SEND, no matter their sexual orientation.

### Mitigating actions to be taken

No mitigating actions to be taken.

### Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The SEND Partnership Strategy sets out our shared vision, principles and priorities to support every child and young person with SEND up to the age of 25, regardless

<sup>19</sup> ONS, [Sexual orientation UK](#), 2012 to 2019

of their socio-economic status.

In a report published in 2016, the Joseph Rowntree Foundation highlighted “the strong link between poverty and SEND. Children from low-income families are more likely than their peers to be born with inherited SEND, are more likely to develop some forms of SEND in childhood and are less likely to move out of their SEND categories. At the same time, children with SEND are more likely than their peers to be born into poverty, and also more likely to experience poverty as they grow up.”<sup>20</sup>

In terms of the identification of SEND, recent research and analysis carried out by the Education Policy Institute (EPI) published in 2021, indicates that the primary school a child attends most prominently effects their chances of being identified with SEND, rather than a child or young person’s individual characteristics, their experiences, or the borough they live in.<sup>21</sup>

Children and young people with SEND, are more likely to experience poorer life outcomes and have less opportunities than their peers.<sup>22</sup> In 2021/22 43% of pupils with an EHCP and 37% of pupils with SEN support in Enfield were entitled to FSM. Since 2020/21, the percentage of pupils eligible for FMS has increased 2.5% for pupils with an EHCP and by 4% for pupils receiving SEN Support. Looking ahead into adulthood, statistical analysis carried out by the Department for Education in 2018 on outcomes for pupils eligible for FSM and identified with SEN, found that 60% of individuals who were eligible for free school meals in year 11 were in sustained employment at age 27, compared to 77% of their peers who were not eligible for FSM. Therefore, FSM-eligible pupils were 23% less likely to be in sustained employment aged 27 when compared to their peers who were not eligible for FSM. When considering pupils with Special Educational Needs, 58% of individuals who were identified with SEN in year 11 were in sustained employment at age 27, compared to 78% of their peers who were not identified with SEN. Therefore, pupils with SEN were 25% less likely to be in sustained employment aged 27 when compared to their peers who were not identified with SEN.<sup>23</sup>

In 2020/21, 16.8% of adults with a learning disability in Enfield who received long-term support during the year were in paid employment. Although this is the highest figure in London (London average of 6.1%) and the 4th highest nationally (the England average was 5.1%).

The SEND Partnership Strategy embeds inclusion at the heart of our strategic approach and planned work over the next 4 years, to support our children and young people to thrive from the early years through into adulthood. This includes encouraging our schools to sign up to and live by the principles of the Schools Inclusion Charter. Furthermore, as part of our aims over the next 4 years we plan to work together with our schools and settings to introduce a Preparing for Adulthood

<sup>20</sup> Joseph Rowntree Foundation, [Special educational needs and their links to poverty](#), 2016

<sup>21</sup> Education Policy Institute (2021) [Identifying Pupils with SEND](#),

<sup>22</sup> [SEND Review: Right Support, right place, right time](#) pp.20

<sup>23</sup> Department for Education (2018) [Outcomes for pupils eligible for FSM and identified with SEN](#)

(PfA) enriched curriculum from the earliest opportunity. This includes advice and support provided through the East London Careers Hub and network. As part of our Fairer Enfield Policy, the Council and SEND Partnership are also committed to supporting our young people to access good quality work experience, apprenticeship opportunities and supported internships tailored to their personal interests and goals.

The strategy includes our commitment to provide a range of fair and inclusive travel assistance options for children and young people getting to and from school or college, so that young people are as independent as they can be, as early as possible. As set out in our [Getting to School Policy](#), travel assistance is considered if a family are in receipt of working tax credit at the maximum rate for their case or the pupil is eligible for means-tested free school meals; if the young person is in receipt of 16-19 bursary funding; or has been provided with a Motability allowance or vehicle.<sup>24</sup> The policy applies to all children and young people aged 5 to 25, including those with SEND. The travel assistance scheme for children and young people with SEND is currently under review. The strategy commits us to ensuring that there are inclusive travel assistance options for children and young people getting to and from school or college and ensuring that fair and transparent processes are in place.

Finally, the SEND Partnership Strategy includes our commitment to make sure children, young people and their families receive the right support, in the right place and at the right time. Importantly, the strategy embeds the work of our [Early Help for All Strategy](#). The SEND Partnership will be working together to support the delivery of the [early help services](#) that wrap around our families to make sure they can access the right information, advice and support for their child's individual needs and their family circumstances, in a timely way. This includes supporting our families to give their child the best start in life, through services such as midwifery, health visiting and parenting support; and enabling families to access early help including housing, debt and income advice.

Plans to enhance the SEND Partnership's knowledge and understanding of our SEND community and their needs through collecting high quality data and knowledge of lived experiences will help us to enhance the way we plan and deliver services and support. As the Partnership's works to better understand local trends and the profile of our SEND community, factors such as socio-economic deprivation should be considered.

It is therefore anticipated that this strategy should have a positive impact on all children and young people with SEND, including our children, young people and families that are socio-economically disadvantaged.

#### **Mitigating actions to be taken.**

No mitigating actions were identified.

<sup>24</sup> Enfield Council, [Getting to School](#), 2020

## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

### **How do you intend to monitor and review the effects of this proposal?**

An action plan is under development to monitor the delivery and the effectiveness of the strategy, and to keep track of our progress towards achieving our five priorities. This important document helps us to recognise and understand the impact we are having on outcomes for children and young people, and where necessary sets out any areas that might need to be improved. The Action Plan combines our local area Self Evaluation Framework and our strategy and includes:

- What we need to do (operational actions)
- Who is responsible for overseeing and delivering the work
- When the action needs to be completed (and any important milestones along the way)
- What progress we are making and any other considerations like funding or other potential risks that might impact when an action could be completed.
- Key indicators and measures of success and progress

### **Who will be responsible for assessing the effects of this proposal?**

Enfield's SEND Partnership Board are accountable overall for the delivery, monitoring and review of the SEND Partnership Strategy. The SEND Partnership's Inclusion Working Group (formerly the SEND Strategy Development Group) are responsible for leading the development and updating of the action plan document, which will be regularly presented to the SEND Partnership Board for oversight.

Once published, this strategy will be periodically reviewed and, when necessary, updated to respond to local and national change. Upon review of the strategy, the accompanying EqIA should be updated to reflect the changes.

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/ By When	Costs	Review Date/Comments
Overrepresentation	Where possible, the delivery of Priority 1 should explore opportunities to enhance the Partnership's understanding of available equalities data relating to overrepresented groups as part of our work to better understand the profile and needs of our local SEND community.	Barbara Thurogood	Ongoing throughout lifecycle of the strategy		Annually

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**London Borough of Enfield****Meeting: Council****Meeting date: 12 October 2022**

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**Subject: Scrutiny Annual Work Programmes 2022/23****Director: Terry Osborne****Key Decision: N/A**

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**Purpose of Report**

1. This report and Appendices set out the draft work programmes for Overview and Scrutiny Committee (OSC) and the seven standing Scrutiny panels for 2022/23.

**Proposal(s)**

2. Council is asked to approve the annual work programmes for 2022/23 for the Overview & Scrutiny Committee and Standing Panels.

**Reason for Proposal(s)**

3. The Council's Constitution requires that the scrutiny work programmes are adopted by Council on the recommendation of the Overview and Scrutiny Committee, following consultation with the Cabinet and the Executive Management Team (EMT).

**Relevance to the Council Plan**

4. The Scrutiny Panels are focussed and aligned to areas where they can add most value to the delivery of the Council's plan.

**Background**

5. The Overview and Scrutiny Committee and Scrutiny Panels set out their own work programmes for the year, taking into consideration wider consultation with Cabinet, Executive Management Team (EMT).
6. The seven scrutiny Panels are:
  - (i) Children, Young People and Education
  - (ii) Crime
  - (iii) Environment and Climate Action
  - (iv) Finance and Performance
  - (v) Health and Adult Social Care

- (vi) Housing
  - (vii) Regeneration and Economic Development
7. Membership of the Overview and Scrutiny Committee and the Scrutiny Panels were approved by Council, including Chair and Vice Chair
  8. Each of the Panels held a work planning meeting with the Cabinet member and Executive Director who were invited to attend and present their priorities. Following this presentation each Panel agrees topics for the remaining scrutiny meetings for the year.
  9. Co-ordinating the Panels work programmes and ensuring there is no duplication across the panels is part of the function of OSC. The work programmes were reviewed and agreed at OSC on the 29<sup>th</sup> September.
  10. The Executive Management Team (EMT) and Cabinet are asked to comment on the work programmes. Cabinet made the following comments:  
That the Cabinet is very supportive of the scrutiny process and that it appreciates the collegiate and collaborative approach being taken at the meetings of the panels. The Leader commented on the important role that the panels play. The Leader wished to convey to the panel chairs her commitment to support the scrutiny process together with her Cabinet colleagues.
  11. OSC is scheduled to meet 7 times per year, and the Scrutiny Panels are scheduled to meet a minimum of four times per year, however, it is likely that OSC will meet more often to deal with call-ins and pre-decision Scrutiny.

### **Main Considerations for the Council**

12. Members are asked to approve the Overview and Scrutiny and Scrutiny Panel work programmes.

### **Safeguarding Implications**

15. None identified.

### **Public Health Implications**

16. There are no direct public health implications linked to this report, but rather what happens as a result of scrutiny.

### **Equalities Impact of the Proposal**

17. Equalities impact assessments relating to recommendations that scrutiny may make will be assessed through the scrutiny process.

### **Environmental and Climate Change Considerations**

18. There are no direct environmental or climate change implications linked to this report, but rather what happens as a result of scrutiny.

## **Risks that may arise if the proposed decision and related work is not taken**

19. There are no risks associated with this report.

## **Financial Implications**

20. Any cost implications of recommendations made from scrutiny must be contained within budgeted resources.

## **Legal Implications**

21. The Council has statutory duties within an existing legal framework to make arrangements for the scrutiny of its decisions and service delivery, including the areas of crime and health, which are covered within these recommendations.

22. The setting of the annual scrutiny work programme is a matter for the Council, following consultation with EMT, members and key stakeholders. These requirements are set out in the Council's Constitution.

## **Options Considered**

23. The Overview and Scrutiny Committee is required, under the Council's Constitution, to present an annual scrutiny work programme to Council for adoption.

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Report Author: Marie Lowe  
Governance Officer

Date of report October 2022

## **Appendices**

Draft OSC and Scrutiny Panel work programmes.

## **Background Papers**

None

## OVERVIEW AND SCRUTINY COMMITTEE WORK PROGRAMME

Date of meeting	Topic	Lead Officer	Lead Members	Executive Director/Director	Reason for proposal	Other Committee/ Cabinet/Council approvals?
23 July 2022	Work Planning					
<b>29 September 2022</b>	Scrutiny Annual Work Programmes 2022/23	Marie Lowe	Cllr Greer	Terry Osborne	The Committee will note and agree the work programmes for the scrutiny panels for approval at Council	Cabinet 14 <sup>th</sup> Sept Council 12 <sup>th</sup> Oct
	MEQ and Complaints -	Eleanor Brown	Cllr Ergin Erbil	Fay Hammond	Update to members following implementation of the new MEQ system	
<b>10 November 2022</b>	Regulatory Changes to Local Government	tbc	Cllr Susan Erbil	Sarah Cary	Priority presented to the panel and agreed to be on the work programme.	
	Grenfell Tower Inquiry to review the impact on Enfield's structures and fire safety.	Joanne Drew	Cllr Savva	Sarah Cary	The Panel felt this was a priority following the Grenfell review	
<b>16 January 2023</b>	Budget consultation for members of the Committee	James Newman	Cllr Leaver	Fay Hammond	Item goes to OSC as part of the formal Budget process.	Cabinet 18 <sup>th</sup> Jan Council 23 <sup>rd</sup> Feb
<b>9 February 2023</b>	Equalities with a focus on reduction of inequalities across the	Harriet Potemkin/Lucy Nasby	Cllr Ergin Erbil	Ian Davis	This was set out as a priority for 2022/23	

	borough					
	Impact on the cost of living on residents in Enfield	Sue Nelson	Cllr Leaver	Fay Hammond	One of the priorities presented by the Leader for 2022/23.	
<b>9 March 2023</b>	Review of Leisure Provision in the borough	tbc	Cllr Anyanwu	Sarah Cary	This was requested by the Committee	
	Fly Tipping with an overview and update on statistics and improvements	Doug Wilkinson	Cllr Jewell	Sarah Cary	This is a priority area presented by the Cabinet member.	
<b>9 April 2023</b>	Merger of five NHS Clinical Commissioning Groups (CCGs)	Dudu Sher-Arami	Cllr Cazimoglu	Tony Theodoulou	One of the Leader's priorities for 2022/23.	
	Meridian Water update	Peter George	Cllr Caliskan	Sarah Cary/ Peter George		

**Note:**

Provisional call-in dates: 29 September 2022, 27 October 2022, 24 November 2022, 8 December 2022, 31 January 2023, 22 February 2023, 30 March 2023. Used for pe-decision scrutiny and call-ins.

# CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY WORK PROGRAMME

Date of meeting	Topic	Lead Officer	Lead Members	Executive Director/Director	Reason for proposal	Other committee/ Cabinet/Council approvals?
<b>29 June 2022</b>	Work Programme					
<b>27 September 2022</b>	Annual Safeguarding report	Bharat Ayer	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	
<b>2 November 2022</b>	School Attendance issues, including the upcoming white paper.	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 and build a new SEN school	Neil Best Barbara Thurogood	Cllr Abdullahi	Peter Nathan	This was highlighted as priority for the Cabinet Member	
<b>10 January 2023</b>	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	Tony Theodoulou	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	
<b>23 March 2023</b>	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 – activities to help stop reoffending, youth centres, cadets	Ivana Price	Cllr Abdullahi	Anne Stoker	This item was 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. A joint strategy that covers adults and children's safeguarding is being developed.	

# CRIME SCRUTINY PANEL WORK PROGRAMME

Date of meeting	Topic	Lead Officer	Lead Members	Executive Director/ Director	Reason for proposal	Other Committee/ Cabinet/Council approvals?
<b>28 June 2022</b>	Work planning					
<b>13 September 2022</b>	12 HRA Enfield Funded Officers	Andrea Clemons	Cllr Needs	Tony Theodoulou	Proposed review of effectiveness and impact of the police officers funded by Enfield Council	
	Crime Prevention & Detection with a focus on serious crime including knife crime	Andrea Clemons	Cllr Needs	Tony Theodoulou	Police priority for 2022/23	
	SSCB Performance Management – provide a monitoring overview of performances	Andrea Clemons	Cllr Needs	Tony Theodoulou	Standard agenda item	
<b>7 December 2022</b>	Violence against women and girls	Julie Tailor (Police)	Cllr Needs	Tony Theodoulou	Panel requested further details on awareness and prevention. This was previously a MOPAC priority.	
	Serious youth crime	Ivana Price	Cllr Abdullahi	Tony Theodoulou	This was a priority highlighted by Anne Stoker	
	SSCB Performance Management –	Ivana Price	Cllr Needs	Tony Theodoulou	Standard agenda item	

	provide a monitoring overview of performances					
<b>1 March 2023</b>	Pledge for 50 additional officers in Enfield	tbc	Cllr Needs	Tony Theodoulou	Cabinet Member presented this item to the Panel	
	Streetlighting – focusing on the potential impact on crime	Doug Wilkson/ Stephen Skinner	Cllr Jewell	Sarah Cary	This was presented to the Panel as a Police priority for 2022/23	
	SSCB Performance Management – provide a monitoring overview of performances	Ivana Price	Cllr Needs	Tony Theodoulou	Standard agenda item	

# ENVIRONMENT AND CLIMATE ACTION SCRUTINY PANEL WORK PROGRAMME

Date of meeting	Topic	Lead officer	Lead Members	Executive Director/ Director	Reason for proposal	Other Committee/ Cabinet/ Council approvals?
<b>7 July 2022</b>	Work Planning					
<b>11 October 2022</b>	Climate Action Plan Review	Rafe Bertram/Tilly Ford	Cllr Ergin Erbil	Doug Wilkinson	The Plan is being refreshed following the election.	Council
	Proposed ULEZ expansion for 2023	David Taylor	Cllr Jewell	Doug Wilkinson	This was proposed as it will affect Enfield residents directly and Enfield will be expected to respond to the Consultation.	
<b>17 January 2023</b>	Parking Strategy – This will come to the Panel for information	David Morris	Cllr Jewell	Doug Wilkinson	This was highlighted as a priority during the work planning meeting.	
	Parks & Wetlands looking at rewilding and the number of trees planted	Ian Russell	Cllr Ergin Erbil/Cllr Anyanwu	Doug Wilkinson	This was highlighted as a priority during the meeting by the Cabinet Member.	
<b>14 March 2023</b>	Review the implementation of School Streets	Richard Eason	Cllr Jewell	Doug Wilkinson	This was highlighted as a priority during the meeting by the Cabinet Member.	
	Waste Recycling Management Performance	Jon Sharkey	Cllr Jewell	Doug Wilkinson	This was highlighted as a priority during the meeting by the Cabinet Member.	

# FINANCE AND PERFORMANCE SCRUTINY PANEL WORK PROGRAMME

Date of meeting	Topic	Report Author	Lead Members	Executive Director/ Director	Reason for proposal	Other committee/ Cabinet/Council approvals?
<b>20 July 2022</b>	Work Programme Planning					
<b>19 October 2022</b>	Procurement, including p-card payment monitoring.	Julie Barker	Cllr Tim Leaver	Fay Hammond	Update to the Panel following a Council review and legislative changes	
	Commercial property assets and investment return/income generation	Adrian Smallwood	Cllr Tim Leaver	Peter George	An area of interest for the Panel	
	Information on Quarterly Monitoring Reports (Revenue, Capital and Performance)	Olga Bennet (capital) James Newman (revenue) Eleanor Brown (performance)	Cllr Tim Leaver	Fay Hammond	This item was recommended by the Executive Director.	
<b>11 January 2023</b>	Housing Revenue Account budget overview	Clare Eldred	Cllr Tim Leaver	Olga Bennet Joanne Drew	This was recommended by the Executive Director.	
	Adult Social Care funding reform 2023		Cllr Tim Leaver & Cllr Alev Cazimoglu	James Newman	An area of interest for the Panel	
	Information on Quarterly Monitoring Reports (Revenue,	Olga Bennet (capital) James Newman	Cllr Tim Leaver	Fay Hammond	This was recommended by the Executive Director.	

	Capital and Performance)	(revenue) Eleanor Brown (performance)				
<b>29 March 2023</b>	Fair funding: Impact for Enfield	tbc	Cllr Tim Leaver	James Newman	Discussed and agreed at the work planning session as an area of interest.	
	Performance, with particular focus on customer service and the Council Website	Lee Shelsher	Cllr Ergin Erbil	Sue Nelson	Discussed and agreed at the work planning session as an area of interest.	
	Information on Quarterly Monitoring Reports (Revenue, Capital and performance)	Olga Bennet / James Newman	Cllr Tim Leaver	Fay Hammond	This was recommended by the Executive Director.	
<b>Additional Meeting date tbc</b>	Council Companies how these are developed and how they operate	Will Wraxall	Cllr Leaver	Fay Hammond	This was recommended at the work planning meeting as an item the Panel may want to discuss.	
	Medium Term Financial Plan/Strategy Overview			James Newman	An area of interest for the Panel	

# HEALTH & ADULT SOCIAL CARE SCRUTINY WORK PROGRAMME

Date of meeting	Topic	Lead Officer	Lead Members	Executive Director/ Director	Reason for the proposal	Other Committee/ Cabinet/Council approvals ?
<b>27<sup>th</sup> July</b>	Work Planning					
<b>15<sup>th</sup> September 2022</b>	Annual Safeguarding Report	Bharat Ayer	Cllr Cazimoglu	Tony Theodoulou	The Annual report is brought to this Panel for discussion.	Cabinet 12 <sup>th</sup> Oct Council 16 <sup>th</sup> Nov
	Public Health – smoking/vaping	Glenn Stewart	Cllr Cazimoglu	Tony Theodoulou/Dudu Sher-Arami	Local priority to reduce smoking & vaping	
<b>6<sup>th</sup> December 2022</b>	Integrated Care Systems/NCL	Deborah McBeal	Cllr Cazimoglu	Tony Theodoulou/Bindi Nagra	Updates required on changes and impact on LBE	
	Mental Health Transformations/Reforms	Natalie Fox	Cllr Cazimoglu	Tony Theodoulou/Bindi Nagra	Concerns about services provided	
<b>19<sup>th</sup> January 2023</b>	Regulation of Adult Social Care, CQC reports	Bindi Nagra	Cllr Cazimoglu	Tony Theodoulou	Updates required on changes and impact on LBE	
	Covid Recovery – vaccinations, inequalities	Dudu Sher-Arami	Cllr Cazimoglu	Tony Theodoulou	National issue and how LBE is taking forward	
<b>8<sup>th</sup> March 2023</b>	Primary Care Access	Deborah McBeal	Cllr Cazimoglu	Tony Theodoulou/B	Concerns about access issues with GPs, dentists	

				indi Nagra		
	Women's Health – cervical cancer motion, access to family planning, pregnancy packs, health visitor drop-ins	Dudu Sher- Arami	Cllr Cazimoglu	Tony Theodoulou	Update requested by panel members	
	Safeguarding Enfield strategy consultation	Bharat Ayer	Cllr Cazimoglu	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 adults and childrens safeguarding.	

# HOUSING SCRUTINY PANEL WORK PROGRAMME

Date of meeting	Topic	Lead officer	Lead Members	Executive Director/ Director	Reason for proposal	Other committee/ Cabinet/Council approvals?
5 July 2022	Work Planning					
22 September 2022	Social Housing Regulation Bill & the impact on Enfield	Richard Sorenson	Cllr Savva	Joanne Drew	A priority as set out by the Cabinet Member and Director.	
	Private Renters Reform Bill & the impact on Enfield	Richard Sorenson	Cllr Savva	Joanne Drew	A priority as set out by the Cabinet Member and Director.	
	Enfield Repairs Direct - overview on delivery, efficiency, response times and out of hours repairs.	Martin Greenway	Cllr Savva	Joanne Drew	A priority as set out by the Cabinet Member and Director.	
29 November 2022	Draft Housing & Good Growth Strategy to inform the Panel	Nnenna Urum - Eke	Cllr Caliskan	Joanne Drew	A priority as set out by the Cabinet Member and Director.	
	Delivery of Social & Affordable Housing (to include an update on Meridian Water)	Amena Martin / Penny Halliday	Cllr Savva	Joanne Drew/Peter George	A priority as set out by the Director as a new bill is due out on this.	
22 March 2022	Housing Gateway/Enfield Let - Update	Kayt Wilson	Cllr Savva	Joanne Drew	A priority as set out by the Director.	
	Temporary	Richard	Cllr Savva	Joanne Drew	A priority as set out by the	

	Accommodation and Empty Homes focusing on the levels and strategy to reduce.	Sorenson			Cabinet Member and Director.	
	Preventing Homelessness and Rough Sleeping – the Panel will receive an update of the Strategy	Richard Sorenson	Cllr Savva	Joanne Drew	A priority as set out by the Cabinet Member and Director.	

# REGENERATION AND ECONOMIC DEVELOPMENT SCRUTINY WORK PROGRAMME

Date of meeting	Topic	Lead Officer	Lead Members	Executive Director/Director	Reason for the proposal	Other committee/ Cabinet/Council approvals?
<b>12 July 2022</b>	Work planning					
<b>13 October 2022</b>	Consultation on the reports prior to Cabinet relating to: Meridian Water, Joyce and Snell's Montague Industrial Estate	Penny Halliday Nnenna Urum Eke David Childs	Cllr Caliskan	Peter George Joanne Drew	Pre- Decision Scrutiny recommended by the Executive Director	Cabinet 12 <sup>th</sup> Oct
<b>30<sup>th</sup> November 2022</b>	Local Plan – Progress & Timelines	Helen Murch/Vincent Lacovara	Cllr Caliskan	Brett Leahy	A priority as set out by the Leader.	
<b>1 February 2023</b>	Industrial Estates: Council Sites, including Claverings and Montague Private sector key sites	Adrian Smallwood/ Doug Ashworth	Cllr Tim Leaver	Peter George	A priority as set out by the Executive Director.	
	Strategic Industrial Sites: • Planning Policy; • Enfield Local Plan; • Relevance to Meridian Water	Helen Murch/Vincent Lacovara	Cllr Caliskan	Brett Leahy	A priority as set out by the Leader.	
	CIL and S106: Annual Infrastructure	Vincent Lacovara	Cllr Susan Erbil	Sarah Cary	A priority as set out by the Leader.	

	Statement					
<b>26 April 2023</b>	Town Centres across the Borough: Action Plan for the regeneration and redevelopment of the Town Centres across the Borough Investment in the high streets	Rebekah Polding	Cllr Anyanwu	Brett Leahy	A priority as set out by the Leader.	
	Cultural Strategy briefing.	Rebekah Polding	Cllr Anyanwu	Brett Leahy	A priority as set out by the Executive Director.	
	Skills Academies briefing.	Simon Gardener/Ann-Marie Liddiard/ Rebekah Polding	Cllr Caliskan	Peter George Brett Leahy	A priority as set out by the Leader.	